

# CMAP – SECURE Act vs SECURE Act 2.0

The **SECURE Act** stands for *Setting Every Community Up for Retirement Enhancement Act*. It's a major U.S. retirement reform law originally passed in December 2019 and effective January 2020, with a follow-up expansion called **SECURE Act 2.0** signed into law in December 2022.

The **SECURE Act** was designed to:

- Help Americans save more for retirement.
- Make it easier for employers to offer retirement plans.
- Expand access to retirement savings for part-time and underserved workers.

The **SECURE Act** and **SECURE 2.0** aim to address the U.S. retirement savings gap by:

- Giving workers more time and flexibility to save.
- Encouraging employers to offer plans.
- Providing tools for younger workers and those with student debt.

	SECURE Act (2019)	SECURE Act 2.0 (2022)
<b>Required Minimum Distribution (RMD) Age</b>	Increased from 70½ to <b>72</b>	Increased to <b>73</b> (and will rise to 75 by 2033)
<b>IRA Contribution Age Limit</b>	Removed age limit for contributions	Continues (no age limit)
<b>Part-Time Worker Eligibility</b>	Eligible after 3 years of 500+ hours	Reduced to <b>2 years</b>
<b>Penalty-Free Withdrawal</b>	\$5,000 for birth/adoption	Adds emergency withdrawal options
<b>529 Plan Expansion</b>	\$10,000 for student loans	Continues, plus more flexibility
<b>Catch-Up Contributions</b>	Standard catch-up at age 50+	Higher limits for ages <b>60–63</b> (up to \$10,000)
<b>Automatic Enrollment</b>	Not required	Mandatory for new plans starting 2025
<b>Student Loan Matching</b>	Not included	Employers can match student loan payments
<b>Emergency Savings Accounts</b>	Not included	Allowed linked emergency savings in plans
<b>Roth Changes</b>	Not included	High earners' catch-up must go to Roth accounts