May 31, 2023, the U.S. House of Representatives passed [H.R. 3746](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fc.shrm.org%2FODIzLVRXUy05ODQAAAGMFmTsLDmp3NwtzNxv3PbPAwOCyjZV55GAunbar_OUW7A52DsjrURyXijdpmS7c4A1HH24ASY%3D&data=05%7C01%7Cbscott%40wileywilson.com%7C19adbc4afac547429cf408db62fd73f4%7C00143eee98dc482f812c98e7de8c5e61%7C0%7C0%7C638212612951588818%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=wFP14PxRgObE2bDh%2BO%2BfuImHw%2BTYWsVNUSOsmji0UwA%3D&reserved=0), known as the Fiscal Responsibility Act of 2023, by a vote of 314 to 117. The bill now advances to the Senate, where it is expected to pass.

This legislation would suspend the debt ceiling until January 1, 2025, establish new discretionary government spending limits, expand work requirements for certain federal programs and rescind unobligated funds that were provided to address the COVID-19 pandemic. The following are key provisions included in H.R. 3746

**Federal Student Loan Repayment Will Resume.**This legislation codifies and ends the pandemic moratorium on federal student loan repayments, meaning that payments and accrual of interest on these loans will soon be reinstated. Under this legislation, federal student loan payments would resume “Sixty days after June 30, 2023.”

43.8 million borrowers have federal student loan debt—and the average federal student loan debt balance for these individuals is $37,338. According to SHRM’s 2022 Talent Trends Survey, 60% of employers offer tuition assistance as a benefit. Of those, 94% do so to improve employee retention, and 90% offer it to enhance their competitiveness when recruiting new talent.

Through the [Coronavirus Aid, Relief and Economic Security (CARES) Act](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fc.shrm.org%2FODIzLVRXUy05ODQAAAGMFmTsLA9iIhCTx5kKsM1Ga3YAs9yGKy7O_TcAKqJ5eZXtnDMtPuGt06m7MXTMtF5qO5AeCJA%3D&data=05%7C01%7Cbscott%40wileywilson.com%7C19adbc4afac547429cf408db62fd73f4%7C00143eee98dc482f812c98e7de8c5e61%7C0%7C0%7C638212612951588818%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=n3SXgGS%2BL7897JCLqxdzypT3EAjszYVm1Fpcd%2BAkR0E%3D&reserved=0), employers can make contributions of up to $5,250 per employee annually toward student loan assistance without raising the employee’s gross taxable income until 2025. SHRM led the effort to include this provision in the CARES Act in 2020 and has long championed policies that allow employers to offer education assistance programs relevant to the modern workforce.

* [Click here](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fc.shrm.org%2FODIzLVRXUy05ODQAAAGMFmTsLP-94zCcoJA1EYgCQMzvETbbUtDrUXQE7jYMCc1qr34daSiAImiFB-SkmmHuT-ksH_U%3D&data=05%7C01%7Cbscott%40wileywilson.com%7C19adbc4afac547429cf408db62fd73f4%7C00143eee98dc482f812c98e7de8c5e61%7C0%7C0%7C638212612951744591%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=hAva5err5cBYei%2Fhm8vxDjCr5UpvnERLzoLXr3Vcgzo%3D&reserved=0) to access SHRM resources on how to draft a student loan assistance policy for your organization.

**Unused COVID-19 Funds are Rescinded.**Approximately $27 billion in funds that were appropriated to federal agencies to address the pandemic but were unspent will be returned to the federal government. The COVID-19 pandemic public health emergency (PHE), which enabled many of these benefits, officially [ended](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fc.shrm.org%2FODIzLVRXUy05ODQAAAGMFmTsLE7ccdyKFEs3aeVapKI_AbSDFnHRD3fgT4bfJVw6DghlEpj90TmLhj6R1m_5DdylRPk%3D&data=05%7C01%7Cbscott%40wileywilson.com%7C19adbc4afac547429cf408db62fd73f4%7C00143eee98dc482f812c98e7de8c5e61%7C0%7C0%7C638212612951744591%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=YV7RVJTPAnFslNsuUkMeMH6iN3jhCJ5ESLv9pAEQXm0%3D&reserved=0) on May 11.