

1.1 ..... moves to amend H.F. No. 3878 as follows:

1.2 Delete everything after the enacting clause and insert:

1.3 "Section 1. [181.174] QUALITY SERVICE WAGE.

1.4 Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have  
1.5 the meanings given.

1.6 (b) "Covered airport" means the Minneapolis-St. Paul International Airport,  
1.7 Wold-Chamberlain Field.

1.8 (c) "Covered worker" means a worker who is required to be paid a minimum wage under  
1.9 section 3.2 of Minneapolis-St. Paul International Airport Minimum Wage Ordinance No.  
1.10 129, adopted by the Metropolitan Airports Commission on October 19, 2020, and effective  
1.11 December 1, 2020.

1.12 (d) "Employer" means:

1.13 (1) any person, corporation, limited liability company, or association employing any  
1.14 covered worker in an occupation, industry, trade, business or service; or

1.15 (2) any person who contracts with a covered worker to perform work related to the  
1.16 preparation or delivery of food for consumption on airplanes departing from a covered  
1.17 airport.

1.18 Employer does not include the United States government; the Metropolitan Airports  
1.19 Commission; or other state, county, or local political subdivision.

1.20 (e) "Quality service wage" means the combined hourly wage rate and benefit rate  
1.21 designated by the Metropolitan Airports Commission. The quality service wage must be  
1.22 based on the determinations made by the General Services Administration pursuant to the  
1.23 federal McNamara-O'Hara Service Contract Act, United States Code, title 41, section 6701

2.1 to 6707, for the applicable localities and job classifications of employees. Effective July 1,  
2.2 2026, and each July 1 thereafter, the quality service wage applicable to a covered airport  
2.3 must not be less than the following:

2.4 (1) any otherwise applicable minimum wage rate established by or through the  
2.5 Metropolitan Airports Commission, including through contracts or licensing agreements;

2.6 (2) the amount of wages or supplements equal to the rate for health and welfare for all  
2.7 occupations, designated by the Metropolitan Airports Commission based on the  
2.8 determinations made by the federal Department of Labor pursuant to the McNamara-O'Hara  
2.9 Service Contract Act requirements under United States Code, title 41, sections 6701 to  
2.10 6707, for the geographic region in which the covered airport is located and in effect on the  
2.11 date of the designation by the Metropolitan Airports Commission; and

2.12 (3) the local guard Service Contract Act wage determination, as applicable.

2.13 Subd. 2. **Quality service wage requirements.** Beginning ....., 2026, each employer must  
2.14 pay a covered worker a wage of not less than the quality service wage applicable to that  
2.15 covered worker.

2.16 Subd. 3. **Supplemental benefits rate.** The amount of wages or supplements equal to  
2.17 the rate for health and welfare benefits must be adjusted annually to the rate provided  
2.18 pursuant to the McNamara-O'Hara Service Contract Act requirements under United States  
2.19 Code, title 41, sections 6701 to 6707.

2.20 Subd. 4. **Penalty.** (a) The Metropolitan Airports Commission may issue a penalty to the  
2.21 employer of not less than \$1,000 and not more than \$10,000 per violation of this section.

2.22 (b) In assessing the amount of the penalty under paragraph (a), the Metropolitan Airports  
2.23 Commission shall consider the size of the employer's business, the good faith of the employer,  
2.24 the gravity of the violation, the history of previous violations, and the failure to comply  
2.25 with other requirements."