This legislative summary sheet was developed to give an overview of the policy and legislation on telework. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- Highlight legislative activity in one particular state
- Make it easier to compare legislation between states
- Illustrate varying legislation language and content

### Telework Bills Related to the Environment:

**California**

- **CA AB 694**
  Amends existing codes related to air quality control and promotes implementation of demonstration projects in telecommuting.

**North Carolina**

- **NC HB 1095**
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.

- **NC HB 1460**
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.

- **NC SB 1006**
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.
NC SB 1123
Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.

New York
- NY AB 2322
  Develops a plan to maximize the use of telecommuting to conserve energy.
- NY SB 2828
  Establishes a small business pollution prevention and environmental compliance assistance program.
- NY AB 6852
  Establishes a small business pollution prevention and environmental compliance assistance program.

Virginia
- VA SB 5063
  Creates a telework enhancement funding board to decrease traffic congestion.

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**Telework Bills and Financial benefits to Employers:**

Georgia
- GA HB 194
  Allows an employer to have a state income tax credit against the tax imposed by this chapter for a percentage of eligible telework expenses incurred in the tax year.
- GA HB 393
  Allows an employer a state income tax credit for converting at least 20 percent of its employees from workplace employees to telecommuting employees.

Maryland
- MD SB 486
  Establishes a tax credit for the cost of employee teleworking expenses.
- MD HB 1101
  Establishes a tax credit for the cost of employee teleworking expenses.
- MD HB 1118
  Establishes a tax credit for the cost of employee teleworking expenses.

New Jersey
- NJ AB 1403
  Provides corporation business and gross income tax credits to employers who allow their employees to telecommute.
Virginia

- VA HB 2614
  Offers economic incentives for empty building space as a result of telecommuting employees.

- VA HB 1164
  Provides an economic incentive to employers who allow employees to telecommute.

Washington

- WA SB 5024
  Provides an economic incentive to employers who allow employees to telecommute.

- WA HB 2258
  Provides an economic incentive to employers who allow employees to telecommute.

- WA SB 6003
  Provides an economic incentive to employers who allow employees to telecommute.

- WA SB 6070
  Provides an economic incentive to employers who allow employees to telecommute.

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Financial Benefits to Employees:

Maryland

- MD HB 41
  Establishes an income tax subtraction modification for employee telework expenses.

- MD SB 115
  Establishes an income tax subtraction modification for employee telework expenses.

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Disability Related Bills:

Mississippi

- MS HB 1204
  Provides technical assistance and support to blind telecommuters.

Virginia

- VA HB 1803
  Provides technical assistance and consulting services through the statewide workforce investment system to disabled clients pursuing telecommuting.
Telework Bills for State Employees:

Georgia
- GA HB 312
  Provides and approves an implementation plan designed to increase the use of telecommuting among state employees.

Hawaii
- HI HB 370
  Implements a telecommuting policy for state employees to reduce dependence on fossil fuel, reduce traffic congestion, and afford residents more time with their families.

Maryland
- MD SB 117
  Establishes a telework policy for agencies in the Executive Branch of State government.
- MD HB 60
  Establishes a telework policy for agencies in the Executive Branch of State government.
- MD SB 484
  Establishes a teleworking Implementation Program for State Personnel.

Maryland
- MT HB 112
  Creates an act allowing State employees to work from home and/or telecommute.

North Carolina
- NC HB 1095
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.
- NC HB 1460
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.
- NC SB 1006
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.
- NC SB 1123
  Encourages the Office of State Personnel to implement a policy that promotes telework/telecommuting for state employees in order to improve vehicle emissions.
Virginia
- VA SB 468
  Establishes a statewide telecommuting policy under which eligible employees of state agencies may telecommute.
- VA HB 1094
  Establishes a statewide telecommuting policy under which eligible employees of state agencies may telecommute.
- VA HB 2612
  Establishes a statewide telecommuting policy under which eligible employees of state agencies may telecommute.
- VA HB 2614
  Offers economic incentives for empty building space as a result of telecommuting employees.

**Telework Bills Related to Traffic:**

New Jersey
- NJ AB 2123
  Authorizes municipalities to require conformity with traffic performance objectives as condition of subdivision or site plan approval.
- NJ SB 729
  Authorizes municipalities to require conformity with traffic performance objectives as condition of subdivision or site plan approval.

**Bills to Establish Telework Structures (i.e., commissions)**

New York
- NY AB 2041
  Creates a demonstration program and task force on teleworking.

Virginia
- VA HB 2893
  Establishes the Commonwealth Telework Council to advise governor on telecommuting guidelines.

**Other Telework Bills:**

Virginia
- VA HJR 553
  Commending the Northern Virginia Congressional delegation for efforts to promote telecommuting.
The Network has additional resources related to this topic.

1. The Network has a Topic Page on telework. To view:
   a) go back to our home page [www.bc.edu/wfnetwork/](http://www.bc.edu/wfnetwork/)
   b) click on the appropriate user group (Research/Teaching, Workplace Practice, or State Policy)
   c) and choose ‘Telework’ from the Topics List

2. The Sloan Work and Family Research Network has created a publication, the Policy Leadership Series: Telework at [http://wfnetwork.bc.edu/policy.php](http://wfnetwork.bc.edu/policy.php). This publication was mailed to over 1,700 U.S. legislators.

3. Our database of academic literature contains the citations and annotations of literature related to the issue of Telework. You can connect to this database at:
   [http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF](http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF)