

106TH CONGRESS  
1ST SESSION

# H. R. 3047

To amend the Employee Retirement Income Security Act of 1974 and the Internal Revenue Code of 1986 to require plans which adopt amendments that significantly reduce future benefit accruals to provide participants with adequate notice of the changes made by such amendments.

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## IN THE HOUSE OF REPRESENTATIVES

OCTOBER 8, 1999

Mr. MATSUI (for himself, Mr. WELLER, Mr. ANDREWS, Mr. BENTSEN, Mr. GEJDENSON, Mrs. KELLY, and Mr. POMEROY) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend the Employee Retirement Income Security Act of 1974 and the Internal Revenue Code of 1986 to require plans which adopt amendments that significantly reduce future benefit accruals to provide participants with adequate notice of the changes made by such amendments.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Pension Reduction  
3 Disclosure Act of 1999”.

4 **SEC. 2. NOTICE REQUIRED FOR CERTAIN PLAN**  
5 **AMENDMENTS REDUCING FUTURE BENEFIT**  
6 **ACCRUALS.**

7 (a) GENERAL NOTICE REQUIREMENTS.—Section  
8 204(h) of the Employee Retirement Income Security Act  
9 of 1974 (29 U.S.C. 1054(h)) is amended to read as fol-  
10 lows:

11 “(h) NOTICE REQUIREMENTS FOR PENSION PLAN  
12 AMENDMENTS REDUCING ACCRUALS.—

13 “(1) IN GENERAL.—If an applicable pension  
14 plan is amended so as to provide for a significant re-  
15 duction in the rate of future benefit accrual of 1 or  
16 more applicable individuals, the plan administrator  
17 shall—

18 “(A) not later than the 45th day before  
19 the effective date of the amendment, provide  
20 the written notice described in paragraph (2) to  
21 each applicable individual (and to each em-  
22 ployee organization representing applicable indi-  
23 viduals), and

24 “(B) in the case of a large applicable pen-  
25 sion plan—

1 “(i) include in the notice under para-  
2 graph (2) the additional information de-  
3 scribed in paragraph (3),

4 “(ii) make available the information  
5 described in paragraph (4) in accordance  
6 with such paragraph, and

7 “(iii) provide individual benefit state-  
8 ments in accordance with section 105(e).

9 “(2) BASIC WRITTEN NOTICE.—The notice  
10 under paragraph (1) shall include a summary of the  
11 important terms of the amendment, including—

12 “(A) the effective date of the amendment,

13 “(B) a statement that the amendment is  
14 expected to significantly reduce the rate of fu-  
15 ture benefit accrual,

16 “(C) a description of the classes of applica-  
17 ble individuals to whom the amendment applies,  
18 and

19 “(D) a description of how the amendment  
20 significantly reduces the rate of future benefit  
21 accrual.

22 “(3) ADDITIONAL INFORMATION TO BE PRO-  
23 VIDED BY LARGE APPLICABLE PENSION PLANS.—

24 “(A) IN GENERAL.—The information de-  
25 scribed in this paragraph is—

1 “(i) a description of the plan’s benefit  
2 formulas (including formulas for deter-  
3 mining early retirement benefits) both be-  
4 fore and after the amendment and an ex-  
5 planation of the effect of the different for-  
6 mulas on applicable individuals,

7 “(ii) an explanation of the cir-  
8 cumstances (if any) under which (for ap-  
9 propriate categories of applicable individ-  
10 uals) the amendment is reasonably ex-  
11 pected to result in a temporary period  
12 after the effective date of the amendment  
13 during which there are no or minimal ac-  
14 cruals,

15 “(iii) illustrative examples of normal  
16 or early retirement benefits meeting the re-  
17 quirements of subparagraph (B), and

18 “(iv) notice of each applicable individ-  
19 ual’s right to request, and of the proce-  
20 dures for requesting, the information re-  
21 quired to be provided under paragraph (4)  
22 and under section 105(e).

