

Attention Covered Airport Workers in the Miscellaneous Industries

LaGuardia Airport, John F. Kennedy International Airport,
and related locations where covered airport workers are employed

Minimum Applicable Standard Hourly Wage Rates

The greater of: New York State Minimum Wage in Effect as of:	12/31/19	\$15.00 /hr.
Or Port Authority Minimum Wage in Effect as of:	9/1/21	\$17.00 /hr.
	9/1/22	\$18.00 /hr.
	9/1/23	\$19.00 /hr.
Plus Standard Benefits Supplement Rate in Effect as of: (for the first 40 hours, including time off toward the cost of minimum essential coverage under an employer-sponsored health care plan)	7/1/21	\$ 4.54 /hr.

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

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 who work at least ½ of their weekly hours at a covered location, were employed as of 12/30/20 and work an average of 30 hours per week. Covered airport workers in the Miscellaneous Industries perform the following work: cleaning and related services, security related services, in terminal passenger services and baggage handling. 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

Credits and Allowances

• **Tips** – As of December 31, 2020, your employer must pay the full applicable wage rate and cannot take any credit toward your wages for earned tips.

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.

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