



# Q-tips Newsletter

May 2021



## DID YOU KNOW...QUANTUM OFFERS PEOPLE OPERATIONS SUPPORT TO OUR CLIENTS?

We have over 15 years' experience creating, updating & supporting growing & restructuring HR departments strategically. We offer expertise in the following areas:

- ✓ Strategy & Organizational Planning
- ✓ Diversity & Inclusion
- ✓ Culture Strategy
- ✓ Measuring & Evaluating
- ✓ Talent Management
- ✓ Employee Engagement
- ✓ Employee Training & Development Program
- ✓ Succession Planning

## IRS Announces 2022 Limits for HSAs & High-Deductible Health Plans

Health savings account (HSA) contribution limits for 2022 are going up \$50 for self-only coverage and \$100 for family coverage, the IRS announced May 10, giving employers that sponsor high-deductible health plans (HDHPs) plenty of time to prepare for open enrollment season later this year.

The annual limit on HSA contributions will be \$3,650 for self-only and \$7,300 for family coverage. That is about a 1.4 percent increase from this year.

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

Source: IRS, Revenue Procedure 2021-25.

## Workplace Compliance News

### **Employers Should Be Cautious When Asking About Vaccination Status**

<https://www.shrm.org/ResourcesAndTools/legal-and-compliance/employment-law/Pages/Employers-Should-Be-Cautious-When-Asking-About-Vaccination-Status.aspx>

### **Return to the Workforce: June 9<sup>th</sup>, 2021 @ 11 am**

<https://www.shrm.org/LearningAndCareer/learning/webcasts/Pages/0621nownext.aspx>

21 Business Park Drive, Branford, CT 06405  
Office: 203.946.0320

jhall@qbens.com  
porlando@qbens.com  
sholloway@qbens.com