



AMERICAN BENEFITS COUNCIL

August 4, 2020

U.S. Senate
Washington, DC 20515

U.S. House of Representatives
Washington, DC 20515

Dear Sir or Madam,

Thank you for the difficult work you and your colleagues are undertaking to help employees and employers weather the continued challenges of the coronavirus pandemic. The American Benefits Council, the largest organization representing American health and retirement benefit plan sponsors, stands ready to assist you in this effort.

To that end, as you work to complete the next phase of relief and stimulus legislation, we are sharing with you our [recommendations for shoring up Americans' health and financial security](#). We originally sent you this document on June 2 and have updated it to show developments since then.

Today's crisis affords us an opportunity to move forward on several critically important measures.

With respect to health care policy, we urge Congress to include in its legislation:

- Subsidies for COBRA health insurance coverage for furloughed and laid-off workers
- Federal funding to support employer-sponsored testing for COVID-19
- A market-based solution to "surprise" medical bills in recognition that many individuals are compelled to receive services from out-of-network providers
- Expansion of on-site clinic and telehealth options for employers and employees to relieve pressure on overburdened hospitals and to promote social distancing

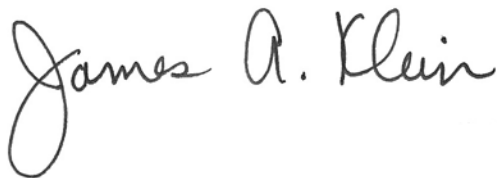
- Increased flexibility for health savings accounts given the vulnerability to COVID-19 for those with chronic conditions; and for flexible spending accounts, given tremendously different health care needs than was anticipated when FSA elections were made

On retirement policy, it is vitally important that Congress provide:

- Pension funding reform, as included in the House-passed HEROES Act
- Reduction in plan premiums paid to the Pension Benefit Guaranty Corporation's single-employer insurance program which is in a surplus status
- Measures to help employers locate missing retirement plan participants given employment terminations and plan sponsor insolvencies
- Support for employer programs that help individuals manage student loan debt
- Common-sense reforms to the IRS plan correction process; recognizing the risk of inadvertent errors due to plan rule changes and remote plan operations resulting from the pandemic
- Increased opportunities for older workers to save through "catch-up" contributions to help compensate for periods that lower or no contributions were made due to the pandemic

Congress and the executive branch have acted with great speed in enacting numerous legislative and regulatory changes. Obviously, however, more must be done to better protect the health and financial security of the tens of millions of people served by the employer-sponsored benefits system. Thank you for doing your part to support these programs.

Sincerely,

A handwritten signature in black ink that reads "James A. Klein". The signature is written in a cursive style with a large, looping initial "J".

James A. Klein
President