

PENSION BENEFIT GUARANTY CORPORATION (PBGC)

Statement of Regulatory and Deregulatory Priorities

The Pension Benefit Guaranty Corporation (PBGC or Corporation) is a federal corporation created under title IV of the Employee Retirement Income Security Act of 1974 (ERISA) to protect the retirement security of about 31 million American workers, retirees, and beneficiaries in both single-employer and multiemployer private-sector pension plans. PBGC administers two insurance programs — one for single-employer defined benefit pension plans and a second for multiemployer defined benefit pension plans. In addition, PBGC administers a special financial assistance (SFA) program for eligible financially troubled multiemployer plans.

- *Single-Employer Program.* Under the single-employer program, when a plan terminates with insufficient assets to cover all plan benefits (distress and involuntary terminations), PBGC pays plan benefits that are guaranteed under title IV. PBGC also pays nonguaranteed plan benefits to the extent funded by plan assets or recoveries from employers. In fiscal year (FY) 2024, PBGC paid over \$5.8 billion in benefits to more than 912,000 participants. Operations under the single-employer program are financed by insurance premiums, investment income, assets from pension plans trusted by PBGC, and recoveries from the companies formerly responsible for the trusted plans.
- *Multiemployer Program.* The multiemployer program covers collectively bargained plans involving two or more unrelated employers. PBGC provides traditional financial assistance (technically in the form of a loan) to a plan if the plan is insolvent and thus unable to pay benefits at the guaranteed level. The guarantee is structured differently from, and is generally significantly lower than, the single-employer guarantee. In FY 2024, PBGC provided \$163 million in traditional financial assistance to 98 insolvent multiemployer plans covering 62,881 participants receiving guaranteed benefits. Those plans also cover an additional 26,245 participants entitled to receive benefits in the future. Operations under the multiemployer program generally are financed by insurance premiums and investment income.

- *Special Financial Assistance Program.* The American Rescue Plan (ARP) Act of 2021 added section 4262 of ERISA, which requires PBGC to provide SFA to certain financially troubled multiemployer plans upon application for assistance. PBGC's SFA Program requires plans to demonstrate eligibility for SFA and to calculate the amount of assistance pursuant to ARP and PBGC's regulations. This program is funded by general tax revenues.

For the fourth year in a row, both PBGC's multiemployer program and single-employer program have a positive net position at fiscal year-end. The financial status of the single-employer program improved from a positive net financial position of \$44.6 billion at the end of FY 2023 to \$54.2 billion at the end of FY 2024. The net financial position of the multiemployer program improved from a positive net position of \$1.5 billion at the end of FY 2023 to \$2.1 billion at the end of FY 2024.

To carry out its statutory functions, PBGC issues regulations on such matters as how to pay premiums, when reports are due, what benefits are covered by the insurance programs, how to terminate a plan, the liability for underfunding, and how withdrawal liability works for multiemployer plans. PBGC follows a regulatory approach that, consistent with its statutory mission, seeks to encourage the continuation and maintenance of securely-funded defined benefit plans for the benefit of their participants. In developing new regulations and reviewing existing regulations, PBGC seeks to reduce burdens on plans, employers, and participants, and to ease and simplify employer compliance wherever possible.

Regulatory/Deregulatory Objectives and Priorities

PBGC's regulatory/deregulatory objectives and priorities are developed in the context of the Corporation's statutory purposes, priorities, and strategic goals.

Pension plans and the statutory framework in which they are maintained and terminated are complex. Despite this complexity, PBGC is committed to issuing simple, understandable, flexible, and timely regulations to help affected parties. PBGC's regulatory/deregulatory objectives and priorities are:

- To enhance the retirement security of workers and retirees;
- To implement regulatory actions that ease compliance burdens and achieve maximum net benefits while protecting retirement security; and

- To simplify existing regulations and reduce burden.