23 “(B) ILLUSTRATIVE EXAMPLES.—Illus-  
24 trative examples meet the requirements of this  
25 subparagraph if such examples illustrate the

adverse effects of the plan amendment. Such examples shall be prepared by the plan administrator in accordance with regulations prescribed by the Secretary of the Treasury, and such regulations shall require that the examples—

“(i) reflect fairly the different categories of applicable individuals who are similarly affected by the plan amendment after consideration of all relevant factors,

“(ii) show a comparison of benefits for each such category of applicable individuals under the plan (as in effect before and after the effective date) at appropriate future dates, and

“(iii) illustrate any temporary period described in subparagraph (A)(ii).

Such comparison shall be based on benefits in the form of a life annuity and on actuarial assumptions each of which is reasonable (and is so certified by an enrolled actuary) when applied to all participants in the plan.

“(4) SUPPORTING INFORMATION RELATING TO CALCULATION OF BENEFITS.—

“(A) IN GENERAL.—Each individual who receives or who is entitled to receive the infor-

1           mation described in paragraph (3) may (after  
2           so receiving or becoming so entitled) request  
3           the plan administrator to provide the informa-  
4           tion described in subparagraph (B).

5           “(B) INFORMATION.—The plan adminis-  
6           trator shall, within 15 days after the date on  
7           which a request under subparagraph (A) is  
8           made, provide to the individual information (in-  
9           cluding benefit formulas and actuarial factors)  
10          which is sufficient—

11                 “(i) to confirm the benefit compari-  
12                 sons in the illustrative examples described  
13                 in paragraph (3)(B), and

14                 “(ii) to enable the individual to use  
15                 the individual’s own personal information  
16                 to make calculations of the individual’s  
17                 own benefits which are similar to the cal-  
18                 culations made in such examples.

19          Nothing in this subsection shall be construed to  
20          require the plan administrator to provide to an  
21          individual such individual’s personal informa-  
22          tion for purposes of clause (ii).

23          “(C) TIME LIMITATION ON REQUESTS.—  
24          This paragraph shall apply only to requests  
25          made by an individual before the end of the 12-

1 month period that begins on the later of the ef-  
2 fective date of the amendment to which it re-  
3 lates or the date the notice described in para-  
4 graph (2) is provided to the individual.

5 “(5) SANCTIONS.—

6 “(A) IN GENERAL.—In the case of any  
7 egregious failure to meet any requirement of  
8 this subsection with respect to any plan amend-  
9 ment, the provisions of the applicable pension  
10 plan shall be applied as if such plan amendment  
11 entitled all applicable individuals to the greater  
12 of—

13 “(i) the benefits to which they would  
14 have been entitled without regard to such  
15 amendment, or

16 “(ii) the benefits under the plan with  
17 regard to such amendment.

18 “(B) EGREGIOUS FAILURE.—For purposes  
19 of subparagraph (A), there is an egregious fail-  
20 ure to meet the requirements of this subsection  
21 if such failure is—

22 “(i) an intentional failure (including  
23 any failure to promptly provide the re-  
24 quired notice or information after the plan  
25 administrator discovers an unintentional

1 failure to meet the requirements of this  
2 subsection),

3 “(ii) a failure to provide most of the  
4 individuals with most of the information  
5 they are entitled to receive under this sub-  
6 section, or

7 “(iii) a failure which is determined to  
8 be egregious under regulations prescribed  
9 by the Secretary of the Treasury.

10 “(B) EXCISE TAX.—For excise tax on fail-  
11 ure to meet requirements, see section 4980F of  
12 the Internal Revenue Code of 1986.

13 “(6) SPECIAL RULES.—

14 “(A) PLAIN LANGUAGE.—The notice re-  
15 quired under paragraph (1) shall be written in  
16 a manner calculated to be understood by the av-  
17 erage plan participant.

18 “(B) NOTICE TO DESIGNEES.—The notice  
19 and information required to be provided under  
20 this subsection may be provided to a person  
21 designated, in writing, by the person to which  
22 it would otherwise be provided.

