

118TH CONGRESS  
1ST SESSION

# H. R. 1499

To require small, medium, and large hub airports to certify that airport service workers are paid the prevailing wage and provided fringe benefits, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 9, 2023

Mr. GARCÍA of Illinois (for himself, Ms. NORTON, Ms. BARRAGÁN, Mr. BOWMAN, Mr. BOYLE of Pennsylvania, Mr. CASTEN, Ms. DEAN of Pennsylvania, Mr. GARAMENDI, Ms. SCANLON, Ms. JAYAPAL, Mr. JOHNSON of Georgia, Ms. LEE of California, Mr. EVANS, Mrs. NAPOLITANO, Mr. PASCRELL, Mr. PAYNE, Mr. POCAN, Mr. RASKIN, Ms. SHERRILL, Mr. TONKO, Mr. TORRES of New York, Ms. VELÁZQUEZ, Mrs. WATSON COLEMAN, Ms. TITUS, Mr. NADLER, Mr. DESAULNIER, Mr. CASAR, Ms. KAPTUR, Mr. NORCROSS, Ms. CRAIG, and Mr. GOMEZ) introduced the following bill; which was referred to the Committee on Transportation and Infrastructure

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## A BILL

To require small, medium, and large hub airports to certify that airport service workers are paid the prevailing wage and provided fringe benefits, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Good Jobs for Good  
5 Airports Act”.

1 **SEC. 2. FINDINGS; PURPOSES.**

2 (a) FINDINGS.—Congress finds the following:

3 (1) Safe and effective airport operations are es-  
4 sential to national commerce and the general wel-  
5 fare.

6 (2) A well-trained, stable workforce at our Na-  
7 tion’s airports is critical to ensuring public safety  
8 and security, as well as the health and safety of the  
9 public and protection from infectious diseases.

10 (3) The Federal Government has invested bil-  
11 lions of dollars in creating and maintaining our Na-  
12 tion’s aviation infrastructure, reflecting the national  
13 interest in maintaining airports across the country.

14 (4) Airport services are most effective when the  
15 workforce providing those services is able to earn a  
16 living wage and able to secure adequate health ben-  
17 efit coverage. In fact, meeting the growing chal-  
18 lenges of operating airports securely and efficiently  
19 requires the recruitment and retention of excellent  
20 staff in all of the classifications of employees who  
21 work in airport services and operations.

22 (5) Effective management of airports and effec-  
23 tive airport security requires that workforce turnover  
24 be reduced and that the workforce be highly trained  
25 and highly motivated.

1           (6) In connection with setting workplace stand-  
2           ards for those engaged in airport services, there is  
3           a need to establish an orderly system that reconciles  
4           competing interests without undue disruption.

5           (b) PURPOSES.—The purposes of this Act are—

6           (1) to provide a mechanism for ensuring min-  
7           imum workplace standards for individuals who work  
8           in airports whose operators are grantees of Federal  
9           assistance or derive revenue from fees authorized by  
10          the Federal Government; and

11          (2) to serve the best interests of the people of  
12          the United States by stabilizing the workplace condi-  
13          tions of the labor pool that supports our Nation’s  
14          airport operations.

15 **SEC. 3. AMENDMENTS TO TITLE 49 OF THE UNITED STATES**

16                   **CODE TO ENSURE MINIMUM WAGE AND BEN-**  
17                   **EFITS FOR COVERED SERVICE WORKERS.**

18          (a) COVERED SERVICE WORKER DEFINITION.—Sec-  
19          tion 47102 of title 49, United States Code, is amended  
20          by adding at the end the following:

21                   “(29) ‘covered service worker’—

22                   “(A) means an individual who furnishes  
23                   services on the property or premises of a small  
24                   hub airport, medium hub airport, or large hub  
25                   airport, performing—

1           “(i) functions that are related to the  
2 air transportation of persons, property, or  
3 mail, including—

4                   “(I) the loading or unloading of  
5 property on aircraft or a building or  
6 facility on the airport property;

7                   “(II) assistance to passengers,  
8 including assistance under part 382 of  
9 title 14, Code of Federal Regulations;

10                   “(III) security;

11                   “(IV) airport ticketing or check-  
12 in functions;

13                   “(V) ground-handling of aircraft  
14 or related equipment (but not includ-  
15 ing mechanical services, machinery  
16 maintenance, car service maintenance,  
17 services at maintenance-related stores,  
18 fueling, de-icing, or other mechanic-  
19 related functions);

20                   “(VI) aircraft cleaning and sani-  
21 tization functions or waste removal;

22                   “(VII) cleaning within an airport  
23 terminal or other building or facility  
24 on the airport property;

1                   “(VIII) transportation of employ-  
2                   ees or individuals within the airport  
3                   property; or

4                   “(IX) ramp agent functions;

5                   “(ii) concessions services on the prop-  
6                   erty of an airport, including—

7                   “(I) food service, including food  
8                   and beverage service, wait service,  
9                   busing, cooks, or cashiers;

10                  “(II) retail service, including re-  
11                  tail related to news or gifts or duty-  
12                  free retail services;

13                  “(III) cleaning for concession  
14                  services;

