VIA ELECTRONIC SUBMISSION

United States Department of Labor
Office of Regulations and Interpretations
Employee Benefits Security Administration
Room N-5655
200 Constitution Avenue, NW
Washington, DC 20210

RE: Prudence and Loyalty in Selecting Plan Investments and Exercising Shareholder Rights,
RN 1210-AC03

To Whom It May Concern:

On behalf of the undersigned Attorneys General, we submit this letter in response to the Department of Labor’s (“DOL”) proposed rule, titled Prudence and Loyalty in Selecting Plan Investments and Exercising Shareholder Rights, RN 1210-AC03 (“Proposed Rule”). We endorse the Proposed Rule, particularly as it relates to consideration of environmental, social, and governance (“ESG”) factors in evaluating and selecting plan investments, and write in support of its adoption.2

I. SUMMARY

States have a significant interest in the success of employee benefit plans covered under Title I of the Employee Retirement Income Security Act of 1974 (“ERISA”). For a substantial percentage of our residents, ERISA-covered plans make up the bulk of retirement savings and are an important income source after retirement. In addition to affecting states’ tax revenue and

2 This letter focuses on the DOL’s proposed changes to the risk-return analysis regulation (see 86 Fed. Reg. at 57,276-277) and the “tie-breaker” regulation (see 86 Fed. Reg. at 57,278-279). With regard to the DOL’s proposed changes to the proxy voting and exercise of shareholder rights regulation (see 86 Fed. Reg. at 57,280-281), we support the DOL’s proposed clarification that ERISA fiduciaries’ exercise of such rights that promote the retirement income or financial benefit of participants and beneficiaries, such as ESG objectives, would be appropriate.
public aid expenses, the success of ERISA-covered plans helps ensure that our residents have adequate financial resources in retirement.

Key to the success of ERISA-covered plans is the ability of ERISA fiduciaries to consider all material factors when making their investment decisions. Environmental, social, and governance (“ESG”) factors, particularly the costs and impacts of climate change, already have material effects on many industries, and the effects of climate change are likely to increase over the long-term horizons of most ERISA-covered plans. The current rule has caused confusion as to whether ESG factors can be considered at all under the category of pecuniary factors. The Proposed Rule is essential to resolve any confusion and dispel the chill that the current rule imposes on ERISA fiduciaries by explicitly allowing them to consider climate change and other ESG factors.

II. COMMENTS

A. States Have a Significant Interest in Robust Investment Returns in Private-Employer-Sponsored Retirement Plans.

States have a key interest in the standards for ERISA fiduciaries because ERISA-covered plans make up a critical portion of the earnings of our retired residents and of the retirement savings of our non-retired residents. According to the Bureau of Labor Statistics, in 2020, 68% of private sector employees had access to a retirement plan, and 51% of private sector employees participated in their employer’s retirement plan.4 Employer retirement plans are a key source of income for current retirees, with 68% of current retirees aged 65 years old and up receiving income from a pension, the second most-common source of income after Social Security.5 Private pensions and income from defined contribution plans, like 401(k)s, constitute a significant percentage of current retirees’ overall retirement income.6

Given the importance of ERISA-covered plans as current and future sources of retirement income for our residents, states have a vested interest in ensuring their successful management. According to the Internal Revenue Service’s preliminary data on 2019 tax returns, income from pensions, annuities, and individual retirement account distributions was the second largest

---

6 According to 2014 data analyzed by the Economic Policy Institute, for individuals 65 and older, private pensions constituted approximately 31% of average income, and earnings from 401(k)s, IRAs, and other defined contribution plans constituted approximately 9.5% of average income. Monique Morrissey, Econ. Pol’y Inst., The State of Am. Ret.: How 401(k)s Have Failed Most Am. Workers (Mar. 3, 2016), https://www.epi.org/publication/retirement-in-america/#chart1.
category of reported income, constituting over $1 trillion.\textsuperscript{7} That income is an important source of tax revenue for many states to invest in their communities, including through public programs and infrastructure improvements.

For retired residents with inadequate sources of income, states frequently make up the shortfall with public aid.\textsuperscript{8} For example, in 2020, New York apportioned more than $142 million for services to elderly residents; in its 2019-2020 budget, California apportioned $535.3 million for services to elderly residents; and for its 2020 fiscal year, the District of Columbia apportioned more than $54 million for its Department of Aging and Community Living.\textsuperscript{9} More broadly, states want to ensure that their residents have adequate financial resources to live comfortably in their retirement years. The DOL’s standards for ERISA fiduciaries are one of the keys to achieving that goal.

