



Mineral



Question of the Week

AUGUST 24, 2022

QUESTION

Can we require remote employees to inform us when they move to a new city or state?

ANSWER

Yes, you can and should require that remote employees notify the company when they move. There may be compliance and tax obligations when an employee relocates to a new city or state—not only for the employee, but also for you as the employer. For example, a relocated employee may now be owed a higher minimum wage or be eligible for paid sick leave. Workers' compensation and unemployment insurance may also be affected.

This Q&A does not constitute legal advice and does not address state or local law.