15                  “(IV) security for concession  
16                  services; or

17                  “(V) airport lounge services, in-  
18                  cluding food, retail, cleaning, or secu-  
19                  rity services for or at an airport  
20                  lounge;

21                  “(iii) airline catering services (such as  
22                  the preparation or assembly of food, bev-  
23                  erages, provisions, or related supplies for  
24                  delivery, and the delivery of such items, di-  
25                  rectly to aircraft or to a location on or

1 near airport property for subsequent deliv-  
2 ery to aircraft at the airport); or

3 “(iv) food or beverage service, house-  
4 keeping, or hotel service at a hotel located  
5 on airport property;

6 “(B) includes an individual without regard  
7 to any contractual relationship alleged to exist  
8 between the individual and a contractor or sub-  
9 contractor;

10 “(C) shall not include an individual to  
11 whom the exemption under section 13(a)(1) of  
12 the Fair Labor Standards Act of 1938 (29  
13 U.S.C. 213(a)(1)) applies; and

14 “(D) shall not include an employee of a  
15 State, municipality, or other political subdivi-  
16 sion of a State or an authority created by an  
17 agreement between 2 or more States.”.

18 (b) AIRPORT IMPROVEMENT.—Section 47107 of title  
19 49, United States Code, is amended by adding at the end  
20 the following:

21 “(x) LABOR STANDARDS FOR CERTAIN AIRPORT  
22 SERVICE JOBS.—

23 “(1) REQUIREMENT.—The Secretary of Trans-  
24 portation may approve a project grant application  
25 under this subchapter for an airport development

1 project at a small, medium, or large hub airport only  
2 if the Secretary receives written assurances, satisfac-  
3 tory to the Secretary, that the airport owner or op-  
4 erator will ensure that all covered service workers,  
5 including those subject to a collective bargaining  
6 agreement, employed by any employer at such air-  
7 port shall be paid a wage and fringe benefits that  
8 are—

9 “(A) with respect to such wage, not less  
10 than the higher of—

11 “(i) 15 dollars per hour;

12 “(ii) the minimum hourly wage for the  
13 appropriate locality and classification as  
14 determined in accordance with chapter 67  
15 of title 41, United States Code (commonly  
16 known as the ‘Service Contract Act’), by  
17 the Secretary of Labor under paragraph  
18 (2)(A)(i), adjusted annually to reflect any  
19 changes made by such Secretary in such  
20 determinations;

21 “(iii) the minimum hourly wage re-  
22 quired under any Federal regulation, pol-  
23 icy, or directive issued by the President  
24 pursuant to subtitle I of title 40, United  
25 States Code, for workers employed in the

1 performance of any Federal contract for  
2 the procurement of services; or

3 “(iv) the minimum hourly wage re-  
4 quired under an applicable State or local  
5 minimum wage law (including a regula-  
6 tion) or policy, including the policy of a po-  
7 litical subdivision of a State or an author-  
8 ity created by a compact between 2 or  
9 more States or 1 or more States and the  
10 District of Columbia, that applies to cov-  
11 ered service workers; and

12 “(B) with respect to such fringe benefits,  
13 not less than the greater of—

14 “(i) the minimum fringe benefits for  
15 the appropriate locality and classification  
16 as determined in accordance with chapter  
17 67 of title 41, United States Code (com-  
18 monly known as the ‘Service Contract  
19 Act’), by the Secretary of Labor under  
20 paragraph (2)(A)(i), adjusted annually to  
21 reflect any changes made by such Sec-  
22 retary in such determinations; or

23 “(ii) the minimum fringe benefits re-  
24 quired under an applicable State or local  
25 law (including a regulation) or policy, in-



1 cluding the policy of a political subdivision  
2 of a State or an authority created by a  
3 compact between 2 or more States or 1 or  
4 more States and the District of Columbia,  
5 that applies to covered service workers.

6 “(2) CLASSIFICATIONS AND WAGE DETERMINA-  
7 TIONS.—

8 “(A) IN GENERAL.—The Secretary of  
9 Labor shall—

10 “(i) not later than 90 days after the  
11 date of enactment of this subsection and in  
12 accordance with subparagraph (B), issue a  
13 wage determination with minimum hourly  
14 wage and fringe benefits under chapter 67  
15 of title 41, United States Code (commonly  
16 known as the ‘Service Contract Act’), ap-  
17 appropriate for each class of covered service  
18 worker for purposes of subparagraphs  
19 (A)(ii) and (B)(i) of paragraph (1); and

20 “(ii) not later than 90 days after the  
21 date of enactment of this subsection and  
22 annually thereafter, provide to the Sec-  
23 retary of Transportation the applicable  
24 minimum hourly wage and fringe benefits  
25 required for purposes of such paragraph

1 with respect to each such class of covered  
2 service worker.