23 “(7) ALTERNATIVE METHODS OF COMPLIANCE  
24 WITH ENHANCED DISCLOSURE REQUIREMENTS IN  
25 CERTAIN CASES.—The Secretary of the Treasury



1 shall prescribe such regulations as may be necessary  
2 to carry out this subsection. The Secretary of the  
3 Treasury may—

4 “(A) prescribe alternative or simplified  
5 methods of complying with paragraphs (3) and  
6 (4) in situations where—

7 “(i) there is no fundamental change in  
8 the manner in which the accrued benefit of  
9 an applicable individual is determined  
10 under the plan, and

11 “(ii) such other methods are adequate  
12 to reasonably inform plan participants who  
13 are applicable individuals of the impact of  
14 the reductions,

15 “(B) reduce the advance notice period in  
16 paragraph (1)(A) from 45 days to 15 days be-  
17 fore the effective date of the amendment for  
18 cases in which compliance with the 45-day ad-  
19 vance notice requirement would be unduly bur-  
20 densome because the amendment is contingent  
21 on a merger, acquisition, disposition, or other  
22 similar transaction involving plan participants  
23 who are applicable individuals or because 45  
24 days advance notice is otherwise impracticable,

1 “(C) permit the comparison of benefits  
2 under paragraph (3)(B) to be based on a form  
3 of payment other than a life annuity, or

4 “(D) specify actuarial assumptions that  
5 are deemed to be reasonable for purposes of the  
6 benefit comparisons under paragraph (3)(B).

7 “(8) APPLICABLE INDIVIDUAL.—For purposes  
8 of this subsection, the term ‘applicable individual’  
9 means, with respect to any plan amendment—

10 “(A) each participant in the plan, and

11 “(B) each beneficiary who is an alternate  
12 payee (within the meaning of section  
13 206(d)(3)(K)) under a qualified domestic rela-  
14 tions order (within the meaning of section  
15 206(d)(3)(B)(i)),

16 whose future benefit accruals under the plan may  
17 reasonably be expected to be reduced by such plan  
18 amendment.

19 “(9) TERMS RELATING TO PLANS.—For pur-  
20 poses of this subsection—

21 “(A) APPLICABLE PENSION PLAN.—The  
22 term ‘applicable pension plan’ means—

23 “(i) a defined benefit plan, or

1 “(ii) an individual account plan which  
2 is subject to the funding standards of sec-  
3 tion 302.

4 “(B) LARGE APPLICABLE PENSION  
5 PLAN.—The term ‘large applicable pension  
6 plan’ means an applicable pension plan which  
7 had 100 or more active participants as of the  
8 last day of the plan year preceding the plan  
9 year in which the plan amendment becomes ef-  
10 fective.”

11 (b) INDIVIDUAL STATEMENTS.—Section 105 of the  
12 Employee Retirement Income Security Act of 1974 (29  
13 U.S.C. 1025) is amended by adding at the end the fol-  
14 lowing new subsection:

15 “(e)(1) The plan administrator of a large applicable  
16 pension plan shall furnish an individual statement de-  
17 scribed in paragraph (2) to each individual—

18 “(A) who receives, or is entitled to receive,  
19 under section 204(h) the information described in  
20 paragraph (3) thereof from such administrator, and

21 “(B) who requests in writing such a statement  
22 from such administrator.

23 “(2) The statement described in this paragraph is a  
24 statement which provides information which is substan-  
25 tially the same as the information in the illustrative exam-

1 ples described in section 204(h)(3)(B) but which is based  
2 on data specific to the requesting individual and, if the  
3 individual so requests, information as of 1 other future  
4 date not included in such examples.

5 “(3) Paragraph (1) shall apply only to requests made  
6 before the end of the 12-month period that begins on the  
7 later of the effective date of the amendment to which it  
8 relates or the date the notice described in section  
9 204(h)(2) is provided. In no case shall an individual be  
10 entitled under this subsection to receive more than one  
11 such statement with respect to an amendment.

12 “(4) Notwithstanding section 502(c)(1), the state-  
13 ment required by paragraph (1) shall be treated as timely  
14 furnished if furnished on or before—

15 “(A) the date which is 90 days after the effec-  
16 tive date of the plan amendment to which it relates,  
17 or

18 “(B) such later date as may be permitted by  
19 the Secretary of Labor.

20 “(5) Any term used in this subsection which is used  
21 in section 204(h) shall have the meaning given such term  
22 by such section.

23 “(6) A statement under this subsection shall not be  
24 taken into account for purposes of subsection (b).”

