

112TH CONGRESS
1ST SESSION

H. R. 3287

To amend the Internal Revenue Code of 1986 to modify the rules relating to loans made from a qualified employer plan, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 1, 2011

Mr. SAM JOHNSON of Texas (for himself and Mr. NEAL) introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend the Internal Revenue Code of 1986 to modify the rules relating to loans made from a qualified employer plan, and for other purposes.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Savings Enhancement
5 by Alleviating Leakage in 401(k) Savings Act of 2011”
6 or the “SEAL 401(k) Savings Act”.

1 **SEC. 2. EXTENDED ROLLOVER PERIOD FOR THE ROLLOVER**
2 **OF PLAN LOAN OFFSET AMOUNTS IN CER-**
3 **TAIN CASES.**

4 (a) IN GENERAL.—Paragraph (3) of section 402(c)
5 of the Internal Revenue Code of 1986 is amended by add-
6 ing at the end the following new subparagraph:

7 “(C) ROLLOVER OF CERTAIN PLAN LOAN
8 OFFSET AMOUNTS.—

9 “(i) IN GENERAL.—In the case of a
10 qualified plan loan offset amount, para-
11 graph (1) shall not apply to any transfer
12 of such amount made after the due date
13 (including extensions) for filing the return
14 of tax for the taxable year in which such
15 amount is treated as distributed from a
16 qualified employer plan.

17 “(ii) QUALIFIED PLAN LOAN OFFSET
18 AMOUNT.—For purposes of this subpara-
19 graph, the term ‘qualified plan loan offset
20 amount’ means a plan loan offset amount
21 which is treated as distributed from a
22 qualified employer plan to a participant or
23 beneficiary solely by reason of—

24 “(I) the termination of the quali-
25 fied employer plan, or

1 “(II) the failure to meet the re-
2 payment terms of the loan from such
3 plan because of the separation from
4 service of the participant (whether
5 due to layoff, cessation of business,
6 termination of employment, or other-
7 wise).

8 “(iii) PLAN LOAN OFFSET AMOUNT.—
9 For purposes of clause (ii), the term ‘plan
10 loan offset amount’ means the amount by
11 which the participant’s accrued benefit
12 under the plan is reduced in order to repay
13 a loan from the plan.

14 “(iv) LIMITATION.—This subpara-
15 graph shall not apply to any plan loan off-
16 set amount unless such plan loan offset
17 amount relates to a loan to which section
18 72(p)(1) does not apply by reason of sec-
19 tion 72(p)(2).

20 “(v) QUALIFIED EMPLOYER PLAN.—
21 For purposes of this subsection, the term
22 ‘qualified employer plan’ has the meaning
23 given such term by section 72(p)(4).”.

24 (b) CONFORMING AMENDMENT.—Subparagraph (A)
25 of section 402(c)(3) of the Internal Revenue Code of 1986

1 is amended by striking “subparagraph (B)” and inserting
2 “subparagraphs (B) and (C)”.

3 (c) EFFECTIVE DATE.—The amendments made by
4 this section shall apply to transfers made after the date
5 of the enactment of this Act.

6 **SEC. 3. MODIFICATION OF RULES GOVERNING HARDSHIP**
7 **DISTRIBUTIONS.**

8 Not later than 1 year after the date of the enactment
9 of this Act, the Secretary of the Treasury shall modify
10 Treasury Regulation section 1.401(k)-1(d)(3)(iv)(E) to—

11 (1) delete the prohibition imposed by paragraph

12 (2) thereof, and

13 (2) to make any other modifications necessary
14 to carry out the purposes of section
15 401(k)(2)(B)(i)(IV) of the Internal Revenue Code of
16 1986.

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