3 “(B) NEW OCCUPATIONAL CATEGORIES.—

4 In issuing the wage determinations under sub-  
5 paragraph (A)(i), the Secretary of Labor—

6 “(i) shall ensure that each class of  
7 covered service worker is classified appro-  
8 priately in a category of occupation covered  
9 under chapter 67 of title 41, United States  
10 Code; and

11 “(ii) to the extent needed to carry out  
12 clause (i), may establish 1 or more new  
13 categories of occupation covered under  
14 chapter 67 of title 41, United States Code,  
15 to ensure that all classes of covered service  
16 workers have an appropriate determination  
17 of minimum hourly wage and fringe bene-  
18 fits.

19 “(3) AIRPORT SPONSOR CERTIFICATION.—

20 “(A) REQUIREMENT.—

21 “(i) IN GENERAL.—An airport spon-  
22 sor subject to the requirement under para-  
23 graph (1) shall certify to the Secretary, on  
24 an annual basis, that each covered service  
25 worker, including those subject to a collec-

1           tive bargaining agreement, is paid a wage  
2           and fringe benefits that comply with the  
3           requirements described in subparagraphs  
4           (A) and (B) of such paragraph.

5           “(ii) EVIDENCE OF CERTIFICATION.—

6           Where certification is required under  
7           clause (i), an airport sponsor shall obtain  
8           from each entity that employs a covered  
9           service worker a certification that each  
10          such covered service worker at such airport  
11          is paid a wage and fringe benefits that  
12          comply with the requirements described in  
13          subparagraphs (A) and (B) of paragraph  
14          (1).

15          “(B) COMPLIANCE REPORT.—In order to  
16          ensure compliance, an airport sponsor subject  
17          to the requirement under paragraph (1) shall  
18          require any entity that employs a covered serv-  
19          ice worker at such airport to submit a report to  
20          the airport sponsor, on an annual basis, certi-  
21          fying compliance with the requirements de-  
22          scribed in subparagraphs (A) and (B) of para-  
23          graph (1).

24          “(C) COMPLIANCE AUTHORITY.—

1                   “(i) IN GENERAL.—The Secretary of  
2                   Transportation shall have the authority to  
3                   ensure compliance with this subsection.

4                   “(ii) GOOD FAITH COMPLIANCE BY  
5                   AIRPORT SPONSOR.—The Secretary of  
6                   Transportation may, at the Secretary’s dis-  
7                   cretion, determine that an airport sponsor  
8                   shall not be considered to be in violation of  
9                   this subsection upon a showing of good  
10                  faith compliance with the requirements of  
11                  subparagraphs (A) and (B).

12                  “(4) NON-PREEMPTION OF STATE OR LOCAL  
13                  LAWS.—Nothing in this subsection shall preempt  
14                  any State or local law (including a regulation) or  
15                  policy that requires a higher minimum wage or oth-  
16                  erwise requires greater benefits or protections for  
17                  covered service workers than the requirements of  
18                  this subsection.”.

19                  (c) PASSENGER FACILITY CHARGES.—Section  
20                  40117(d) of title 49, United States Code, is amended—

21                         (1) in paragraph (3), by striking “and” at the  
22                         end;

23                         (2) by redesignating paragraph (4) as para-  
24                         graph (5); and

1           (3) by inserting after paragraph (3) the fol-  
2           lowing:

3           “(4) the eligible agency has certified that it is  
4           in compliance with the requirements under section  
5           47107(x), if such requirements apply to the eligible  
6           agency; and”.

7           (d) DISCRETIONARY GRANT.—Section 47115(d)(2)  
8           of title 49, United States Code, is amended—

9           (1) in subparagraph (A), by striking “and” at  
10          the end;

11          (2) in subparagraph (B), by striking the period  
12          at the end and inserting “; and”; and

13          (3) by adding at the end the following:

14                 “(C) the sponsor is in compliance with the  
15                 requirements under section 47107(x), if such  
16                 requirements apply to the sponsor.”.

17         **SEC. 4. RESTRICTION ON THE USE OF CERTAIN FUNDS**

18                         **UNDER THE INFRASTRUCTURE INVESTMENT**

19                         **AND JOBS ACT.**

20          (a) AIRPORT INFRASTRUCTURE GRANTS.—The  
21          amounts made available under the heading “AIRPORT IN-  
22          FRASTRUCTURE GRANTS (INCLUDING TRANSFER OF  
23          FUNDS)” under the heading “FEDERAL AVIATION ADMIN-  
24          ISTRATION” in title VIII of division J of the Infrastructure  
25          Investment and Jobs Act (Public Law 117–58; 135 Stat.

1 1416) shall only be made available to a person who is in  
2 compliance with the labor standards for covered service  
3 workers, as required by the Secretary of Transportation  
4 under section 47107(x) of title 49, United States Code (as  
5 added by section 3(b)).

6 (b) AIRPORT TERMINAL PROGRAM.—The amounts  
7 made available under the heading “AIRPORT TERMINAL  
8 PROGRAM” under the heading “FEDERAL AVIATION AD-  
9 MINISTRATION” in title VIII of division J of the Infra-  
10 structure Investment and Jobs Act (Public Law 117–58;  
11 135 Stat. 1418) shall only be made available to a person  
12 who is in compliance with the labor standards for covered  
13 service workers, as required by the Secretary of Transpor-  
14 tation under section 47107(x) of title 49, United States  
15 Code (as added by section 3(b)).

○