

**Subject** MSP Airport Employee Benefits

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## Summary

This bill requires payment of a supplemental health and welfare benefits rate to private employees of the Minneapolis-St. Paul International Airport (MSP), as governed by the Metropolitan Airports Commission (Mac). It does not apply to employees of the Mac.

Requires private airport employers and the Mac to provide a supplemental hourly rate of at least \$4.98 per hour to airport employees who enroll in an employer benefit plan to help cover the cost of minimum essential health coverage. The minimum supplemental health and welfare benefits rate only applies to the first 40 hours of a workweek, including any period of paid leave, and must be adjusted annually to the health and welfare benefits rate set under the McNamara-O'Hara Service Contract Act of 1965, as amended.

Provides enforcement by the Mac executive director, who may investigate and issue penalties for violations under this section. Penalties may range from at least \$1,000 to up to \$10,000 and must consider the size of the employer, the history and gravity of the violation(s), and the good faith of the employer.