

HB 1407 -- EMPLOYER REIMBURSEMENT TO EMPLOYEES FOR WORK-RELATED  
INTERNET EXPENSES

SPONSOR: Sharp (37)

This bill defines the terms "employer", "high-speed internet access", "hybrid work", "remote work", and "work-related internet expenses." The bill authorizes an employer to reimburse the costs of purchasing and maintaining high-speed internet access to full-time employees engaged in a remote work arrangement for a fully remote work schedule or a hybrid work schedule.

An employer would reimburse an employee for internet expenses equal to the hours an employee is required to work each month while performing work-related duties remotely. The reimbursement would be reduced accordingly for employees on a hybrid work schedule as specified in the bill. An employer may require the submission of reasonable and supporting documents relating to the work-related internet expenses in order to calculate reimbursements.

The provisions contained in the bill are in addition to any state or federal requirements relating to business expenses or compensable work activities and expenses.

The bill does not affect the terms of a valid collective bargaining agreement or other written agreement between an employer and employee. In addition, an employer is not precluded from taking other measures to cover the high-speed internet costs or providing remote work stipends or mobile internet hotspot.

The Department of Labor and Industrial Relations is granted rule making authority to administer the provisions contained in the bill including rules relating to calculations of work-related internet expenses, timetables for reimbursement, and documentation relating to expenses.