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(Original Signature of Member)

116TH CONGRESS  
2D SESSION

**H. R.** \_\_\_\_\_

To establish rules for States or other taxing jurisdictions to tax businesses and individuals during COVID-19 while employees are performing employment duties in other States or taxing jurisdictions, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

Ms. SCANLON introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To establish rules for States or other taxing jurisdictions to tax businesses and individuals during COVID-19 while employees are performing employment duties in other States or taxing jurisdictions, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Remote Worker Relief  
5 Act of 2020”.

1 **SEC. 2. STATE AND LOCAL TAX CERTAINTY.**

2 (a) STATUS OF EMPLOYEES DURING COVERED PE-  
3 RIOD.—Notwithstanding any provision of law of a taxing  
4 jurisdiction, with respect to any employee who is working  
5 remotely within such taxing jurisdiction during the cov-  
6 ered period—

7 (1) except as provided under paragraph (2),  
8 any wages earned by such employee during such pe-  
9 riod shall be deemed to have been earned at the pri-  
10 mary work location of such employee; and

11 (2) if an employer, at its sole discretion, main-  
12 tains a system that tracks where such employee per-  
13 forms duties on a daily basis, wages earned by such  
14 employee may, at the election of such employer, be  
15 treated as earned at the location in which such du-  
16 ties were remotely performed.

17 (b) STATUS OF BUSINESSES DURING COVERED PE-  
18 RIOD.—Notwithstanding any provision of law of a taxing  
19 jurisdiction—

20 (1) in the case of an out-of-state business which  
21 has any employees working remotely within such ju-  
22 risdiction during the covered period, the duties per-  
23 formed by such employees within such jurisdiction  
24 during such period shall not be sufficient to create  
25 any nexus or establish any minimum contacts or  
26 level of presence that would otherwise subject such

1 business to any registration, taxation, or other re-  
2 lated requirements for businesses operating within  
3 such jurisdiction; and

4 (2) except as provided under subsection (a)(2),  
5 with respect to any tax imposed by such taxing ju-  
6 risdiction which is determined, in whole or in part,  
7 based on net or gross receipts or income, for pur-  
8 poses of apportioning or sourcing such receipts or  
9 income, any duties performed by an employee of an  
10 out-of-state business while working remotely during  
11 the covered period—

12 (A) shall be disregarded with respect to  
13 any filing requirements for such tax; and

14 (B) shall be apportioned and sourced to  
15 the tax jurisdiction which includes the primary  
16 work location of such employee.

17 (c) DEFINITIONS.—For purposes of this section—

18 (1) COVERED PERIOD.—The term “covered pe-  
19 riod” means, with respect to any employee working  
20 remotely, the period—

21 (A) beginning on the date on which such  
22 employee began working remotely; and

23 (B) ending on the earlier of—

24 (i) the date on which the employer al-  
25 lows, at the same time—

1 (I) such employee to return to  
2 their primary work location; and

3 (II) not less than 90 percent of  
4 their permanent workforce to return  
5 to such work location; or

6 (ii) December 31, 2020.

7 (2) EMPLOYEE.—The term “employee” has the  
8 same meaning given to it by the taxing jurisdiction  
9 in which the employment duties are performed.

10 (3) EMPLOYER.—The term “employer” has the  
11 same meaning given to it by the taxing jurisdiction  
12 in which the employee is performing employment du-  
13 ties.

14 (4) OUT-OF-STATE BUSINESS.—The term “out-  
15 of-state business” means, with respect to any tax ju-  
16 risdiction, any business entity which, excepting any  
17 employees of such business who are working re-  
18 motely within such jurisdiction during the covered  
19 period, would not otherwise be subject to any tax fil-  
20 ing requirements under the existing law of such tax-  
21 ing jurisdiction.

22 (5) PRIMARY WORK LOCATION.—The term “pri-  
23 mary work location” means, with respect to an em-  
24 ployee, the address of the employer where the em-  
25 ployee is regularly assigned to work when such em-

1        ployee is not working remotely during the covered  
2        period.

3            (6) TAXING JURISDICTION.—The term “taxing  
4        jurisdiction” means any of the several States, the  
5        District of Columbia, or any territory or possession  
6        of the United States, any municipality, city, county,  
7        township, parish, transportation district, or assess-  
8        ment jurisdiction, or any other political subdivision  
9        within the territorial limits of the United States with  
10       the authority to impose a tax, charge, or fee.

11           (7) WAGES.—The term “wages” means all  
12       wages and other remuneration paid to an employee  
13       that are subject to tax or withholding requirements  
14       under the law of the taxing jurisdiction in which the  
15       employment duties are deemed to be performed  
16       under subsection (a) during the covered period.

17           (8) WORKING REMOTELY.—The term “working  
18       remotely” means the performance of duties by an  
19       employee at a location other than the primary work  
20       location of such employee at the direction of his or  
21       her employer due to conditions resulting from the  
22       public health emergency relating to the virus SARS-  
23       CoV- 2 or coronavirus disease 2019 (referred to in  
24       this paragraph as “COVID-19”), including—

1 (A) to comply with any government order  
2 relating to COVID–19;

3 (B) to prevent the spread of COVID–19;  
4 and

5 (C) due to the employee or a member of  
6 the employee’s family contracting COVID–19.

7 (d) PRESERVATION OF AUTHORITY OF TAXING JU-  
8 RISDICTIONS.—This section shall not be construed as  
9 modifying, impairing, superseding, or authorizing the  
10 modification, impairment, or supersession of the law of  
11 any taxing jurisdiction pertaining to taxation except as ex-  
12 pressly provided in subsections (a) through (c).

13 **SEC. 3. EFFECTIVE DATE; APPLICABILITY.**

14 (a) EFFECTIVE DATE.—This Act shall apply to cal-  
15 endar years beginning after December 31, 2019.

16 (b) APPLICABILITY.—This Act shall not apply to any  
17 tax obligation that accrues before January 1, 2020.