In the Senate of the United States,

October 11, 2004.

Resolved, That the bill from the House of Representatives (H.R. 1779) entitled "An Act to amend the Internal Revenue Code of 1986 to allow penalty-free withdrawals from retirement plans during the period that a military reservist or national guardsman is called to active duty for an extended period, and for other purposes.", do pass with the following

AMENDMENT:

Strike out all after the enacting clause and insert:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the "Guardsmen and Reserv-

3 ists Financial Relief Act of 2004".

1	SEC. 2. PENALTY-FREE WITHDRAWALS FROM RETIREMENT
2	PLANS FOR INDIVIDUALS CALLED TO ACTIVE
3	DUTY FOR AT LEAST 179 DAYS.
4	(a) IN GENERAL.—Paragraph (2) of section $72(t)$ of
5	the Internal Revenue Code of 1986 (relating to 10-percent
6	additional tax on early distributions from qualified retire-
7	ment plans) is amended by adding at the end the following
8	new subparagraph:
9	"(G) DISTRIBUTIONS FROM RETIREMENT
10	PLANS TO INDIVIDUALS CALLED TO ACTIVE
11	DUTY.—
12	"(i) In general.—Any qualified re-
13	servist distribution.
14	"(ii) Qualified reservist distribu-
15	TION.—For purposes of this subparagraph,
16	the term 'qualified reservist distribution'
17	means any distribution to an individual
18	if—
19	((I) such distribution is from any
20	qualified retirement plan (as defined
21	in section $4974(c)$),
22	"(II) such individual was (by rea-
23	son of being a member of a reserve
24	component (as defined in section 101
25	of title 37, United States Code)), or-
26	dered or called to active duty for a pe-

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1	riod in excess of 179 days or for an in-
2	definite period, and
3	"(III) such distribution is made
4	during the period beginning on the
5	date of such order or call and ending
6	at the close of the active duty period.
7	"(iii) Application of subpara-
8	GRAPH.—This subparagraph applies to in-
9	dividuals ordered or called to active duty
10	after September 11, 2001, and before Sep-
11	tember 12, 2005.".
12	(b) EFFECTIVE DATE.—The amendment made by this
13	section shall apply to distributions after September 11,
14	2001.
15	SEC. 3. INCOME TAX WITHHOLDING ON DIFFERENTIAL
16	WAGE PAYMENTS.
17	(a) IN GENERAL.—Section 3401 of the Internal Rev-
18	enue Code of 1986 (relating to definitions) is amended by
19	adding at the end the following new subsection:
20	
	"(i) Differential Wage Payments to Active
21	"(i) DIFFERENTIAL WAGE PAYMENTS TO ACTIVE DUTY MEMBERS OF THE UNIFORMED SERVICES.—
21	DUTY MEMBERS OF THE UNIFORMED SERVICES.—
21 22	DUTY MEMBERS OF THE UNIFORMED SERVICES.— "(1) IN GENERAL.—For purposes of subsection

1	"(2) DIFFERENTIAL WAGE PAYMENT.—For pur-
2	poses of paragraph (1), the term 'differential wage
3	payment' means any payment which—
4	"(A) is made by an employer to an indi-
5	vidual with respect to any period during which
6	the individual is performing service in the uni-
7	formed services while on active duty for a period
8	of more than 30 days, and
9	"(B) represents all or a portion of the wages
10	the individual would have received from the em-
11	ployer if the individual were performing service
12	for the employer.".
13	(b) EFFECTIVE DATE.—The amendment made by this
14	section shall apply to remuneration paid after December
15	31, 2004.
16	SEC. 4. TREATMENT OF DIFFERENTIAL WAGE PAYMENTS
17	FOR RETIREMENT PLAN PURPOSES.
18	(a) PENSION PLANS.—
19	(1) IN GENERAL.—Section 414(u) of the Internal
20	Revenue Code of 1986 (relating to special rules relat-
21	ing to veterans' reemployment rights under
22	USERRA) is amended by adding at the end the fol-
23	lowing new paragraph:
24	"(11) TREATMENT OF DIFFERENTIAL WAGE PAY-
25	MENTS.—

