



SECTION BY SECTION

House Committee on Education and Labor
Chairman Robert C. "Bobby" Scott

Retirement Improvement and Savings Enhancement (RISE) Act (H.R. 5891)

Sec. 1. Short Title; Table of Contents

Sec. 2. Retirement Savings Lost and Found

This section establishes a national online searchable database at the Department of Labor (DOL). The database would enable retirement savers, who might have lost track of their pension or 401(k) plan, to search for the contact information of their plan administrator.

Sec. 3. Retirement Plan Modernization Act

Under current law, employers may transfer former employees' retirement accounts from a workplace retirement plan into an Individual Retirement Account (IRA) if their balances are between \$1,000 and \$5,000. This section increases the limit from \$5,000 to \$7,000.

Sec. 4. Multiple Employer 403(b) Plans

The section enables 403(b) retirement plans, which are generally sponsored by charities, educational institutions, and non-profits, to participate in multiple employer plans (MEPs) and pooled employer plans (PEPs).

Sec. 5. Small Immediate Financial Incentives for Contributing to a Plan

This section enables employers to offer de minimis financial incentives, such as low-dollar gift cards, to boost employee participation in workplace retirement plans.

Sec. 6. Performance Benchmarks for Asset Allocation Funds

This section directs DOL to update its guidelines regarding benchmarking investments, such as target-date funds, that include a mix of asset classes. This section also requires DOL to report to Congress on the effectiveness of its benchmarking requirements.

Sec. 7. Pooled Employer Plans Modification

This section clarifies that a named fiduciary is responsible for collecting contributions in a PEP and implementing written contribution collection procedures that are reasonable, diligent, and systematic. One or more trustees will remain responsible for holding assets of the plan.

Sec. 8. Review of Pension Risk Transfer Interpretive Bulletin

This section requires DOL to review the current interpretive bulletin governing pension risk transfers and report to Congress on its findings.

Sec. 9. Review and Report to the Congress Relating to Reporting and Disclosure Requirements

This section requires DOL, the Department of the Treasury, and the Pension Benefit Guaranty Corporation (PBGC) to review reporting and disclosure requirements for pension plans and make recommendations to Congress to consolidate, simplify, standardize, and improve such requirements.

Sec. 10. Eliminating Unnecessary Plan Requirements Related to Unenrolled Participants

This section removes the requirement for employers to provide certain notices to employees who have not elected to participate in a workplace retirement plan, such as a 401(k). Employers are still required to send annual eligibility notices to unenrolled participants to encourage participation in the workplace retirement plan.

Sec. 11. Recovery of Retirement Plan Overpayments

This section clarifies and improves the rules related to recouping overpayments to retirees to help plan sponsors and protect plan participants.

Sec. 12. Improving Coverage for Part-Time Workers

This section reduces the requirement for part-time workers to participate in an employers' retirement savings plan from three years of service with the employer to two years.