



Department
of Labor
WORKING FOR YOU

Attention Covered Airport Workers*

At LaGuardia Airport, John F. Kennedy International Airport, and locations related to the preparation of food for consumption on airplanes

As of January 1, 2026, the New York State Healthy Terminals Act states that you must be paid the higher of either:

- the wage rate designated by the NYS Commissioner of Labor, or
- the Port Authority Minimum Wage. (\$21.25/hour for calendar year 2026)

You must also receive an amount of supplemental wages or a supplemental healthcare contribution, as well as paid leave, as designated by the NYS Commissioner of Labor.



The NYS Commissioner of Labor designations of the hourly wage rate, supplemental wages or healthcare contribution, and paid leave requirements are based on the determinations of the federal government under the McNamara-O'Hara Service Contract Act. Please see the following link for more information.



In no event should your hourly wage rate be less than the Port Authority Minimum Wage currently in effect. Visit the Port Authority of New York and New Jersey New Minimum Wage Rules website for details.



*Covered Airport Workers are any persons employed to perform work at John F. Kennedy International Airport, LaGuardia Airport, or any location used to perform work related to the preparation or delivery of food for consumption on airplanes departing from John F. Kennedy International Airport or LaGuardia Airport. Salaried professionals, executives, and administrative staff, or persons employed by the Port Authority of New York and New Jersey or any other governmental agency are not covered airport workers.