1	"(A) IN GENERAL.—Except as provided in
2	this paragraph, for purposes of applying this
3	title to a retirement plan to which this sub-
4	section applies—
5	"(i) an individual receiving a differen-
6	tial wage payment shall be treated as an
7	employee of the employer making the pay-
8	ment,
9	``(ii) the differential wage payment
10	shall be treated as compensation, and
11	"(iii) the plan shall not be treated as
12	failing to meet the requirements of any pro-
13	vision described in paragraph $(1)(C)$ by
14	reason of any contribution which is based
15	on the differential wage payment.
16	"(B) Special rule for distributions.—
17	"(i) IN GENERAL.—Notwithstanding
18	subparagraph $(A)(i)$, for purposes of section
19	401(k)(2)(B)(i)(I), $403(b)(7)(A)(ii),$
20	403(b)(11)(A), or 457(d)(1)(A)(ii), an indi-
21	vidual shall be treated as having been sev-
22	ered from employment during any period
23	the individual is performing service in the
24	uniformed services described in section
25	3401(i)(2)(A).

1	"(ii) LIMITATION.—If an individual
2	elects to receive a distribution by reason of
3	clause (i), the plan shall provide that the
4	individual may not make an elective defer-
5	ral or employee contribution during the 6-
6	month period beginning on the date of the
7	distribution.
8	"(C) Nondiscrimination requirement.—
9	Subparagraph (A)(iii) shall apply only if all
10	employees of an employer performing service in
11	the uniformed services described in section
12	3401(i)(2)(A) are entitled to receive differential
13	wage payments on reasonably equivalent terms
14	and, if eligible to participate in a retirement
15	plan maintained by the employer, to make con-
16	tributions based on the payments. For purposes
17	of applying this subparagraph, the provisions of
18	paragraphs (3), (4), and (5), of section $410(b)$
19	shall apply.
20	"(D) DIFFERENTIAL WAGE PAYMENT.—For
21	purposes of this paragraph, the term 'differential
22	wage payment' has the meaning given such term
23	by section $3401(i)(2)$.".
24	(2) Conforming Amendment.—The heading for
25	section $414(u)$ of such Code is amended by inserting

being operated in accordance with the terms of
the plan or contract during the period described
in paragraph (2)(B)(i), and

(B) except as provided by the Secretary of
the Treasury, such plan shall not fail to meet the
requirements of the Internal Revenue Code of
1986 or the Employee Retirement Income Security Act of 1974 by reason of such amendment.

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"AND TO DIFFERENTIAL WAGE PAYMENTS TO MEM-

1	(2) Amendments to which section Ap-
2	PLIES.—
3	(A) IN GENERAL.—This subsection shall
4	apply to any amendment to any plan or annu-
5	ity contract which is made—
6	(i) pursuant to any amendment made
7	by this section, and
8	(ii) on or before the last day of the first
9	plan year beginning on or after January 1,
10	2007.
11	(B) CONDITIONS.—This subsection shall not
12	apply to any plan or annuity contract amend-
13	ment unless—
14	(i) during the period beginning on the
15	date the amendment described in subpara-
16	graph (A)(i) takes effect and ending on the
17	date described in subparagraph $(A)(ii)$ (or,
18	if earlier, the date the plan or contract
19	amendment is adopted), the plan or con-
20	tract is operated as if such plan or contract
21	amendment were in effect; and
22	(ii) such plan or contract amendment
23	applies retroactively for such period.

1	SEC. 5. READY RESERVE-NATIONAL GUARD EMPLOYEE
2	CREDIT AND READY RESERVE-NATIONAL
3	GUARD REPLACEMENT EMPLOYEE CREDIT.
4	(a) Ready Reserve-National Guard Credit.—
5	(1) IN GENERAL.—Subpart D of part IV of sub-
6	chapter A of chapter 1 of the Internal Revenue Code
7	of 1986 (relating to business-related credits) is
8	amended by inserting after section $45I$ the following
9	new section:
10	"SEC. 45J. READY RESERVE-NATIONAL GUARD EMPLOYEE
11	CREDIT.
12	"(a) GENERAL RULE.—For purposes of section 38, in
13	the case of an eligible taxpayer, the Ready Reserve-National
14	Guard employee credit determined under this section for
15	any taxable year with respect to each Ready Reserve-Na-
16	tional Guard employee of such taxpayer is an amount equal
17	to 50 percent of the lesser of—
18	((1) the actual compensation amount with re-
19	spect to such employee for such taxable year, or
20	<i>"(2) \$30,000.</i>
21	"(b) Definition of Actual Compensation
22	Amount.—For purposes of this section, the term 'actual
23	compensation amount' means the amount of compensation
24	paid or incurred by an eligible taxpayer with respect to
25	a Ready Reserve-National Guard employee on any day

when the employee was absent from employment for the
 purpose of performing qualified active duty.

