September 10, 2026

The Honorable Jim Jordan
Chair, Committee on the Judiciary
U.S. House of Representatives
2138 Rayburn House Office Building
Washington, DC 20515-6216

The Honorable Jamie Raskin
Ranking Member, Committee on the Judiciary
U.S. House of Representatives
2242 Rayburn House Office Building
Washington, DC 20515-2008

The Honorable Craig A. Goldman
U.S. House of Representatives
1716 Longworth House Office Building
Washington, DC 20515-4312

Re: In support of H.R. 10271, the Mobile Workforce State Income Tax Simplification Act

Dear Representatives Jordan, Raskin, and Goldman:

PayrollOrg, formerly the American Payroll Association, supports H.R. 10271, the Mobile Workforce State Income Tax Simplification Act, introduced on September 3, 2026. As a nonpartisan membership association representing payroll professionals, PayrollOrg supports H.R. 10271 because it will:

1. End inconsistent taxation of individuals who reside in one state and work in others,

2. Reduce the tax and related administrative burden on employers caused by temporary out-of-state work assignments,

3. Ensure fair tax treatment of employees during out-of-state work assignments, and

4. Promote increased compliance through decreased burden.

Because of the extreme complexity of state tax regulations, compliance for many employers is practically impossible. A lack of adequate software systems, personnel, time, money, or other resources are some of the impediments that prevent compliance with complex tax laws. Still other companies are simply unaware of the current legal framework and would be shocked to discover their own lack of compliance.

Another reason for compliance difficulties is confusion about whether a business has formed a nexus for tax purposes in a state where the business does not have a physical presence or regularly provide services. Examples include when an employee travels to a state to offer a one-day seminar, a business sends employees to a state for a few days to assist in recovery following a weather emergency, or an executive officer travels to a state for less than a week to examine a business opportunity.

H.R. 10271 offers employers a commonsense approach to determining state tax liability that is appropriate to employers, employees, and states. When a business shows that a clear relationship exists in a state, H.R. 10271 does not interfere with that state's interest in collecting taxes. The bill establishes a basis for determining a relationship that is more easily understood by employers and employees.

PayrollOrg has a particular interest in this legislation as a membership association and as a business. PayrollOrg is headquartered in San Antonio, Texas, and pays employees in 14 states. Our employees travel throughout the country providing educational services to payroll professionals. As a business, we are very familiar with the nonresident income tax withholding issues that arise whenever employees cross state lines for work. This withholding is especially hard on employees from states like Texas that do not have a state income tax because nonresident taxes remitted to another state cannot be written off on a resident tax return.

As an association, PayrollOrg has more than 20,000 members located throughout the United States. Nearly 2,000 members are located in Texas, and members in many more states are responsible for paying employees in Texas. Similar problems exist in other states without income taxes or where nonresidents are required to pay taxes.

Payroll professionals are responsible for the administrative task of properly withholding and remitting state and federal taxes. While our members cannot answer employees' individual income tax questions, they are often asked why taxes were withheld in a state. Simply put, no one is more familiar with the responsibility and difficulty of withholding nonresident state taxes from employees' pay than PayrollOrg and our members.

To discuss these and other payroll issues further, please contact me at ajacobsohn@payroll.org or 202-669-4001.

Sincerely,

Alice P. Jacobsohn

Alice P. Jacobsohn, Esq.
Director, Government Relations