From 1/1/2017 to 12/31/2019 pursuant to ORS 352.138(6)(b), employees that were not subject to Oregon taxes (including those not living or working in Oregon and Foreign Nationals), could only earn retirement credit (years of service) under the OPSRP pension program.

In the 2021 legislative session SB 111 changed the definition of salary for OPSRP PERS members. Beginning on January 1, 2020, salary for purposes of OPSRP is defined as “the remuneration paid to an active member in return for services to the participating public employer, including remuneration in the form of living quarters, board or other items of value, to the extent the remuneration is, or would be if the member were an Oregon resident, includable in the employee’s taxable income under Oregon law.” ORS 238A.005(17)(a).

Conclusion: The definition of salary changed under SB 111 so that PERS OPSRP members do not need to be subject to Oregon income tax in order to be eligible for contributions to their PERS account effective 1-1-20. This is a change from 2017-2019 where they could only earn years of service credit if they were not paying Oregon taxes on their salary according to PERS rules.

If employees have questions about their individual circumstances related to this bill, they can contact PERS:
- Phone: 1-888-320-7377 or 503-598-7377
- Email: customer-service.pers@state.or.us

Or

Bonny Ray, Director of Benefits
bonny.ray@oregonstate.edu
Remote Working Agreement

HR/Payroll Forum
July 16, 2021
Agenda

Remote Work Website
Remote Working Agreement
Working Out of State
This website is intended to help employees, supervisors, and department leaders understand the University's approach to continued remote work in Fall 2021. Within this site, you will find helpful resources, forms, and additional information to assist you in determining if remote work is an appropriate arrangement as the University continues to resume operations.
Remote Work Agreement

If an employee needs to continue to work remotely during fall term as part of a units pathway to fall planning, the supervisor and employee should complete a Remote Working Agreement.
Working Out of State

Employment Considerations
- Minimum Wage
- Overtime Regulations
- Classification as exempt
- Meals and rest periods
- Travel-time pay
- Family/medical leave provisions (federal versus state)
- Anti-Discrimination provisions
- Posting requirements

When employees are working in another state as their regular location of employment, we are required to follow that state’s and/or country’s employment laws. Resource: https://www.dol.gov/agencies/whd/state

I-9 Compliance
For newly hired employees in the United States, we must be able to verify identity and employment authorization to meet Federal laws. For questions contact the HR Service Center at AskHR@oregonstate.edu.

Remote Work Agreements
A remote work agreement helps to ensure a safe work environment, compliance with applicable policies and procedures, agreed upon standard work hours, communication methods, and work expectations.
General Resources

Remote Work Website: https://hr.oregonstate.edu/remote-work

Remote Work Questions: RemoteWorkAssignment@oregonstate.edu

Remote Work Agreement Routing:
- Cory.Vieira@oregonstate.edu (SEIU Classified, Grad Assts., Student Employees)
- Trina.Young@oregonstate.edu (Professional Faculty, Academic Faculty)
Questions