\textbf{B. ESG Factors, Particularly Climate Change, Are Often Material to ERISA Fiduciaries’ Prudent Investment Decisions.}

As the DOL observed in the rule package, ESG factors are often material to ERISA fiduciaries’ investment decisions.\textsuperscript{10} The physical and transition impacts from climate change, for example, are already materially affecting public companies and financial institutions, and those effects will only increase over subsequent decades.\textsuperscript{11} As the DOL accurately noted, long-term climate change risks are particularly relevant to the long-term investment horizons of most ERISA-covered plans.\textsuperscript{12}

Examples of some of the impacts from climate change illustrate how critical it is for ERISA fiduciaries to be able to consider climate change, among other ESG factors, as they make


\textsuperscript{10} 86 Fed. Reg. at 57,276-279.


\textsuperscript{12} 86 Fed. Reg. at 57,276.
their investment decisions. Rising temperatures, heat waves, more frequent and severe weather events, sea level rise, water and food scarcity, and other climate change impacts are damaging critical infrastructure and property, disrupting businesses, and harming human health and natural resources across the United States and around the globe. And “[w]ith every additional increment of global warming, changes in extremes continue to become larger.”

In 2021 alone, the East Coast encountered record rainfall that flooded apartment buildings, resulting in numerous fatalities, and impaired utility infrastructure; the West Coast and Minnesota endured unprecedented wildfires that destroyed homes and businesses and significantly impaired air quality; Texas faced record snowfall that overwhelmed its utilities, resulting in loss of power to millions of customers for days at a time; and the Pacific Northwest experienced a record heat wave that stressed its utilities and resulted in hundreds of heat-related fatalities. California is in the midst of a severe drought that is depleting its reservoirs and affecting its hydroelectric power sources. Sea level rise, which is expected to accelerate over the coming decades, contributes to tidal flooding, beach erosion, and increased salinity in fresh water sources in U.S. coastal communities. These and other physical impacts result in companies shutting down or limiting operations, amidst trying to assist employees facing property damage as well as negative health outcomes.

In response to climate change, the international community has adopted increasingly ambitious policies that, if successful, will result in “nothing less than a complete transformation

---


14 Climate Change 2021 at 15.


of how we produce, transport, and consume energy.”19 The global warming limits agreed to at the 2015 Paris Climate Agreement, for instance, effectively require global greenhouse emissions to be net zero by 2050.20 The 2021 Glasgow Climate Change Conference resulted in new global agreements on emissions reductions, climate change adaptation, and regulations regarding carbon-emissions credit trading.21

National governments, in turn, are increasingly legislating, regulating, and investing toward a low- and zero-carbon future. For example, the United States has introduced several new regulations with the goal of meeting its obligations under the Paris Climate Agreement,22 including restrictions on hydrofluorocarbon emissions and methane emissions and stricter federal standards on greenhouse gas emissions for light-duty vehicles starting with model year 2023.23 In addition to regulations, the United States Congress recently passed an infrastructure bill that includes billions in funds for climate resiliency of American infrastructure.24 The European Union (“EU”) is also moving more aggressively to address climate change. In June 2021, the EU adopted the European Climate Law, which creates a framework for the EU to reach net-zero carbon emissions by 2050. In July 2021, the EU adopted a proposal for a Carbon Border Adjustment Mechanism that would impose fees on imports from countries with less aggressive climate-mitigation policies.25

22 The United States recently submitted its “Nationally Determined Contribution,” which outlines how the United States will reduce its greenhouse gas emissions in line with the goals of the Paris Climate Agreement. See The U.S. Nat’ly Determined Contrib. 1, 6 (2021), https://www4.unfccc.int/sites/ndcstaging/PublishedDocuments/United%20States%20of%20America%20First/United%20States%20NDC%20April%202021%202021%20Final.pdf.
U.S. states and localities have already adopted (and continue to adopt) ambitious policies to reduce greenhouse gas emissions, advance clean energy, and increase climate resilience and justice. For example, several states, including California, Massachusetts, and New York, have adopted aggressive mandates to reduce economy-wide greenhouse gas emissions. A majority of states require that a certain percentage of electricity sold comes from renewable sources, and twelve states have implemented their own carbon-emissions trading programs. California and more than a dozen other states—which together comprise more than one-third of the U.S. market for new light-duty vehicles—have adopted ambitious standards to limit greenhouse gas emissions from cars and trucks, with California notably aiming for all new cars and passenger trucks to be zero-emissions by 2035. And New York’s Climate Leadership and Community Protection Act, which became law in 2020, requires statewide greenhouse gas emission reductions of 40 percent by 2030 and 85 percent by 2050 from 1990 levels.

