



# Compliance navigator: The multi-state road map



As organizations look to recruit the best talent from all over, it's no surprise that remote and hybrid work arrangements have maintained their appeal. But laws affecting organizations' compliance responsibilities continue evolving, strapping employers with more legal requirements than they were prepared or resourced to handle.

## 1 Remote employees

Do you have remote employees working in states outside your HQ state?

No

No further action required

Yes

Okay, let's see what laws might apply to you.



## 2 Tax withholdings

Are all applicable state taxes and withholdings being withheld based on the employee's state?

No

**Action needed!**

- Set up state withholdings and unemployment taxes
- Correct previous filings

Yes

Great job! Let's check your other employer obligations.



## 3 Labor laws

Do you know and comply with applicable state labor laws?

No

**Action needed!**

- Review state labor laws
- Determine applicability
- Adjust policies to meet state labor law requirements

Yes

Great job! Let's check your other employer obligations.



## 4 Leave laws

Do you know and comply with state leave law requirements?

No

**Action needed!**

- Review state leave laws
- Determine applicability
- Adjust your policies to meet state leave law requirements

Yes

Great job! Let's check your other employer obligations.



## 5 Pay transparency and reporting laws

Do you know and comply with pay transparency and pay data reporting requirements?

No

**Action needed!**

- Review state pay transparency and pay data reporting laws
- Determine applicability
- Adjust your policies to meet pay transparency and pay data reporting requirements

Yes

Great job! Let's check your other employer obligations.



## 6 Anti-discrimination laws

Do you know and comply with state antidiscrimination requirements?

No

**Action needed!**

- Review state antidiscrimination laws
- Determine applicability
- Adjust your policies to meet antidiscrimination law requirements

Yes

Great job! Let's check your other employer obligations.



## 7 Workers' compensation laws

Do you know and comply with state workers' compensation requirements?

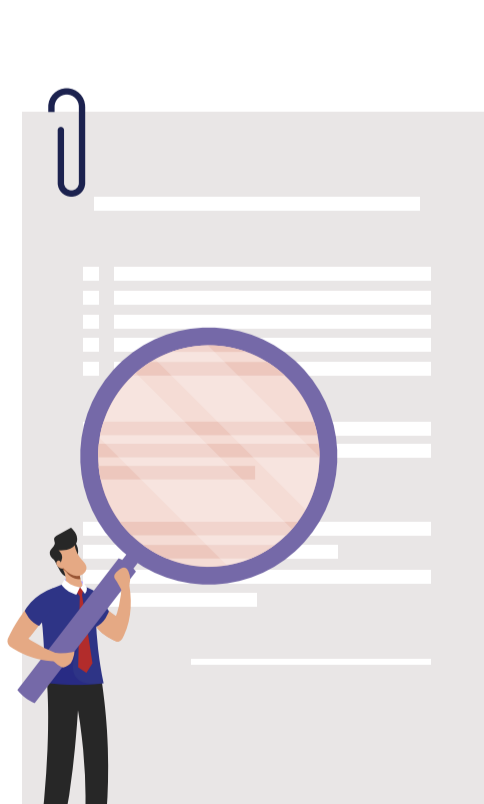
No

**Action needed!**

- Review state workers' compensation requirements
- Determine applicability
- Adjust your policies to meet state workers' compensation requirements

Yes

Great job! Let's check your other employer obligations.



## 8 Privacy laws

Do you know and comply with state privacy law requirements?

No

**Action needed!**

- Review state privacy laws
- Determine applicability
- Adjust your policies to meet state privacy law requirements

Yes

**Great job!**

Other state laws may apply. Employers are encouraged to consult with legal and tax counsel. Local laws may also apply.



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