1 **SEC. 3. EXCISE TAX ON FAILURE TO PROVIDE NOTICE BY**  
 2 **DEFINED BENEFIT PLANS SIGNIFICANTLY**  
 3 **REDUCING FUTURE BENEFIT ACCRUALS.**

4 (a) IN GENERAL.—Chapter 43 of the Internal Rev-  
 5 enue Code of 1986 (relating to qualified pension, etc.,  
 6 plans) is amended by adding at the end the following new  
 7 section:

8 **“SEC. 4980F. FAILURE OF DEFINED BENEFIT PLANS REDUC-**  
 9 **ING BENEFIT ACCRUALS TO SATISFY NOTICE**  
 10 **REQUIREMENTS.**

11 “(a) IMPOSITION OF TAX.—There is hereby imposed  
 12 a tax on the failure of a plan administrator of an applica-  
 13 ble pension plan to meet the requirements of subsection  
 14 (e) with respect to any applicable individual.

15 “(b) AMOUNT OF TAX.—

16 “(1) IN GENERAL.—The amount of the tax im-  
 17 posed by subsection (a) on any failure with respect  
 18 to any applicable individual shall be \$100 for each  
 19 day in the noncompliance period with respect to such  
 20 failure.

21 “(2) NONCOMPLIANCE PERIOD.—For purposes  
 22 of this section, the term ‘noncompliance period’  
 23 means, with respect to any failure, the period begin-  
 24 ning on the date the failure first occurs and ending  
 25 on the date the failure is corrected.

26 “(c) LIMITATIONS ON AMOUNT OF TAX.—

1           “(1) OVERALL LIMITATION FOR UNINTEN-  
2           TIONAL FAILURES.—

3           “(A) IN GENERAL.—In the case of failures  
4           that are due to reasonable cause and not to  
5           willful neglect, the tax imposed by subsection  
6           (a) for failures during the taxable year of the  
7           employer (or, in the case of a multiemployer  
8           plan, the taxable year of the trust forming part  
9           of the plan) shall not exceed \$500,000  
10          (\$1,000,000 in the case of a large applicable  
11          pension plan).

12          “(B) TAXABLE YEARS IN THE CASE OF  
13          CERTAIN CONTROLLED GROUPS.—For purposes  
14          of this paragraph, if all persons who are treated  
15          as a single employer for purposes of this section  
16          do not have the same taxable year, the taxable  
17          years taken into account shall be determined  
18          under principles similar to the principles of sec-  
19          tion 1561.

20          “(2) WAIVER BY SECRETARY.—In the case of a  
21          failure which is due to reasonable cause and not to  
22          willful neglect, the Secretary may waive part or all  
23          of the tax imposed by subsection (a) to the extent  
24          that the payment of such tax would be excessive rel-  
25          ative to the failure involved.

1       “(d) LIABILITY FOR TAX.—The following shall be lia-  
2 ble for the tax imposed by subsection (a):

3               “(1) In the case of a plan other than a multi-  
4 employer plan, the employer.

5               “(2) In the case of a multiemployer plan, the  
6 plan.

7       “(e) NOTICE REQUIREMENTS FOR PENSION PLAN  
8 AMENDMENTS REDUCING ACCRUALS.—

9               “(1) IN GENERAL.—If an applicable pension  
10 plan is amended so as to provide for a significant re-  
11 duction in the rate of future benefit accrual of 1 or  
12 more applicable individuals, the plan administrator  
13 shall—

14                       “(A) not later than the 45th day before  
15 the effective date of the amendment, provide  
16 the written notice described in paragraph (2) to  
17 each applicable individual (and to each em-  
18 ployee organization (as defined in section 3(4)  
19 of the Employee Retirement Income Security  
20 Act of 1974) representing applicable individ-  
21 uals), and

22                       “(B) in the case of a large applicable pen-  
23 sion plan—

1 “(i) include in the notice under para-  
2 graph (2) the additional information de-  
3 scribed in paragraph (3), and

4 “(ii) make available the information  
5 described in paragraph (4) in accordance  
6 with such paragraph.

7 “(2) BASIC WRITTEN NOTICE.—The notice  
8 under paragraph (1) shall include a summary of the  
9 important terms of the amendment, including—

10 “(A) the effective date of the amendment,

11 “(B) a statement that the amendment is  
12 expected to significantly reduce the rate of fu-  
13 ture benefit accrual,

14 “(C) a description of the classes of applica-  
15 ble individuals to whom the amendment applies,  
16 and

17 “(D) a description of how the amendment  
18 significantly reduces the rate of future benefit  
19 accrual.

