



# Attention Covered Airport Workers in the Hospitality Industry

LaGuardia Airport, John F. Kennedy International Airport,  
and related locations where airline catering\* workers are employed

\*airline catering includes work related to the preparation or delivery of food or beverage for consumption on  
airplanes departing from a covered airport location or related location.

## Minimum Applicable Standard Hourly Wage Rates

<b>The greater of:</b>		12/31/2019	<b>\$15.00 /hr.</b>
New York State Minimum Wage in Effect as of:		Overtime after 40 hours \$22.50	
Fast Food Worker	<b>\$15.00 /hr.</b>	*Service Employee	<b>\$12.50 /hr.</b>
Overtime after 40 hours	\$22.50	Overtime after 40 hours	\$20.00
		Tip threshold (non-resort)	\$3.25
		*Catering Food Service Worker	<b>\$10.00 /hr.</b>
		Overtime after 40 hours	\$17.50
<b>Or</b>	Port Authority Minimum Wage in Effect as of:	9/1/2021	<b>\$17.00 /hr.</b>
		9/1/2022	<b>\$18.00 /hr.</b>
		9/1/2023	<b>\$19.00 /hr.</b>
<b>Plus</b>	Standard Benefits Supplement Rate in Effect as of: (toward the cost of minimum essential coverage under an employer-sponsored health care plan for the first 40 hours, including time off)	7/1/2021	<b>\$4.54 /hr.</b>

If you have questions, need more information or want to file a complaint, please visit:

[www.labor.ny.gov/minimumwage](http://www.labor.ny.gov/minimumwage) or call: **1-888-469-7365.**

Covered Airport Workers are any persons employed to perform work at a covered airport location (including related locations) who work at least 1/2 of their weekly hours at a covered location, were employed as of 12/30/2020 and work an average of 30 hours per week. Covered airport workers in the Hospitality Industry perform the following work: airline catering and airport lounge services. Salaried professionals, or executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate, **are not covered airport workers.** Detailed descriptions are available at [www.labor.ny.gov](http://www.labor.ny.gov)

**Credits and Allowances**

**Tips** – Your employer may use a limited amount of your tips to reduce your wages. This is called a tip credit. Your employer may take a tip credit only if your tips plus wages add up to at least the minimum wage. They must still pay at least the \*wage rates shown above. The tip credit amount is the same for overtime hours.

**Meals and lodging** – Your employer may claim a limited amount of your wages for meals and lodging that they provide

to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.

**Extra Pay** you may be owed in addition to the minimum wage rates shown above:

- **Overtime** – You must be paid 1½ times your regular rate of pay (no less than amounts shown above) for weekly hours over 40.
- **Call-in pay** – If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.
- **Spread of hours** – If your workday lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the minimum wage rate.
- **Uniform maintenance** – If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.