

Q: Private companies employ people in all 50 states all the time. Why can't the University do that?

A: Private companies are able to employ people in all 50 states because they are not bound by the same laws and regulations as the University. The University is a public institution and is subject to state laws and regulations that restrict its ability to employ people in all 50 states.

Q: I work out-of-state and no one has reached out to me about the new policy. What should I do?

A: If you are currently working out-of-state, you should contact your supervisor or the HR department to discuss the new policy. They will provide you with the necessary information and support to ensure a smooth transition.

Q: I previously lived out-of-state and was contacted about the new policy, but I currently live in Nebraska. What should I do?

A: If you previously lived out-of-state and were contacted about the new policy, but you now live in Nebraska, you should contact the HR department to discuss your situation. They will provide you with the necessary information and support to ensure a smooth transition.

Q: I have questions that aren't answered in this document. Who can I call?

A: If you have questions that aren't answered in this document, you can call the HR department at (402) 475-1111. They will provide you with the necessary information and support to ensure a smooth transition.

NON-COMPARABLE STATES

Q: What states are "non-comparable"?

A: The states that are "non-comparable" are those states that do not have a reciprocal agreement with Nebraska. These states are: Alaska, Arkansas, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, and Wyoming.

Q: I/one of my employees live(s) in one of the non-comparable states. What are the next steps?

A: If you or one of your employees live(s) in one of the non-comparable states, you should contact the HR department to discuss the new policy. They will provide you with the necessary information and support to ensure a smooth transition. The effective date of the new policy is January 1, 2024.

The HR department will provide you with the necessary information and support to ensure a smooth transition. If you have any questions, please contact the HR department at (402) 475-1111.

Q: Does this mean employees living in non-comparable states will be terminated by the University of Nebraska? Is their re-employment by the PEO guaranteed?

Q: I/one of my employees currently lives in Nebraska, but is considering moving to a non-comparable state. Is that allowed?

A: Yes, employees are allowed to move to a non-comparable state. However, if the employee is currently in a comparable state, they must first move to a non-comparable state before moving to another non-comparable state. If the employee is currently in a non-comparable state, they can move to another non-comparable state. **ffi**

Q: I'm a hiring manager and would like to hire a candidate who lives in a non-comparable state. Can I do so?

A: Yes, hiring managers can hire candidates who live in non-comparable states. **ffi**

COMPARABLE STATES

Q: What states are comparable?

A: The comparable states are Illinois, Indiana, Michigan, Minnesota, Missouri, Ohio, Pennsylvania, Wisconsin, and West Virginia.

Q: I live and work in a comparable state. Will my employment status with the University be impacted?

A: No, your employment status with the University will not be impacted. However, if you are currently in a comparable state and you move to a non-comparable state, your employment status will be impacted. **2023** **2023** -2 **2024**.

Q: Why might employees living in comparable states see double tax withholdings?

A: Employees living in comparable states may see double tax withholdings if they are not properly reporting their income to the state they are currently living in. **(.)-30-0.02 32.5 (.)-2- (()1.4**

Q: If I'm liable for Nebraska withholding while working 100% remote in another state, will I be liable for withholding in the state I'm working remote in?

A: Yes, you will be liable for withholding in the state you are working 100% remote in. You will also be liable for withholding in Nebraska if you are a resident of Nebraska.

Q: If I'm liable for state withholding in Nebraska and the state that I'm working 100% remote in, is that double taxation?

A: No, it is not double taxation. You will be liable for withholding in both states, but you will only pay tax once. The state you are working 100% remote in will give you a credit for the taxes you paid in Nebraska.

Q: If I work 100% remote in a state that does not have a state withholding requirement, will I still be required to have Nebraska withholding?

A: Yes, you will be required to have Nebraska withholding if you are a resident of Nebraska. If you are not a resident of Nebraska, you will not be required to have Nebraska withholding.

Q: I live and work in a comparable state because the University requires me to for strategic purposes. Will I see double tax withholdings?

A: No, you will not see double tax withholdings. You will only pay tax once in the state you are working 100% remote in.

Q: I'm a faculty member living in a comparable state. Will I see double tax withholdings?

A: No, you will not see double tax withholdings. You will only pay tax once in the state you are living in. If you are a resident of Nebraska, you will also be liable for withholding in Nebraska if you are working 100% remote in another state.

INTERNATIONAL EMPLOYEES

International employees are those who are employed by the University and who are not U.S. citizens or permanent residents. International employees are subject to different tax rules than U.S. citizens and permanent residents. International employees should consult with a tax advisor to determine their tax obligations. The University provides a tax advisor for international employees. The tax advisor can be reached at tax@unl.edu or by calling (402) 475-2222.