



MEMO

April 8, 2021

TO: Pastors & Administrators

FROM: Jim DiFrancesco, Human Resources

RE: Out of State Employment Offers

It has come to my attention that parishes and/or schools are contemplating or may have already made offers to employees to work on a fully remote basis from states other than Massachusetts. To be clear, this does not apply to staff who live outside of Massachusetts but who regularly report to work at one of our parishes, schools, or other in-state locations.

Fully remote, out-of-state arrangements may on rare occasions be feasible for certain positions, but they also bring a number of logistical, tax, labor law, and compliance issues, which can be complicated, time-consuming, and expensive to manage.

If you are considering an out of state remote hire, please take a moment to discuss the specifics with one of us in HR before making a final determination.

I appreciate your help on this. Please contact me at 617.746.5829 if you have any questions or concerns.

Jim