3 "(c) LIMITATIONS.—No credit shall be allowed with re4 spect to any day that a Ready Reserve-National Guard em5 ployee who performs qualified active duty was not scheduled
6 to work (for reason other than to participate in qualified
7 active duty).

8 "(d) DEFINITIONS AND SPECIAL RULES.—For pur9 poses of this section—

10 "(1) ELIGIBLE TAXPAYER.— 11 "(A) IN GENERAL.—The term 'eligible tax-12 payer' means a small business employer. 13 "(B) Small business employer.— 14 "(i) IN GENERAL.—The term 'small 15 business employer' means, with respect to any taxable year, any employer who em-16 17 ployed an average of 50 or fewer employees 18 on business days during such taxable year. 19 "(ii) Controlled groups.—For pur-20 poses of clause (i), all persons treated as a 21 single employer under subsection (b), (c), 22 (m), or (o) of section 414 shall be treated as 23 a single employer. "(2) QUALIFIED ACTIVE DUTY.—The term 'quali-24

25 fied active duty' means—

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1	"(A) active duty under an order or call for
2	a period in excess of 179 days or for an indefi-
3	nite period, other than the training duty speci-
4	fied in section 10147 of title 10, United States
5	Code (relating to training requirements for the
6	Ready Reserve), or section 502(a) of title 32,
7	United States Code (relating to required drills
8	and field exercises for the National Guard), in
9	connection with which an employee is entitled to
10	reemployment rights and other benefits or to a
11	leave of absence from employment under chapter
12	43 of title 38, United States Code, and
13	((B) hospitalization incident to such duty.
14	"(3) Compensation.—The term 'compensation'
15	means any remuneration for employment, whether in
16	cash or in kind, which is paid or incurred by a tax-
17	payer and which is deductible from the taxpayer's
18	gross income under section $162(a)(1)$.
19	"(4) READY RESERVE-NATIONAL GUARD EM-
20	PLOYEE.—The term 'Ready Reserve-National Guard
21	employee' means an employee who is a member of the
22	Ready Reserve of a reserve component of an Armed
23	Force of the United States as described in sections

1	"(5) CERTAIN RULES TO APPLY.—Rules similar
2	to the rules of section 52 shall apply.
3	"(e) TERMINATION.—This section shall not apply
4	to any amount paid or incurred after December 31,
5	2005.".
6	(2) Credit to be part of general business
7	CREDIT.—Subsection (b) of section 38 of the Internal
8	Revenue Code of 1986 (relating to general business
9	credit) is amended by striking "plus" at the end of
10	paragraph (18), by striking the period at the end of
11	paragraph (19) and inserting ", plus", and by add-
12	ing at the end the following:
13	"(20) the Ready Reserve-National Guard em-
14	ployee credit determined under section $45J(a)$.".
15	(3) Denial of double benefit.—Section
16	280C(a) of the Internal Revenue Code of 1986 (relat-
17	ing to rule for employment credits) is amended by in-
18	serting "45J(a)," after "45A(a),".
19	(4) Conforming Amendment.—The table of sec-
20	tions for subpart D of part IV of subchapter A of
21	chapter 1 of the Internal Revenue Code of 1986 is
22	amended by inserting after the item relating to sec-
23	tion 45I the following:
	"Sec. 45J. Ready Reserve-National Guard employee credit.".
24	(5) EFFECTIVE DATE.—The amendments made
25	by this subsection shall apply to amounts paid or in-