PBGC endeavors in all its regulatory and deregulatory actions to promote clarity and reduce burden on the public. As determined under E.O. 14192, *Unleashing Prosperity Through Deregulation*, PBGC's regulatory agenda has zero regulatory actions and three anticipated deregulatory actions (RIN 1212-AB47, RIN 1212-AB54, RIN 1212-AB61).

Small Businesses

PBGC considers very seriously the impact of its regulations and policies on small entities. PBGC attempts to minimize administrative burdens on plans and participants, improve transparency, simplify filing, and assist plans to comply with applicable requirements. PBGC particularly strives to meet the needs of small businesses that sponsor defined benefit plans. In all such efforts, PBGC's mission is to protect the retirement incomes of plan participants.

Open Government and Public Engagement

PBGC encourages public participation in the regulatory process. For example, PBGC's "Federal Register Notices Open for Comment" webpage highlights when there are opportunities to comment on proposed rules, information collections, and other Federal Register notices. PBGC encourages comments on an ongoing basis as it continues to look for ways to further improve the agency's regulations. Efforts to reduce regulatory burden in the projects discussed below are in substantial part a response to public comments and engagement.

Multiemployer Plans

PBGC published a proposed rule on October 14, 2022, that would prescribe actuarial assumptions which may be used by a multiemployer plan actuary in determining an employer's withdrawal liability (RIN 1212-AB54). Section 4213(a) of ERISA permits PBGC to prescribe by regulation such assumptions.

Benefit levels in a multiemployer plan are typically set by trustees representing contributing employers and unions. Withdrawal liability generally represents an employer's share of the plan's

unfunded vested benefits (UVBs) that the plan may have at the end of the plan year immediately preceding the plan year in which the employer withdraws. Withdrawal liability is the portion of the UVBs allocable to the withdrawing employer and represents a plan's primary opportunity to require a withdrawing employer to pay its allocated share of the unfunded liabilities.

When a plan does not collect an adequate amount of withdrawal liability from a withdrawing employer or collects an amount that is less than a withdrawing employer's allocated share of the plan's UVBs, that burden is shifted to the remaining contributing employers in the plan leading to a higher likelihood that the plan will become insolvent and will not be able to pay full accrued benefits. Ultimately, there is an increased likelihood that the plan would not have resources to pay promised benefits. In that case, a plan may have to cut benefits to the PBGC guarantee level and apply to PBGC for financial assistance, which shifts costs to plan participants through benefit reductions and to others in the multiemployer insurance system who fund PBGC via annual premiums.

The rulemaking is needed to clarify that a plan actuary's use of 4044 rates represents a valid approach to selecting an interest rate assumption to determine withdrawal liability. The rulemaking would typically reduce or eliminate the cost-shifting effects due to impediments to the actuary's use of 4044 rates. PBGC plans to publish a final rule that responds to the public comments received on the proposed rule.

Rethinking Existing Regulations

Most of PBGC's regulatory/deregulatory actions are the result of its ongoing retrospective review to identify and correct unintended effects, inconsistencies, inaccuracies, and requirements made irrelevant over time. For example, PBGC is proposing miscellaneous updates, clarifications, and improvements (RIN 1212-AB64) to its regulations, including its regulations on filing rules and reportable events, that are in part a response to comments received from stakeholders. PBGC is also proposing to make technical corrections, clarifications, and improvements to the restrictions and conditions under PBGC's regulation on Special Financial Assistance by PBGC ("Technical Amendments: Special Financial Assistance," RIN 1212-AB61), which includes repealing a provision enabling plans that received SFA to request reallocation of employer contributions to pay for health benefit costs.

PBGC's regulatory review also identified a need to improve rules to make them more transparent and to promote open government. For example, PBGC is proposing improvements to recoupment of benefit overpayment rules ("Improvements to Rules on Recoupment of Benefit Overpayments," RIN 1212-AB47). PBGC is also proposing to enhance program oversight by providing increased transparency of PBGC's policies for assessing and waiving monetary penalties for failure to timely provide certain required notices or other material information ("Penalties for Failure to Provide Certain Notices or Other Material Information," RIN 1212-AB50).

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