In the midst of returning to work sites, employers are evaluating the pros and cons of allowing, encouraging, or even requiring employees to work remotely. This is a judgment call for every employer, but many have decided to allow some employees to work remotely either full-time or part-time.

While remote work may be an attractive recruiting, retention, and cost-saving tool, it has numerous multistate compliance implications, especially as employees scatter to different states or new out-of-state employees are hired. Significant legal landmines include employee onboarding, expense reimbursement, state tax, unemployment withholding, privacy and data security, and termination issues.

Our *Remote Work Toolkit* can help. It includes:

- **Guide to Remote Work**, which covers:
  - ✓ hiring, employing, and terminating remote employees;
  - ✓ expense reimbursement requirements in all 50 states;
  - ✓ home workplace safety; and
  - ✓ complex 50-state income tax and unemployment insurance considerations.

- **Template Policy and Forms**, such as:
  - ✓ Remote Work Policy;
  - ✓ Request and Approval Form; and
  - ✓ Employee Acknowledgment.

Please contact your Ogletree Deakins relationship attorney to order the *Remote Work Toolkit*.

The *Remote Work Toolkit* is the latest offering from OD Comply—an Ogletree Deakins solution for difficult multistate and other employment compliance topics. OD Comply subscriptions provide updated materials on thorny topics like state leaves of absence, state wage & hour, marijuana, and more. In response to employer need, we are expanding our OD Comply resources to add the timely topic of remote work. While the topic is critical for employers using or considering remote work options, the law associated with remote work is not as variable as some of the other OD Comply subject matters. Therefore, the *Remote Work Toolkit* is a one-time product that does not include updates. We will continue to monitor state and local remote work trends.