



SPECIAL COMMITTEE ON AGING

CHAIRMAN Bob Casey RANKING MEMBER Tim Scott

S. 3751, Improving Part-Time Workers' Access to Retirement Act of 2022

Introduced by Senators Bob Casey (D-PA) and Tim Scott (R-SC)

Why do we need the Improving Part-Time Workers' Access to Retirement Act?

The latest data from the Bureau of Labor Statistics finds that nearly 24 million Americans are considered part-time workers. These workers often lack access to workplace retirement plans due to their part-time status. In fact, Americans working full-time are [twice](#) as likely to have access to a workplace retirement plan. Eighty percent of full-time workers have access to a workplace retirement plan, compared to only forty percent of part-time workers.

The bipartisan Setting Up Every Community for Retirement Enhancement ([SECURE](#)) Act, signed into law in December 2019, allowed part-time workers (employees working at least 500 hours per year) to access retirement plans through their employers after 3 consecutive years of employment. While this legislation made important improvements in expanding access to retirement plans for part-time workers, many Americans are still left out.

The Improving Part-Time Workers' Access to Retirement Act:

This bipartisan bill would further the progress made by the SECURE Act by expanding retirement plan eligibility to part-time workers after **2 years of employment**, compared to 3 years under current law. This policy allows part-time workers, who are often women, caregivers or lower-income workers, to access retirement plans and save for their future. This policy is especially beneficial for younger workers to develop savings over their working lives. According to the Bureau of Labor Statistics, in 2020, 50 percent of workers ages 25 to 34 had been with their current employer for less than three years.

The Improving Part-Time Workers' Access to Retirement Act builds on the Senate Special Committee on Aging's bipartisan work on retirement. In October 2021, the Committee held a hearing entitled, "[A Financially Secure Future: Building a Stronger Retirement System for All Americans.](#)"

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