

106TH CONGRESS  
2D SESSION

# H. R. 4325

To amend the Internal Revenue Code of 1986 and the Employee Retirement Income Security Act of 1974 to allow retirement benefits received by members of religious orders to be exempt from Social Security tax by including retirement plans established by such orders in the definition of “church plan”.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 13, 2000

Mr. PITTS (for himself and Mr. HAYES) introduced the following bill; which was referred to the Committee on Ways and Means, and in addition to the Committee on Education and the Workforce, 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 Internal Revenue Code of 1986 and the Employee Retirement Income Security Act of 1974 to allow retirement benefits received by members of religious orders to be exempt from Social Security tax by including retirement plans established by such orders in the definition of “church plan”.

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 “Religious Order Work-  
3 ers Parity Act”.

4 **SEC. 2. INCLUSION OF RETIREMENT PLANS ESTABLISHED**  
5 **BY RELIGIOUS ORDERS IN DEFINITION OF**  
6 **CHURCH PLAN.**

7       (a) AMENDMENTS TO INTERNAL REVENUE CODE OF  
8 1986.—Subsection (e) of section 414 of the Internal Rev-  
9 enue Code of 1986 (defining church plan) is amended—

10           (1) in paragraphs (1), (3)(A), and (4)(A), by  
11 striking “church or by a convention or association of  
12 churches” each place it appears and inserting  
13 “church, by a convention or association of churches,  
14 or by a religious order”,

15           (2) in paragraph (2)(A), by striking “church or  
16 convention or association of churches” and inserting  
17 “church, convention or association of churches, or  
18 religious order”,

19           (3) in paragraph (3), by striking “church or a  
20 convention or association of churches” each place it  
21 appears and inserting “church, a convention or asso-  
22 ciation of churches, or a religious order”, and

23           (4) in paragraph (3)(D), by striking “that  
24 church or convention or association of churches” and  
25 inserting “that church, convention or association of  
26 churches, or religious order”.

1 (b) AMENDMENTS TO EMPLOYEE RETIREMENT IN-  
2 COME SECURITY ACT OF 1974.—Paragraph (33) of sec-  
3 tion 3 of the Employee Retirement Income Security Act  
4 of 1974 (29 U.S.C. 1002(33)) (defining church plan) is  
5 amended—

6 (1) in subparagraphs (A), (C)(i), and (D)(i), by  
7 striking “church or by a convention or association of  
8 churches” each place it appears and inserting  
9 “church, by a convention or association of churches,  
10 or by a religious order”,

11 (2) in subparagraph (B)(i), by striking “church  
12 or convention or association of churches” and insert-  
13 ing “church, convention or association of churches,  
14 or religious order”,

15 (3) in subparagraph (C), by striking “church or  
16 a convention or association of churches” each place  
17 it appears and inserting “church, a convention or as-  
18 sociation of churches, or a religious order”, and

19 (4) in subparagraph (C)(iv), by striking “that  
20 church or convention or association of churches” and  
21 inserting “that church, convention or association of  
22 churches, or religious order”.

1       (c) EFFECTIVE DATE.—The amendments made by  
2 this Act shall apply to taxable years beginning after De-  
3 cember 31, 1999.

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