1	curred after September 30, 2004, in taxable years
2	ending after such date.
3	(b) Ready Reserve-National Guard Replacement
4	Employee Credit.—
5	(1) IN GENERAL.— $Paragraph$ (1) of section
6	51(d) of the Internal Revenue Code of 1986 (relating
7	to members of targeted groups) is amended by strik-
8	ing "or" at the end of subparagraph (G), by striking
9	the period at the end of subparagraph (H) and insert-
10	ing ", or" and by adding at the end the following new
11	subparagraph:
12	"(I) a qualified replacement employee.".
13	(2) Qualified replacement employee.—Sec-
14	tion 51(d) of the Internal Revenue Code of 1986 is
15	amended by redesignating paragraphs (10), (11), and
16	(12) as paragraphs (11), (12), and (13), respectively,
17	and by inserting after paragraph (9) the following
18	new paragraph:
19	"(10) Qualified replacement employee.—
20	"(A) IN GENERAL.—The term 'qualified re-
21	placement employee' means an individual who is
22	certified by the designated local agency as being
23	hired by an eligible taxpayer to replace a Ready
24	Reserve-National Guard employee of such tax-
25	payer, but only with respect to the period during

1	which such Ready Reserve-National Guard em-
2	ployee participates in qualified active duty, in-
3	cluding time spent in travel status.
4	"(B) GENERAL DEFINITIONS AND SPECIAL
5	RULES.—For purposes of this paragraph—
6	"(i) ELIGIBLE TAXPAYER.—The term
7	'eligible taxpayer' means a small business
8	employer.
9	"(ii) Small business employer.—
10	"(I) IN GENERAL.—The term
11	'small business employer' means, with
12	respect to any taxable year, any em-
13	ployer who employed an average of 50
14	or fewer employees on business days
15	during such taxable year.
16	"(II) Controlled groups.—For
17	purposes of subclause (I), all persons
18	treated as a single employer under sub-
19	section (b), (c), (m), or (o) of section
20	414 shall be treated as a single em-
21	ployer.
22	"(iii) Ready reserve-national
23	GUARD EMPLOYEE.—The term 'Ready Re-
24	serve-National Guard employee' has the

1 meaning given such term by section 2 45J(d)(3)."(iv) QUALIFIED ACTIVE DUTY.—The 3 4 term 'qualified active duty' has the meaning given such term by section 45J(d)(1). 5 6 "(C) DISALLOWANCE FOR FAILURE TO COM-7 PLY WITH EMPLOYMENT OR REEMPLOYMENT 8 RIGHTS OF MEMBERS OF THE RESERVE COMPO-9 NENTS OF THE ARMED FORCES OF THE UNITED 10 STATES.—No credit shall be allowed under sub-11 section (a) by reason of paragraph (1)(I) to a 12 taxpayer for— 13 "(i) any taxable year, beginning after 14 the date of the enactment of this section, in 15 which the taxpayer is under a final order, 16 judgment, or other process issued or re-17 quired by a district court of the United 18 States under section 4323 of title 38 of the 19 United States Code with respect to a viola-20 tion of chapter 43 of such title, and 21 "(*ii*) the 2 succeeding taxable years.". 22 (3) EFFECTIVE DATE.—The amendments made 23 by this subsection shall apply to amounts paid or in-24 curred to an individual who begins work for the em-25 ployer after September 30, 2004.

1	(c) Study by GAO.—
2	(1) IN GENERAL.—The Comptroller General of
3	the United States shall study the following:
4	(A) What, if any, problems exist in recruit-
5	ing individuals for a reserve component of an
6	Armed Force of the United States.
7	(B) What, if any, problems exist as the re-
8	sult of providing differential wage payments (as
9	defined in section 3401(i)(2) of the Internal Rev-
10	enue Code of 1986 (as added by this Act)) to in-
11	dividuals described in subparagraph (A) in the
12	recruitment and retention of individuals as reg-
13	ular members of the Armed Forces of the United
14	States.
15	(C) Whether the credit allowed under section
16	45J of the Internal Revenue Code of 1986 (as
17	added by this section) is an effective incentive for
18	the hiring and retention of employees who are
19	individuals described in subparagraph (A) and
20	whether there exists any compliance problems in
21	the administration of such credit.
22	(2) Report.—The Comptroller General of the
23	United States shall report on the results of the study
24	required under paragraph (1) to the Committee of Fi-
25	nance of the Senate and the Committee on Ways and