These public policy actions, as well as related technology and market shifts, present both risks and opportunities that ERISA fiduciaries should be able to consider as they make investment decisions. For example, in one analysis regarding physical risks from climate change, nearly 60% of the companies in the S&P 500 have assets with a high risk of exposure to extreme events.

---

27 See, e.g., Mass. Gen. Laws c. 21N, §§ 3(b), 4 (imposing a legally binding requirement on Massachusetts to achieve net-zero greenhouse gas emissions by 2050); Cal. Health & Saf. Code § 38566 (imposing a legally binding requirement on California to reduce its greenhouse gas emissions to 1990 levels by 2020 and an additional 40% by 2030).
weather events resulting from climate change.\textsuperscript{34} Analyses regarding transition risks to a low-carbon economy also suggest significant impacts to companies, such as stranded assets worth trillions of dollars.\textsuperscript{35} The financial system also faces disruption, with Moody’s estimating that financial firms holding $22 trillion in loans and investments are exposed to transition risks.\textsuperscript{36} Many industries, particularly the fossil fuel industry, are likely to significantly shrink, if not become altogether obsolete, in the coming decades.\textsuperscript{37} Other industries, such as the automotive, airline, hospitality, construction, and shipping industries, will have to undergo significant changes as they adjust to a low-carbon economy.\textsuperscript{38} The low-carbon shift, however, presents opportunities as well, especially for industries that are aiding in the transition to a low-carbon future (such as renewable energy companies and manufacturers of equipment for public transit) and those that are well-prepared for the transition (such as automotive companies already shifting to electric vehicles).\textsuperscript{39} Indeed, “the expected transition to a lower-carbon economy is estimated to require around $1 trillion of investments a year for the foreseeable future.”\textsuperscript{40}

While we have focused on climate change in this letter, we believe that ERSAs fiduciaries should be able to consider other ESG factors as well. As the DOL observed in its rule

\textsuperscript{34} Understanding Clim. Risk at 6 (2021). The study looked at the likelihood of exposure to at least one of seven extreme weather events: wildfire, cold wave, heat wave, water stress, flood, coastal flood, and hurricane. \textit{Id.} at 7.


\textsuperscript{37} Trillions in Assets; Saul Elbein, Sharon Udasin, \textit{Advocates Warn of Fossil Fuel Inv. Risk, Equilib./Sustain’y (The Hill), Oct. 27, 2021; Adapt to Survive}.


\textsuperscript{40} TCFD Final Report at ii.
package, there are studies showing the positive correlation between social factors like workforce
diversity and treatment of employees, on the one hand, and company success on the other.41 And
governance factors, like executive compensation and board oversight, are likely to impact
company performance as well.42

C. The Proposed Rule Corrects the Current Rule’s Misguided Discouragement of ERISA Fiduciaries’ Consideration of ESG Factors.

We agree with the DOL’s assessment that the current regulation is likely to have a
chilling effect on ERISA fiduciaries’ consideration of ESG factors in their investment decision-
making.43 Adopted through a 2020 rulemaking package, the current rule requires ERISA
fiduciaries to evaluate investments based “only on pecuniary factors.”44 The current rule also
codified the so-called “tie-breaker” rule, allowing ERISA fiduciaries to consider non-pecuniary
factors only when they are “unable to distinguish” between two investments based on pecuniary
factors.45 Notably, the 2020 notice of rulemaking singled out ESG factors as a target of the
DOL’s rule.46 Given that focus as well as the current rule’s use of the terms “pecuniary” versus
“non-pecuniary” factors and objectives; its documentation requirements for consideration of
“non-pecuniary” collateral benefits under the “tie-breaker” rule; and its prohibition on utilizing
ESG-focused investment options as qualified default investment alternatives (“QDIAs”), we are
unsurprised that stakeholders have informed the DOL that the current rule dissuades ERISA
fiduciaries from considering ESG factors, even when consideration of those factors may be
critical to making the best investment decisions.

