

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 all full-time employees who are currently employed by the University and are working out of state. This includes employees who are currently on leave or who have been hired to work out of state. The policy does not apply to part-time employees or to those who are currently working in-state.

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

A: Yes, the policy applies to all full-time faculty members who are currently employed by the University and are working out of state. This includes faculty who are currently on leave or who have been hired to work out of state. The policy does not apply to part-time faculty or to those who are currently working in-state.

Q: When does this policy take effect?

A: The policy takes effect on January 1, 2023. It applies to all full-time employees who are currently employed by the University and are working out of state. The policy does not apply to part-time employees or to those who are currently working in-state.

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. The University is looking for ways to reduce costs and improve efficiency. One way to do this is by limiting the number of employees who are working out of state. This will help the University to save money on salaries and benefits.

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 saying that it will only hire employees who are currently working in-state. This is a way to reduce costs and improve efficiency.

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. **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. **ffi**

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

A: Employees living in comparable states may see double tax withholdings due to the University's tax withholding policy. **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 employed by the University and who are not citizens or residents of the United States. International employees are subject to the same tax rules as U.S. citizens and residents, but there are some special rules that apply to them. For example, international employees who are not U.S. citizens or residents may be eligible for a reduced rate of tax on their income. International employees who are U.S. citizens or residents are subject to the same tax rules as U.S. citizens and residents. For more information, please contact the University's tax department.