



**Officers, 2016-2017**

**Amy Thomas Laub**  
Chair  
Nationwide Insurance Company

**Arthur J. Parham, Jr.**  
Vice Chair  
Entergy Services, Inc.

**Robert J. Tuinstra, Jr.**  
Secretary & Treasurer  
E.I. DuPont De Nemours and Company

**Theodore H. Ghiz, Jr.**  
Past Chair  
The Coca-Cola Company

**John J. Pydyszewski**  
Past Chair  
Johnson & Johnson

**Bobby L. Burgner**  
Past Chair  
General Electric Company

**Robert F. Montellione**  
Past Chair  
Prudential Financial

**Douglas L. Lindholm**  
President  
Council On State Taxation

**Directors**

**Barbara Barton Weiszhaar**  
HP Inc.

**Deborah R. Bierbaum**  
AT&T

**C. Benjamin Bright**  
HCA Holdings, Inc.

**Paul A. Broman**  
BP America Inc.

**Michael F. Carchia**  
Capital One Services, LLC

**Tony J. Chirico**  
Medtronic, Inc.

**Susan Courson-Smith**  
Pfizer Inc.

**Meredith H. Garwood**  
Charter Communications

**Denise J. Helmken**  
General Mills

**Frank G. Julian**  
Macy's Inc.

**Beth Ann Kendzierski**  
Apria Healthcare, Inc.

**Kurt Lamp**  
Amazon.Com

**Mollie L. Miller**  
Fresenius Medical Care  
North America

**Rebecca J. Paulsen**  
U.S. Bancorp

**John H. Paraskevas**  
Exxon Mobil Corporation

**Frances B. Sewell**  
NextEra Energy, Inc.

**Warren D. Townsend**  
Wal-Mart Stores, Inc.

**Frank A. Yanover**  
GE Capital Americas

**Douglas L. Lindholm**  
President & Executive Director  
(202) 484-5212  
[DLindholm@cost.org](mailto:DLindholm@cost.org)

March 14, 2017

The Honorable Mike Bishop  
Cannon House Office Building, #428  
Washington, DC 20515

*Via E-Mail*

**Re: COST Supports the Mobile Workforce State Income Tax Simplification Act of 2017, H.R. 1393**

Dear Representative Bishop:


On behalf of the leadership and members of the Council On State Taxation (COST), we strongly support your introduction of the Mobile Workforce State Income Tax Simplification Act of 2017, H.R. 1393, and would like to thank you for your continued leadership on this important legislation.

The **Council On State Taxation (COST)** is the premier state tax organization representing taxpayers. COST is a nonprofit trade association consisting of nearly 600 multistate corporations engaged in interstate and international business. COST's objective is to preserve and promote equitable and nondiscriminatory state and local taxation of multijurisdictional business entities. **The Mobile Workforce issue is COST's number one federal legislative priority.**

The Mobile Workforce State Income Tax Simplification Act would establish a 30-day threshold and other fair, administrable and uniform rules to help ensure that the appropriate amount of tax is paid to state and local jurisdictions without placing undue burdens on employees who travel outside of their resident states for temporary periods, and their employers who have corresponding withholding and reporting requirements. The bill's protections apply to employees of government, unions and business. Companion legislation, S. 540, has again been introduced in the Senate. During the 114<sup>th</sup> Congress, a similar version of this legislation (H.R. 2315) was brought up on the suspension calendar and passed via voice vote without objection. After nearly ten years of good faith negotiations with state government officials, the time has come for this legislation to become federal law.

On behalf of COST and our member employers and their employees who travel for business, we respectfully request that you support passage of this bill as soon as possible.

Sincerely,

  
Douglas L. Lindholm  
President & Executive Director

cc: COST Board of Directors



Officers, 2016-2017

Amy Thomas Laub  
Chair  
Nationwide Insurance Company

Arthur J. Parham, Jr.  
Vice Chair  
Entergy Services, Inc.

Robert J. Tuinstra, Jr.  
Secretary & Treasurer  
E.I. DuPont De Nemours  
and Company

Theodore H. Ghiz, Jr.  
Past Chair  
The Coca-Cola Company

John J. Pyszczewski  
Past Chair  
Johnson & Johnson

Bobby L. Burgner  
Past Chair  
General Electric Company

Robert F. Montellione  
Past Chair  
Prudential Financial

Douglas L. Lindholm  
President  
Council on State Taxation

Directors

Barbara Barton Weiszhaar  
HP Inc.

