Enrolling with Alphabet/Google Transacting with Alphabet/Google Requirements / Guides FAQs Terms & Conditions

# US Wages & Benefits Standards

Expand all | Collapse all

On April 2, 2019, Google announced a minimum standard for wages and benefits for members of our provisioned (with systems and/or badge access) extended workforce (temps and vendors) in the United States. In order to be a supplier of Google's extended workforce, this standard must be met and maintainer Suppliers were required to comply with the wage standard by January 1, 2020 and the benefits standard by January 1, 2022, at the latest.

Note: This standard will extend to similar members of Alphabet's provisioned (with systems and/or badge access) extended workforce in the United States.

All members of Google's provisioned extended workforce, working in the United States, should be paid \$15/hour or more.

In locations where the minimum wage is more than \$15/hour, we will expect that you comply with

Compliance Date: January 1, 2020

### Benefits Eligibility

To comply, Google suppliers must provide the minimum wages and benefits outlined in Google's Wages and Benefits Standards to their employees who meet the following criteria:

rages and benefits standards to their employees the most the following enterior.	
Alphabet Companies	These standards apply to Google's U.S. based provisioned (with system and/or badge access) temps and vendors. These standards will be extended to Alphabet temps and vendors
Country	United States
Access	Provisioned with system and/or badge access to a Google operated building, excluding temporary badges
Employment Status	Employees of the supplier     Employees of a company whom the supplier subcontracted all or a portion of the services they have been contracted by Google to perform
Exclusions	Employment Status  Independent contractors (1099)/independent contractors engaged by our suppliers  Workers under a collective bargaining agreement  Employed by government entities or educational institutions  Access granted exclusively through:  30-day temporary badge (workers with limited access for a short period of time to Google buildings are given a 30-day temporary badge)  Partner domain accounts (vendors provisioned with non-@google.com account)  Vendor run facility, e.g. vendor-owned and vendor-operated (VOVO)  Scope of work  Implementation work as part of the purchase of Software as a Service (SaaS), system, or tool  Ancillary customer support of a fully managed external service to answer Googler queries, e.g. customer support for insurance and healthcare  Amenities providers and who directly perform and charge for services to, employees and workers at Google e.g. Hair cutting / Nails  Business partners engaged to develop a joint offering either at our offices or using our systems  Services not wholly or mainly dedicated to Google in providing services  (Sofbrs-a 4 Google)

While the wages portion of this policy must be followed without adjustment, Google's suppliers may include eligibility requirements to receive the benefits portion of this policy. However, those eligibility requirements should not exceed:

Waiting period	90 consecutive days on assignment at Google
Service requirement	30 hours/week (average) on assignment at Google. Both "hours of service" and how such hours are averaged is to be determined according to the Affordable Care Act 🗵 (ACA) definitions.  All benefits listed should be available as soon as individuals meet eligibility requirements.

## Healthcare

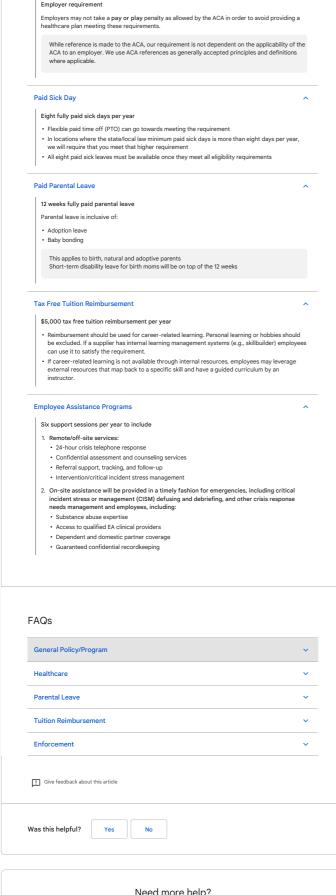
Employers of our extended workforce are required to offer a healthcare plan that includes, at a minimum, the following essential health benefits.

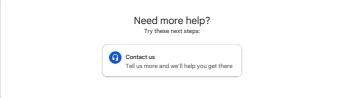
- 1. Required essential health benefits (each as defined under the ACA) include:
- · Emergency services
- Prescription drugs
- Maternity and newborn care
- Pediatric services, including oral and vision care
- Rehabilitative and habilitative services and devices
- · Ambulatory patient services
- Preventive and wellness services and chronic disease management
- The healthcare plan offered must be valued at the ACA's Gold level or above, which generally means that the plan must provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 80% of the full actuarial value of the benefits provided under the
  - 80% Plan paid (employer contribution + employee payroll deduction)
  - 20% Employee out-of-pocket experi

The payroll deduction for:

- Employee-only coverage cannot exceed the federal poverty level safe harbor provision in the ACA to determine healthcare plan affordability. This rate changes annually and is adjusted by inflation.
- Dependent coverage cannot exceed 50% of the cost for that coverage.







English