

Income/Franchise:

Alabama: New Mobile Workforce Law Imposes Nonresident Withholding With 30-Day Threshold

H.B. 379, signed by gov. 5/13/25. New law addresses the Alabama income tax liability and withholding requirements for some nonresident individuals earning wages in Alabama by adopting a general bright-line 30-day threshold for employers to determine nonresident state income tax withholding requirements. The legislation also delineates several exceptions to this general rule and follows many of the provisions under the pending federal “Mobile Workforce State Income Tax Simplification” bill [see *State Tax Matters*, Issue 2025-15, for more details on this pending federal bill]. Please contact us with any questions.

URL: <https://arc-sos.state.al.us/cgi/actdetail.mbr/detail?year=2025&act=%20334&page=bill>

URL: https://dhub.deloitte.com/Newsletters/Tax/2025/STM/250418_2.html

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