

# HR Brief

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**Loudoun Insurance Group LLC**



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## Warm Weather is in the Forecast, Remind Employees About Your Dress Code

With warmer weather approaching, the time for summer clothing has arrived. While fashion and dress is a way that many people express themselves and their unique personalities, sometimes the workplace is not an appropriate place for certain clothing styles.

Because of this, every employer should put together a carefully drafted dress code policy. This policy should not violate discrimination laws but should clearly define what is considered "appropriate attire for the workplace."

With the changing season, it's the perfect time to proactively communicate your organization's dress code expectations.

### Reviewing Your Dress Code

Remember, your policy should be designed to fulfill your business needs by applying some uniformity, while not infringing on the civil rights of your employees. Keep the following in mind:

- Make sure your policy has a basis in social customs and doesn't significantly differentiate the standards for men and women.
- Apply consistent discipline for dress code violations across all employees.
- Be extremely specific about what type of dress is permitted.
- Explain how your policy matches the company's culture and image.
- Apply the dress code fairly to all employees at your organization.

### For More Information

If you would like additional information regarding dress code policies or employee communications, please contact us.

## DID YOU KNOW?

Move over, millennials. Generation Zers are starting to enter the workforce, and, like millennials, they have the potential to change the workplace. Although the oldest Gen Zers are only 23 years old, employers are praising them for their tech-savviness and creativity.

These young business leaders could be exactly what your company needs to succeed in the digital landscape.

Contact us to learn how you can attract and retain this up-and-coming talent pool.

## In Case You Missed It, The HSA Limit Changed *Again*

Earlier this year, a tax law change for 2018 reduced the health savings account (HSA) contribution limit for individuals with family high deductible health plan (HDHP) coverage from \$6,900 to \$6,850. After this change was announced, the IRS received complaints that the \$50 reduction would be difficult and costly to implement.

In response to these complaints, the IRS [announced](#) on April 26 that, for 2018, taxpayers with family HDHP coverage may treat **\$6,900** as the annual contribution limit to their HSAs.

Make sure to communicate this change to employees to help them make the most out of their benefits and avoid further confusion. For communication materials, please contact us today.