20 “(3) ADDITIONAL INFORMATION TO BE PRO-  
21 VIDED BY LARGE APPLICABLE PENSION PLANS.—

22 “(A) IN GENERAL.—The information de-  
23 scribed in this paragraph is—

24 “(i) a description of the plan’s benefit  
25 formulas (including formulas for deter-



1 mining early retirement benefits) both be-  
2 fore and after the amendment and an ex-  
3 planation of the effect of the different for-  
4 mulas on applicable individuals,

5 “(ii) an explanation of the cir-  
6 cumstances (if any) under which (for ap-  
7 propriate categories of applicable individ-  
8 uals) the amendment is reasonably ex-  
9 pected to result in a temporary period  
10 after the effective date of the amendment  
11 during which there are no or minimal ac-  
12 cruals,

13 “(iii) illustrative examples of normal  
14 or early retirement benefits meeting the re-  
15 quirements of subparagraph (B), and

16 “(iv) notice of each applicable individ-  
17 ual’s right to request, and of the proce-  
18 dures for requesting, the information re-  
19 quired to be provided under paragraph (4)  
20 and under section 105(e) of the Employee  
21 Retirement Income Security Act of 1974.

22 “(B) ILLUSTRATIVE EXAMPLES.—Illus-  
23 trative examples meet the requirements of this  
24 subparagraph if such examples illustrate the  
25 adverse effects of the plan amendment. Such

examples shall be prepared by the plan administrator in accordance with regulations prescribed by the Secretary, and such regulations shall require that the examples—

“(i) reflect fairly the different categories of applicable individuals who are similarly affected by the plan amendment after consideration of all relevant factors,

“(ii) show a comparison of benefits for each such category of applicable individuals under the plan (as in effect before and after the effective date) at appropriate future dates, and

“(iii) illustrate any temporary period described in subparagraph (A)(ii).

Such comparison shall be based on benefits in the form of a life annuity and on actuarial assumptions each of which is reasonable (and is so certified by an enrolled actuary) when applied to all participants in the plan.

“(4) SUPPORTING INFORMATION RELATING TO CALCULATION OF BENEFITS.—

“(A) IN GENERAL.—Each individual who receives or who is entitled to receive the information described in paragraph (3) may (after

1 so receiving or becoming so entitled) request  
2 the plan administrator to provide the informa-  
3 tion described in subparagraph (B).

4 “(B) INFORMATION.—The plan adminis-  
5 trator shall, within 15 days after the date on  
6 which a request under subparagraph (A) is  
7 made, provide to the individual information (in-  
8 cluding benefit formulas and actuarial factors)  
9 which is sufficient—

10 “(i) to confirm the benefit compari-  
11 sons in the illustrative examples described  
12 in paragraph (3)(B), and

13 “(ii) to enable the individual to use  
14 the individual’s own personal information  
15 to make calculations of the individual’s  
16 own benefits which are similar to the cal-  
17 culations made in such examples.

18 Nothing in this subsection shall be construed to  
19 require the plan administrator to provide to an  
20 individual such individual’s personal informa-  
21 tion for purposes of clause (ii).

22 “(C) TIME LIMITATION ON REQUESTS.—  
23 This paragraph shall apply only to requests  
24 made during the 12-month period that begins  
25 on the later of the effective date of the amend-

ment to which it relates or the date the notice described in paragraph (2) is provided.

“(5) SPECIAL RULES.—

“(A) PLAIN LANGUAGE.—The notice required under paragraph (1) shall be written in a manner calculated to be understood by the average plan participant.

“(B) NOTICE TO DESIGNEES.—The notice or information required to be provided under this subsection may be provided to a person designated, in writing, by the person to which it would otherwise be provided.

