



# Q-tips Newsletter

November 2021



## Human Resources Corner

With an over abundant amount of information at our fingertips, we have put together some COVID-19 Vaccination Information that can be helpful to your business.

OSHA's Emergency Temporary Stand  
<https://www.osah.gov/coronavirus/ets2/faqs>

SHRM Resources  
<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/covid-19-vaccine-accomodation-undue-hardship.aspx>

<https://www.shrm.org/ResourcesAndTools/tools-and-samples/how-to-guides/Pages/How-to-Comply-with-OSHA-COVID-19-Vaccination-Emergency-Temporary-Standard.aspx>

<https://www.shrm.org/ResourcesAndTools/tools-and-samples/policies/Pages/OSHA-ETS-Vaccination-and-Testing-Policies.aspx>

<https://www.shrm.org/ResourcesAndTools/tools-and-samples/hr-qa/Pages/What-do-the-mandatory-COVID-19-vaccination-requirements-under-the-Path-Out-of-the-Pandemic-plan-mean-for-employers.aspx>

<https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/how-to-handle-an-employees-request-for-an-accommodation-to-a-vaccine-requirement-covid19-coronavirus.aspx>

EEOC Resource  
<https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>

## New UnitedHealthcare wellness offering: 1-year Apple Fitness+ Subscription

UnitedHealthcare is committed to providing a variety of health and wellness options, which is why we've added 12 months of Apple Fitness+ to your health plan — at no additional cost. Get ready for a different type of fitness experience with welcoming trainers who work hard to help bring out the best in you.

### The first fitness service powered by Apple Watch

Your journey to a healthier body and mind starts here. Apple Fitness+ brings to life real-time fitness metrics from Apple Watch to your iPhone, iPad and Apple TV— and helps keep you motivated with:

- ✓ 11 workout types, ranging from HIIT to core to yoga
- ✓ New workouts added every week, lasting from 5 to 45 minutes
- ✓ Handpicked music from your favorite artists to help keep you going
- ✓ A subscription that can be shared with up to 5 family members

Let's do this! Get started at [uhc.com/apple-fitness-plus](https://uhc.com/apple-fitness-plus)

## 2022 Benefit Plan Limits & Thresholds

Health Savings Accounts (HSAs) and High-Deductible Health Plans (HDHPs)	2022	2021	Change
HSA contribution limit (employer + employee)	Self-only: \$3,650 Family: \$7,300	Self-only: \$3,600 Family: \$7,200	Self-only: +\$50 Family: +\$100
HSA catch-up contributions (age 55 or older)	\$1,000	\$1,000	no change
HDHP minimum deductibles	Self-only: \$1,400 Family: \$2,800	Self-only: 1,400 Family: \$2,800	no change no change
HDHP maximum out-of-pocket amounts (deductibles, co-payments and other amounts, but not premiums)	Self-only: \$7,050 Family: \$14,100	Self-only: \$7,000 Family: \$14,000	Self-only: +50 Family: +\$100

### Health FSA Limits

Health Care Flexible Spending Accounts (Health FSAs) and Limited-Scope (Vision/Dental) FSAs	2022	2021	Change
Maximum salary deferral	\$2,850	\$2,750	+\$100
Maximum rollover amount	\$570	\$550 (as indexed, but carryover of full unused balance allowed) <sup>1</sup>	+\$20

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