3 SEC. 6. PENALTY FREE WITHDRAWALS FROM RETIREMENT 4 PLANS FOR VICTIMS OF FEDERALLY DE5 CLARED NATURAL DISASTERS.

6 (a) IN GENERAL.—Paragraph (2) of section 72(t) of
7 the Internal Revenue Code of 1986 (relating to 10-percent
8 additional tax on early distributions from qualified retire9 ment plans), as amended by this Act, is amended by adding
10 at the end the following new subparagraph:

11 "(H) DISTRIBUTIONS FROM RETIREMENT 12 PLANS TO VICTIMS OF FEDERALLY DECLARED 13 NATURAL DISASTERS.— 14 "(i) IN GENERAL.—Any qualified dis-15 aster-relief distribution. "(*ii*) 16 QUALIFIED DISASTER-RELIEF 17 DISTRIBUTION.—For purposes of this sub-18 paragraph, the term 'qualified disaster-re-19 lief distribution' means any distribution to 20 an individual who has sustained a loss in 21 excess of \$100 as a result of a major dis-22 aster declared under the Robert T. Stafford

23 Disaster Relief and Emergency Assistance
24 Act—

1	((I) if such distribution is made
2	from any qualified retirement plan (as
3	defined in section $4974(c)$) during the
4	1-year period beginning on the date
5	such declaration is made, and
6	"(II) to the extent such distribu-
7	tion does not exceed the amount of such
8	loss and is not compensated for by in-
9	surance or otherwise.
10	For purposes of subclause (II), the amount
11	of any loss shall be determined using the
12	greater of the fair market value of the prop-
13	erty on the day before the date of such dis-
14	aster or the adjusted basis of the property as
15	provided in section 1011, less any com-
16	pensation for such loss that the individual
17	has received as of the date of such distribu-
18	tion and any compensation for such loss
19	that the individual expects to receive, based
20	on a reasonable estimate. Any difference be-
21	tween the amount of compensation that an
22	individual expects to receive on the basis of
23	such an estimate and actually receives shall
24	not be included in the individual's gross in-
25	come.".

1	(b) Exemption of Distributions from With-
2	HOLDING.—Paragraph (4) of section 402(c) of the Internal
3	Revenue Code of 1986 (relating to eligible rollover distribu-
4	tion) is amended by striking "and" at the end of subpara-
5	graph (B) , by striking the period at the end of subpara-
6	graph (C) and inserting ", and", and by inserting at the
7	end the following new subparagraph:
8	"(D) any qualified disaster-relief distribu-
9	tion (within the meaning of section
10	72(t)(2)(H).".
11	(c) Conforming Amendments.—
12	(1) Section $401(k)(2)(B)(i)$ of the Internal Rev-
13	enue Code of 1986 is amended by striking "or" at the
14	end of subclause (III), by striking "and" at the end
15	of subclause (IV) and inserting "or", and by inserting
16	after subclause (IV) the following new subclause:
17	"(V) the date on which a period
18	referred to in section $72(t)(2)(H)(ii)(I)$
19	begins (but only to the extent provided
20	in section $72(t)(2)(H)$), and".
21	(2) Section $403(b)(7)(A)(ii)$ of such Code is
22	amended by inserting "sustains a loss as a result of
23	a major disaster declared under the Robert T. Staf-
24	ford Disaster Relief and Emergency Assistance Act

1	(but only to the extent provided in section
2	72(t)(2)(H))," before "or".
3	(3) Section $403(b)(11)$ of such Code is amended
4	by striking "or" at the end of subparagraph (A) , by
5	striking the period at the end of subparagraph (B)
6	and inserting ", or", and by inserting after subpara-
7	graph (B) the following new subparagraph:
8	``(C) for distributions to which section
9	72(t)(2)(H) applies.".
10	(d) EFFECTIVE DATE.—The amendments made by this
11	section shall apply to distributions received in taxable years
12	beginning after December 31, 2003.
	Attest:

Secretary.

¹⁰⁸TH CONGRESS 2D SESSION H. R. 1779

AMENDMENT