The State of the Multi-State Workforce: Employment Practices and Challenges

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CUPA-HR Resources
- Webinar material: https://www.cupahr.org/wp-content/uploads/events/Webinars/files/on-demand/04-06-23-Webinar-Material.pdf
- Multi-state workforce survey results: https://www.cupahr.org/surveys/multi-state-workforce-survey-results/
- Flexible work toolkit: https://www.cupahr.org/knowledge-center/toolkits/telecommuting/
- CUPA-HR Connect: https://connect.cupahr.org/home

Participant Insights & Suggestions Shared in the Webinar Chat

Policies/Procedures
- Consider charging departments for hiring out-of-state employees; monthly/annual fees can help offset internal costs and pass the expense to departments.
- Meet with all supervisors when they've hired an out-of-state employee so they are aware of the rules in that state.
- New positions have been added in HR to oversee out-of-state employees.
- Collaborate with your finance team; once employment jurisdiction is opened with another state's department of revenue, it becomes a tax filing add for finance.
- Consider offering a moving allowance to return to your state.
- Geographical stipends can be provided for out-of-state employees that are required to work out of state; stipends are also considered if the cost of living is higher.
- If it is the choice of the employee and not required, out-of-state employment may be denied.
- Offer benefits regardless of location; benefits can vary by position.
- Some multi-state private sector employers have a national pay structure with geo rates of +5%-20% based on location.

Laws
- Pay particular attention to Workers' Compensation and FMLA laws across states as they can present unique challenges.
- Also pay attention to complying with compensation laws in other states, i.e., minimum wage and exemption thresholds.

Vendors
- Options are available for assistance with services such as onboarding and tax payments, payroll, benefits, and employment law compliance. Vendors also can help with I-9 processes for onboarding compliance, non-compliant out state employees and required workplace poster compliance.

- Employer of Record (EOR) is an outsourcing option and offers benefits for employees. Many other outsourcing vendors can deliver benefits as well. Some can help match closely to institution benefits as well, but they may not be the same if you are using an EOR.

- Professional Employer Organization (PEO) can be helpful by moving employees in non-compliant states to the PEO and they will have the benefits of that company.

- Potential vendors mentioned for out-of-state workforce assistance include: ADP, Edustaff, Equifax, FoxHire, GovDocs, Kelly Education, Safeguard Global, SAP SuccessFactors.