Deborah R. Bierbaum  
AT&T

Benjamin Bright  
HCA Holdings, Inc.

Paul A. Broman  
BP America Inc.

Michael F. Carchia  
Capital One Services, LLC

Tony J. Chirico  
Medtronic, Inc.

Susan Courson-Smith  
Pfizer Inc.

Meredith H. Garwood  
Charter Communications

Denise J. Helmken  
General Mills

Frank G. Julian  
Macy's Inc.

Beth Ann Kendzierski  
Apria Healthcare, Inc.

Kurt Lamp  
Amazon.Com

Mollie L. Miller  
Fresenius Medical Care  
North America

Rebecca J. Paulsen  
U.S. Bancorp

John H. Paraskevas  
Exxon Mobil Corporation

Frances B. Sewell  
NextEra Energy, Inc.

Warren D. Townsend  
Wal-Mart Stores, Inc.

Frank A. Yanover  
GE Capital Americas

Douglas L. Lindholm  
President & Executive Director  
(202) 484-5212  
[DLindholm@cost.org](mailto:DLindholm@cost.org)

March 13, 2017

The Honorable Bob Goodlatte  
Chairman, House Judiciary Committee  
Rayburn House Office Building, #2309  
Washington, DC 20515

**Re: COST Supports the Mobile Workforce State Income Tax Simplification Act of 2017, H.R. 1393**

Dear Chairman Goodlatte:

On behalf of the Council On State Taxation (COST), I appreciate the opportunity to submit this letter of support for the record for the March 15, 2017 vote on the Mobile Workforce State Income Tax Simplification Act (H.R. 1393), and respectfully request that you support enactment of this important legislation, as introduced, as soon as possible. After over ten years of good faith negotiation, H.R. 1393 represents a common sense, bipartisan solution that provides certainty to taxpayers and fairness for states.

The **Council On State Taxation (COST)** is the premier state tax organization representing taxpayers. COST is a nonprofit trade association consisting of nearly 600 multistate corporations engaged in interstate and international business. COST's objective is to preserve and promote equitable and nondiscriminatory state and local taxation of multijurisdictional business entities. **The Mobile Workforce issue is COST's number one federal legislative priority.**

The Mobile Workforce State Income Tax Simplification Act would establish a 30-day threshold and other fair, administrable and uniform rules to help ensure that the appropriate amount of tax is paid to state and local jurisdictions without placing undue burdens on employees who travel outside of their resident states for temporary periods, and their employers who have corresponding withholding and reporting requirements. The bill's protections apply to employees of government, unions and business. Companion legislation, S. 540, has again been introduced in the Senate. Similar versions of this legislation were brought up on the suspension calendar and passed via voice vote without objection by both the 112<sup>th</sup> and the 114<sup>th</sup> Congresses. The time has come for this legislation to become federal law.

On behalf of COST and our member employers and their employees who travel for business, thank you for your leadership, and we look forward to supporting your efforts to pass H.R. 1393 during this Congress.

