

New Laws about Pay and Benefits:

Questions to Ask Your Staffing Agency



1 How will you match the benefits offered by the company I'm assigned to?

Ask for specifics. What benefits will they provide and how do they compare to the client's direct-hire benefits?

2 How much will premiums be for the health insurance?

The new law requires staffing agencies to offer health insurance. Make sure you know how much it will cost you.

3 What will the copays be for doctor's visits and prescriptions?

Low copays can make a big difference in your out-of-pocket healthcare costs.

4 What is the deductible for the health insurance?

A high deductible can mean you pay a lot before insurance kicks in.

5 What is the difference between what I make and what their direct-hires make?

The new law requires equal pay for equal work. Make sure you're getting what you deserve.

6 What will the safety training look like?

Staffing agencies are required to provide safety training. Ask what this will entail.

7 Will the safety training be paid time?

You should be compensated for any required training.

8 What is your plan for providing benefits equivalent to those offered by the client?

If they don't have a plan, they're not ready for the new law.

9 How will you ensure that I'm paid the same as the client's direct-hires for doing the same job?

Equal pay for equal work is a key part of the new law.

10 What is your plan for addressing any benefits or safety-related issues and concerns I might have?

A good staffing agency will have a plan for addressing your concerns.

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How Ōnin Stacks Up



- 1 How will you match the benefits offered by the company I'm assigned to?**

We've been offering the best benefits package in the industry for years. WE didn't need a law to tell us that taking care of our Teammates is the right thing to do. Our benefits often actually exceed what our clients offer.
- 2 How much will premiums be for the health insurance?**

With Ōnin, you get zero-deductible health insurance with \$5 copays, \$5 prescriptions, free tele-medicine and telecounseling services, and vision and dental coverage, all for just \$17.82 per paycheck. And that's the basic plan. We have other options if you need more coverage.
- 3 What will the copays be for doctor's visits and prescriptions?**

\$5 generic prescriptions for most medications. \$5 copays for the first three visits in a year (per individual covered); \$25 copays after that.
- 4 What is the deductible for the health insurance?**

Our Blue Plan is zero deductible to be met before your coverage kicks in. Our Bronze Plan has a \$2,500 deductible, for those who need more comprehensive coverage.
- 5 What is the difference between what I make and what their direct-hires make?**

This is going to depend on the role and the client you are placed with. But we start every conversation with every new client by talking about what it costs to live in your area, what the competition is paying and what it will cost to attract the best talent for the role. We have always advocated for better pay, regardless of whether the worker is contingent or a direct hire.
- 6 What will the safety training look like?**

We've always had comprehensive safety training and have partnered with our clients to ensure our Teammates are prepared to excel in a safe, secure work environment.
- 7 Will the safety training be paid time?**

You should always be paid for any time you are working. That includes training.
- 8 What is your plan for providing benefits equivalent to those offered by the client?**

Ōnin's benefits program already exceeds the mandates of the law without us having to change a thing. Our clients are already compliant and our Teammates are already covered.
- 9 How will you ensure that I'm paid the same as the client's direct-hires for doing the same job?**

Equal pay for equal work is a key part of the new law.
- 10 What is your plan for addressing any benefits or safety-related issues and concerns I might have?**

A good staffing agency will have a plan for addressing your concerns.