

HRA-ECI

November 2021

NOVEMBER
MEETING

Friday, November
12th

11:30am—1:00 pm

Zoom Meeting

This meeting was
approved for credits!

Discussion: OSHA ETS on COVID Vaccination and Weekly Testing

On November 4th, OSHA finally released their ETS regarding COVID vaccination requirements for workplaces with 100 or more employees. This comes following the statement from Biden in September regarding OSHA beginning work on an ETS.

During the discussion, we will watch a DOL provided webinar highlighting the main points of the ETS and follow up to discuss our concerns, plans, etc.

Main points of the OSHA ETS that will be covered are:

- ◇ Purpose and scope of the ETS
- ◇ Effective dates
- ◇ Qualifying vaccines and tests
- ◇ Eligible employers
- ◇ Resources for more information

We will also note there has been a Federal Appeals Court blocking this on a temporary basis, so more to come.

SHRM Resources to Assist with the OSHA ETS Planning

- ◇ 5 Steps to Help Create a Workplace COVID-19 Vaccination Policy
- ◇ Employers Should Plan for Vaccine-or-Testing Rule While Litigation Ensues
- ◇ OSHA Issues COVID-19 Workplace Vaccine-or-Testing Policy

OSHA Resources to Assist with the OSHA ETS Planning

- ◇ COVID-19 Vaccination and Testing ETS Fact Sheet
- ◇ COVID-19 Vaccination and Testing ETS Summary Page
- ◇ OSHA FAQs <https://bit.ly/3F9QodZ>

IRS Announces 2022 Limits for HSAs and High-Deductible Health Plans

Contribution and Out-of-Pocket Limits for Health Savings Accounts and High-Deductible Health Plans

Description	2022	2021
H S A Contribution Limit (employer + employee)	Self-only: \$3,650 Family: \$7,300	Self-only: \$3,600 Family: \$7,200
H S A catch up contribution (age 55 or older)	\$1,000	\$1,000
HDHP minimum deductibles	Self-only: \$1,400 Family: \$2,800	Self-only: \$1,400 Family: \$2,800
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

~Source: SHRM *IRS Announces 2022 Limits for HSAs and High-Deductible Health Plans* by Stephen Miller, CEBS

2022 Benefit Plan Limits & Thresholds Announced

401(k) Plan Limits

Description	2022 Limit	2021 Limit
Minimum employee elective deferral (age 49 or younger)	\$20,500	\$19,500
Employee catch-up contribution (age 50 or older by year end)	\$6,500	\$6,500
Maximum employee elective deferral plus catch-up contribution (age 50 or older)	\$27,000	\$26,000
Defined Contribution maximum limit, employee + employer (age 49 or younger)	\$61,000	\$58,000
Defined contribution maximum limit (age 50 or older), all sources + catch up	\$67,500	\$64,500
Employee compensation limit for calculating contribution	\$305,000	\$290,000
Key employee' compensation threshold for top-heavy plan testing	\$200,000	\$185,000
Highly compensation employees' threshold for non-discrimination testing	\$135,000	\$130,000

Source: SHRM *2022 Benefit Plan Limits & Thresholds*
Chart by Stephen Miller, CEBS



Haley Helton, President
Dustha Wahls, President- Elect
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you're interested in
joining the board!**

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If you have any jobs you would like to be posted please send them to

Open Board seats for 2022:

- President-Elect
- Treasurer