The Proposed Rule is a balanced approach, addressing the current rule’s flaws while still
ensuring that the focus of ERISA fiduciaries remains the financial benefit to plan beneficiaries
and participants. We endorse the DOL’s proposed removal of the terms “pecuniary” and “non-
pecuniary” and the amended language allowing ERISA fiduciaries to consider “any” factor that
would be material to the risk-return analysis.47 We also endorse the Proposed Rule’s examples of

---

42 See, e.g., Grant Thornton, Corp. Governance & Co. Perform. 5, 10 (2019),
https://www.grant Thornton.co.uk/globalassets/1-member-firms/united-
Governance Driving Corp. Perform.? A Meta-Analysis of Acad. Rsch. & Invit. to Engage in the Dialogue
(Dec. 2016), https://www2.deloitte.com/content/dam/Deloitte/nl/Documents/ risk/deloitte-nl-risk-good-
43 See, e.g., 29 C.F.R. § 2550.404a-1(c), (d), (e)(2)(i)(C).
44 29 C.F.R. § 2550.404a-1(c)(1).
45 29 C.F.R. § 2550.404a-1(c)(2). The current rule also requires documentation of the ERISA
fiduciary’s determination that pecuniary factors, alone, were insufficient to distinguish between two
investments, as well as how the chosen non-pecuniary factor is “consistent with the interests” of ERISA
plan participants and beneficiaries. Id.
ESG factors as potentially material information for ERISA fiduciaries to consider. The examples will serve as reminders to ERISA fiduciaries that ESG factors often do have an impact on investments.

We believe the Proposed Rule better aligns the duties of ERISA fiduciaries with the perspectives and interests of plan beneficiaries and participants. An increasing number of retail investors (many of whom are likely to also have ERISA-covered retirement plans) consider ESG factors—and climate change in particular—to be material to their investment decisions. The current rule, in contrast, discourages consideration of such factors in investment decision-making, which risks placing ERISA fiduciaries at odds with the beneficiaries and participants they are tasked with protecting.

Similarly, we support the DOL’s amendments to the tie-breaker rule. The current rule permits ERISA fiduciaries to consider the collateral benefits between two investments only if the fiduciaries are “unable to distinguish” between two investments and investment courses of action based on pecuniary factors. As a practical matter, it may be unclear under what circumstances, if any, two investment courses of action could meet the current rule’s “unable to distinguish” standard. The Proposed Rule, in contrast, recognizes that two investments or investment courses of action can serve beneficiaries’ financial interests equally and be equally appropriate. In those circumstances, ERISA fiduciaries should be able to employ the tie-breaker rule. Under the Proposed Rule, beneficiaries will remain protected by virtue of their financial interests being equally served (a point the Proposed Rule makes explicit by prohibiting pursuit of collateral benefits at the expense of financial returns). And, ERISA fiduciaries should have some discretion to pursue collateral benefits, which may include ESG goals.

We also support the DOL’s proposed requirement that ERISA fiduciaries disclose the collateral benefits of QDIAs and other designated investment alternatives that are chosen through the tie-breaker rule. Plan participants and beneficiaries should have information about whether an individual plan that they can choose espouses collateral benefits that they may or may not endorse. This may further incentivize plan participants who have not specified an asset allocation

---

50 29 C.F.R. § 2550.404a-1(c)(2).
51 See Proskauer Rose, DOL’s Latest ESG Proposal: The More Things Change, the More They Stay the Same (Nov. 22, 2021), https://www.proskauer.com/blog/dols-latest-ESG-proposal-the-more-things-change-the-more-they-stay-the-same (“Under the current rule, “non-pecuniary” factors could only be considered as a “tiebreaker” if the applicable investments could not be distinguished based on “pecuniary factors” alone, a very difficult standard to meet in practice.”).
52 86 Fed. Reg. at 57,278.
to be more proactive in selecting the funds to which their contributions are directed, rather than simply defaulting to designated alternatives.

III. CONCLUSION

We appreciate the opportunity to comment on this important proposal. For all of the reasons discussed above, we support the Proposed Rule and encourage the DOL to adopt it.

Sincerely,

Rob Bonta
California Attorney General

Kathleen Jennings
Delaware Attorney General

Brian E. Frosh
Maryland Attorney General

Keith Ellison
Minnesota Attorney General

Letitia James
New York Attorney General

William Tong
Connecticut Attorney General

Karl Racine
District of Columbia Attorney General

Maura Healey
Massachusetts Attorney General

Hector Balderas
New Mexico Attorney General

Joshua H. Stein
North Carolina Attorney General
December 13, 2021
Page 11

Ellen F. Rosenblum
Oregon Attorney General

Thomas J. Donovan, Jr.
Vermont Attorney General