



Harvard Registered Payroll States

Harvard may directly employ individuals working in certain states for which Harvard has a registered payroll. Employees approved to work in those states are required to allocate their state tax withholding accordingly, and it is the responsibility of the individual employee to notify Central Payroll of changes to their work location and submit any required forms on a timely basis.

Note: Certain immigrant visas limit the location where employees may work, and employees on such visas may not be permitted to work outside of Massachusetts and/or may have off-campus work limitations. See [Considerations for Remote Job Postings](#) documents for additional guidance.

Individuals not working in a Registered Payroll State or working outside the United States must follow the [Employment Outside of Massachusetts Policy](#) and [Guidance for Payroll and Fellowship Processes](#).

Harvard Payroll States as of 10/01/2022

Harvard continues to consider expansion into additional states. Until Harvard establishes and announces registered payroll in any subsequent states, individuals working in states other than those with established registered payrolls (identified below) may not be hired directly by Harvard and must instead be hired through a third-party payroll provider (e.g., DZConneX – AllSource).

California - Due to local requirements, only exempt employees may be put on the California payroll.

Connecticut

Georgia – Employee must be E-Verified. Contact your HR Office if not using the Equifax Electronic I-9 system.

Illinois

Maine

Maryland

Massachusetts

New Hampshire

New Jersey

New York

Rhode Island

Vermont

Virginia

Washington

See PeopleSoft Instructions and Training Materials in the [Harvard Training Portal](#) on how to enter and edit residence, state distribution(s) and tax Form(s) as well as how to report and approve time and absences.