

FREQUENTLY ASKED QUESTIONS

- F- A E EM L ME



Q: Who does the “Working Out-of-State” portion of the Alternative Worksite Policy apply to?

A: The policy applies to employees who are currently employed by the University, regardless of their current location, and who are working out of state. This includes employees who are currently working out of state and those who are currently working in-state but plan to work out of state in the future. The policy does not apply to employees who are currently working out of state but plan to return to their home state in the future.

Q: Are faculty impacted by the “Working Out-of-State” portion of the policy?

A: Yes, the policy applies to all employees, including faculty. Faculty members who are currently working out of state or plan to work out of state in the future are impacted by the policy. The policy applies to all full-time employees, regardless of their position or title. The policy does not apply to part-time employees or those who are currently working in-state but plan to work out of state in the future.

Q: When does this policy take effect?

A: The policy takes effect on January 1, 2023. The policy applies to all employees who are currently working out of state or plan to work out of state in the future. The policy does not apply to employees who are currently working in-state but plan to work out of state in the future. The policy applies to all full-time employees, regardless of their position or title. The policy does not apply to part-time employees or those who are currently working in-state but plan to work out of state in the future.

Q: Why is the University changing its practices on out-of-state employees now?

A: The University is changing its practices on out-of-state employees now because of the current economic conditions and the need to ensure that the University is able to attract and retain the best talent. The University is currently facing a shortage of qualified candidates for many positions, and the current economic conditions are making it difficult to attract and retain talent. The University is changing its practices on out-of-state employees now to ensure that it is able to attract and retain the best talent.

Q: Is the University saying there are some states where employees won't be allowed to live?

A: No, the University is not saying there are some states where employees won't be allowed to live. The University is simply stating that it is currently unable to provide the same level of support for employees who are working out of state as it is able to provide for employees who are working in-state. The University is currently unable to provide the same level of support for employees who are working out of state as it is able to provide for employees who are working in-state.

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: Comparable states are those that have a similar cost of living to Nebraska. These include Colorado, Kansas, Missouri, Oklahoma, and South Dakota. **ffi**

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

A: No, your employment status will not be impacted. However, you may be subject to double tax withholdings. For example, if you live in Colorado and work in Nebraska, you may be subject to both Colorado and Nebraska state income taxes. **ffi**

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

A: Employees living in comparable states may see double tax withholdings because they are subject to both their home state's and their work state's income taxes. **ffi**

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 not citizens or residents of the United States. They may be employed by the University in a variety of capacities, including as faculty, staff, or students. The University's policies regarding international employees are designed to ensure that they are treated fairly and equitably. For more information, please contact the University's International Office.