Sincerely,

Douglas L. Lindholm  
President & Executive Director

cc: COST Board of Directors



**Officers, 2016-2017**

**Amy Thomas Laub**  
Chair  
*Nationwide Insurance Company*

**Arthur J. Parham, Jr.**  
Vice Chair  
*Entergy Services, Inc.*

**Robert J. Tuinstra, Jr.**  
Secretary & Treasurer  
*E.I. DuPont De Nemours and Company*

**Theodore H. Ghiz, Jr.**  
Past Chair  
*The Coca-Cola Company*

**John J. Pydyszewski**  
Past Chair  
*Johnson & Johnson*

**Bobby L. Burgner**  
Past Chair  
*General Electric Company*

**Robert F. Montellione**  
Past Chair  
*Prudential Financial*

**Douglas L. Lindholm**  
President  
*Council On State Taxation*

**Directors**

**Barbara Barton Weiszhaar**  
*HP Inc.*

**Deborah R. Bierbaum**  
*AT&T*

**C. Benjamin Bright**  
*HCA Holdings, Inc.*

**Paul A. Broman**  
*BP America Inc.*

**Michael F. Carchia**  
*Capital One Services, LLC*

**Tony J. Chirico**  
*Medtronic, Inc.*

**Susan Courson-Smith**  
*Pfizer Inc.*

**Meredith H. Garwood**  
*Charter Communications*

**Denise J. Helmken**  
*General Mills*

**Frank G. Julian**  
*Macy's Inc.*

**Beth Ann Kendzierski**  
*Apria Healthcare, Inc.*

**Kurt Lamp**  
*Amazon.Com*

**Mollie L. Miller**  
*Fresenius Medical Care North America*

**Rebecca J. Paulsen**  
*U.S. Bancorp*

**John H. Paraskevas**  
*Exxon Mobil Corporation*

**Frances B. Sewell**  
*NextEra Energy, Inc.*

**Warren D. Townsend**  
*Wal-Mart Stores, Inc.*

**Frank A. Yanover**  
*GE Capital Americas*

**Douglas L. Lindholm**  
*President & Executive Director*  
(202) 484-5212  
[dlindholm@cost.org](mailto:dlindholm@cost.org)

March 13, 2017

The Honorable Sheila Jackson Lee  
Member, House Judiciary Committee  
Rayburn House Office Building, #2187  
Washington, DC 20515

*Via E-Mail*

**Re: Support for the Mobile Workforce State Income Tax Simplification Act of 2017 – H.R. 1393**

Dear Representative Jackson Lee:

Every work day in our country, thousands of Americans travel outside their home state on business trips for temporary periods. Unfortunately, along with this travel comes an often unforeseen tax liability and return filing obligation in the state(s) where the employee ventures. Employers likewise struggle to know where their employees travel and correctly withhold tax. Even if employers and their employees are able to comply, the end result for state finances in most cases is minimal: states grant a credit for taxes paid to another state.

Legislation that would address this issue in a fair manner and ensure compliance by businesses and citizens – **the Mobile Workforce State Income Tax Simplification Act of 2017 (H.R. 1393)** was introduced by Representatives Mike Bishop of Michigan and Hank Johnson of Georgia, and enjoys strong bipartisan support of 22 original cosponsors. This legislation is similar to the bill that passed the House via voice vote on suspension calendar in the 114<sup>th</sup> Congress on September 22, 2016. On behalf of the Council On State Taxation (COST), I thank you for your support of this bill and respectfully ask that you vote “yes” for the measure, as introduced, when the vote occurs in the House Judiciary Committee on March 15.

**About COST**

COST is a nonprofit trade association based in Washington, DC. COST was formed in 1969 as an advisory committee to the Council of State Chambers of Commerce and today has an independent membership of nearly 600 major corporations engaged in interstate and international business. COST’s objective is to preserve and promote the equitable and nondiscriminatory state and local taxation of multijurisdictional business entities.

### A Pressing Problem with a Common-Sense Solution

The problems the Mobile Workforce State Income Tax Simplification Act seeks to address can be simply stated: every business day hundreds of thousands of employees across the country are sent by their employers to work in nonresident states. The vast majority of these trips are temporary in nature, whereby the employee conducts business in the nonresident state for a short period of time and then returns to his or her resident state.

Employees who travel outside of their home state for business purposes are subject to onerous administrative burdens because, in addition to filing federal and resident state income tax returns, they may also be legally required to file an income tax return in every other state into which they travel, *even if they are there for only one day*. So too, employers are extremely hard pressed to comply with the varying and disparate rules that relate to tax withholding on income earned by their employees while traveling. It is important to note that this tax compliance issue affects all employers: large and small businesses, charities and other non-profits, and even government agencies.

The problems created by these inconsistent state laws are universally acknowledged. There is also general agreement regarding the solution: **create a simple, national threshold protecting employees who travel on temporary assignments to nonresident states**. The Mobile Workforce State Income Tax Simplification Act would provide a workable, national framework for the administration of, and compliance with, the states' withholding and nonresident income tax payment laws. Under this legislation, an employee working in a nonresident state for thirty or fewer days would not pay personal income tax to the nonresident state, but rather would remain fully taxable in their resident state on all earnings. Employers would not be required to withhold taxes in the nonresident state for employees whose travel falls below the thirty day threshold. This uniform rule would greatly ease compliance for all employers and would provide much needed simplification for employees who travel as part of their work.

The mobility of our national workforce is one of our nation's greatest assets, and that flexibility is essential to our continued global competitiveness and ability to create jobs. That flexibility is hindered by the current patchwork of state laws. Employees who travel outside of their home states for temporary work periods, and their employers, will remain subject to today's onerous burdens without Congressional action. Thus, COST respectfully requests that you vote "yes" for H.R. 1393.

Sincerely,



Douglas Lindholm

cc: COST Board of Directors