“(6) ALTERNATIVE METHODS OF COMPLIANCE WITH ENHANCED DISCLOSURE REQUIREMENTS IN CERTAIN CASES.—The Secretary shall prescribe such regulations as may be necessary to carry out this subsection. The Secretary may—

“(A) prescribe alternative or simplified methods of complying with paragraphs (3) and (4) in situations where—

“(i) there is no fundamental change in the manner in which the accrued benefit of an applicable individual is determined under the plan, and

1                   “(ii) such other methods are adequate  
2                   to reasonably inform plan participants who  
3                   are applicable individuals of the impact of  
4                   the reductions,

5                   “(B) reduce the advance notice period in  
6                   paragraph (1)(A) from 45 days to 15 days be-  
7                   fore the effective date of the amendment for  
8                   cases in which compliance with the 45-day ad-  
9                   vance notice requirement would be unduly bur-  
10                  densome because the amendment is contingent  
11                  on a merger, acquisition, disposition, or other  
12                  similar transaction involving plan participants  
13                  who are applicable individuals or because 45  
14                  days advance notice is otherwise impracticable,

15                  “(C) permit the comparison of benefits  
16                  under paragraph (3)(B)(i) to be based on a  
17                  form of payment other than a life annuity, or

18                  “(D) specify actuarial assumptions that  
19                  are deemed to be reasonable for purposes of the  
20                  benefit comparisons under paragraph (3)(B)(i).

21                  “(7) APPLICABLE INDIVIDUAL.—For purposes  
22                  of this subsection, the term ‘applicable individual’  
23                  means, with respect to any plan amendment—

24                  “(A) each participant in the plan, and

1           “(B) each beneficiary who is an alternate  
2           payee (within the meaning of section 414(p)(8))  
3           under a qualified domestic relations order  
4           (within the meaning of section 414(p)(1)),  
5           whose future benefit accruals under the plan may  
6           reasonably be expected to be reduced by such plan  
7           amendment.

8           “(8) TERMS RELATING TO PLANS.—For pur-  
9           poses of this subsection—

10           “(A) APPLICABLE PENSION PLAN.—The  
11           term ‘applicable pension plan’ means—

12                   “(i) a defined benefit plan, or

13                   “(ii) an individual account plan which  
14                   is subject to the funding standards of sec-  
15                   tion 412.

16           Such term shall not include any governmental  
17           plan (within the meaning of section 414(d)) or  
18           any church plan (within the meaning of section  
19           414(e)) with respect to which the election pro-  
20           vided by section 410(d) has not been made.

21           “(B) LARGE APPLICABLE PENSION  
22           PLAN.—The term ‘large applicable pension  
23           plan’ means an applicable pension plan which  
24           had 100 or more active participants as of the  
25           last day of the plan year preceding the plan

1           year in which the plan amendment becomes ef-  
 2           fective.”

3           (b) CONFORMING AMENDMENT.—The table of sec-  
 4           tions for chapter 43 of such Code is amended by adding  
 5           at the end the following new item:

“Sec. 4980F. Failure of defined benefit plans reducing benefit ac-  
 cruals to satisfy notice requirements.”

6   **SEC. 4. EFFECTIVE DATES.**

7           (a) IN GENERAL.—The amendments made by this  
 8           Act shall apply to plan amendments taking effect after the  
 9           date of the enactment of this Act.

10          (b) SPECIAL RULES.—

11               (1) IN GENERAL.—The amendments made by  
 12           this Act shall not apply to any plan amendment for  
 13           which there was written notice before July 12, 1999,  
 14           which was reasonably expected to notify substan-  
 15           tially all of the plan participants or their representa-  
 16           tives of the nature and effective date of the amend-  
 17           ment.

18               (2) TRANSITION.—Until such time as the Sec-  
 19           retary of the Treasury issues regulations under sec-  
 20           tions 4980F(e)(3) and (4) of the Internal Revenue  
 21           Code of 1986 and section 204(h)(3) and (4) of the  
 22           Employee Retirement Income Security Act of 1974  
 23           (as added by the amendments made by this section),  
 24           a plan shall be treated as meeting the requirements

1 of such sections if it makes a good faith effort to  
2 comply with such requirements.

3 (3) NOTICE AND INFORMATION NOT REQUIRED  
4 TO BE FURNISHED BEFORE 120TH DAY AFTER EN-  
5 ACTMENT.—The period for providing any notice or  
6 information required by the amendments made by  
7 this section shall not end before the date which is  
8 120 days after the date of the enactment of this Act.

○