ID	Timestamp	Email body	Notes
20180416001	11:05 AM	All Port Authority workers deserve a fair wage \$19 an hour and we encourage the Port Authority to approve this increase.	
20180416002	11:06 AM	Yo trabajo en jfk aeropuerto para la compañia ACTS como seguridad. Yo soy un miembro de UNITE HERE local 100. Todos los	
		trabajadores de la autoridad portuaria aprueben este aumento de salario.	
20180416003	11:10 AM	I work at JFK airport at Sodexo as a Mixologist. I support the new port authority wage policy of \$19 per hour. The wage	
		increase will be incredibly important to me and my family.	
20180416004	11:11 AM	I work at JFK sodexo american airlines.	
		I support the new port authority wage policy of 19.00 per hour. it will help me and my family.	
20180416005	11:11 AM	My name is <>I and I work at JFK airport as a airline becerage and equipment assembler. I support the new Port Authority	
		wage policy of \$19 an hour. The wage increase will be incresibly important to me and my family.	
20180416006	11:12 AM	I work at JFK Airport for OTG Management as a Warehouse Receiver. I am a member of UNITE HERE Local 100. All Port	
		Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180416007	11:15 AM	I work at JFK Terminal 4 at JFK Airport for SSP America as a Speciality Cook . I support the me Port Authority wage in crease	
		policy of \$19 dollars per hour. This increase will allow me to support a place to live on my own . for over a 2 years I have not	
		had my own key . my own stove to cook . my own Bathroom the shower . 8 years ago I lost my place to gentrification and	
		have been struggling ever since. Every thing goes up and my pay stays the same . I 55 years old and getting tired of really	
		having nothing to show for my hard work.	
20180416008	11:16 AM	Yo trabajo en JFK aeropuerto para Sky Chef como Pre-Set y soy un miembro de Unite Here local 100, todos los trabajadores de	
		la autoridad portuaria merecen un salario de \$19.00 por hora. Nosotros apoyamos que la autoridad portuaria aprueben este	
		aumento de salario. Gracias	
20180416009	11:26 AM	I work at JFK Airport Terminal 4 for SSP America as a Speciality Cook. I support the New Port Authority wage policy of \$19 per	
		hour.	
		Since losing my apartment of 40 years do to gentifacation 8 years ago I have been struggling ever since . not having a decent	
		wage . I work very hard at 55 I should be planning my retiring not living in a shelter have a security guard opening my door to	
		my only room that didn't have a frig or stove. Eating out all the time. I'm a cook that shouldn't be. With this increase will be	
		able to have a place of my own again . Thank you for reading and making the right decision	
20180416010	11:30 AM	My name is <> and I work at JFK Airport for Hudson News Terminal 4 as a cashier and mentor. I support the new Port	
		Authority wage policy of \$19 per hour. The wage increase will be incredibly important to me and my family.	
20180416011	12:23 PM	Yo trabajo en JFK aeropuerto para Sky Chef como Pre Set y soy un miembro de la Unión Unite here local 100. Todos los	
		trabajadores de la autoridad Portuaria merecen un salario de 19 por hora, nosotros apoyamos la autoridad Portuaria	
		aprueben este aumento de salario. Gracias.	

ID	Timestamp	Email body	Notes
20180416012	1:05 PM	Dear Sir or Madam,	Two attachments.
		In 2013, before the Port Authority of NY and NJ adopted its first wage standard for service workers at the airport (\$10.10), I submitted the attached memo supporting the proposition that good jobs support quality services. I understand that the Port Authority is now proposing a revised rule that would put workers on a path to receiving \$19 an hour by 2023. I wish to resubmit my earlier statement in support of these wage increases, along with an updated biographical statement.	
		Thank you very much for considering these materials.	
		Wayne Cascio	
		Wayne F. Cascio, Ph.D. Distinguished Professor, University of Colorado, and Robert H. Reynolds Chair in Global Leadership Editor, Journal of International Business Studies (JIBS) The Business School, University of Colorado Denver Email: Wayne.Cascio@ucdenver.edu	
20180416013	1:46 PM	I work at jfk airport for HMS HOST as a cook I support the new Port Authority wage policy of \$19 per hour. The wage increase will be incredibly important to me and my family.	
20180416014	1:47 PM	My name is <> and I work at JFK airport for Compass British Airways. I support the new port authority wage policy of \$19 per hour. The wage increase will be incredibly important to me and my family.	
20180416015	1:48 PM	I work at JFK Airport for SSP America as a Server. I am a member of UNITE HERE local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180416016	1:49 PM	My name is <> and I'm a member of United Here Local 100.All Port Authority workers deserve a fair wage of \$19 a hour and we encourage the Port Authority to approve this increase.	
20180416017	1:49 PM	I work at JFK Airport Terminal 8 for Sodexo as a Bartender. I am a member UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority ro approve this wage increase.	
20180416018	1:50 PM	I work at JFK airport for sodexo as a bartender. I support the new port authority wage policy of \$19 per hour.the wage increase will be incredibly important to me and my family.	
20180416019	1:51 PM	I work at JFK airport for sodexo and flik as a line cook. I SUPPORT the new port authority wage policy of \$19 pre hour. This wage increase will improve my quality of life I have to do two jobs in order to pay my Bills and only get 2 1/2 hr sleep each nights I and pain in my feet each day but cant afford to call out have to be ok the move. With this wage increase I will be able to pay my bills and have good quality of life. Thanks you.	
20180416020	1:54 PM	Good Afternoon my name is <>. I work at JFK airport for Sky Chefs building 139 as a Equipment Assembly Builder. I support the new Port Authority wage policy of 19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time. We work hard to make the airport run and deserve the same wages as everybody else.	
		Thank you <>>	

ID	Timestamp	Email body	Notes
20180416021	2:02 PM	Mi nombre es <> y trabajo en Sky CHEF'S en el Aeropuerto JFK mi posición es pantry cold food. Yo apoyo la nueva póliza de	
		aumento de salario de la Autoridad Portuaria de \$19 por hora. Como una trabajadora de preparación de comida para las	
		aerolíneas, estoy muy agradecida de ver que nos incluyeron en esta nueva póliza esta ves después de mucho tiempo de estar	
		excluido. Nosotros trabajamos duro para asegurar que el aeropuerto esté funcionando y merecemos el mismo salario que	
		todos.	
20180416022	2:04 PM	Yo trabajo en el aeropuerto JfK para sky Chefs como storekeeper	
		Yo apoyo la nueva póliza de aumento de la autoridad portuaria de \$19 por hora. Como un trabajador de preparación de	
		comida para las aerolíneas, estoy muy agradecida de ver que nos incluyeron en esta nueva póliza esta vez después de mucho	
		tiempo de estar excluidos	
		Nosotros trabajamos duro para asegurar que el aeropuerto este funcionando y merecemos el mismo salario que todos	
20180416023	2:04 PM	Yo trabajo en Sky Chef en el aeropuerto JFK como cold food, soy un miembro de unite here local 100. Todos los trabajadores	
		de la autoridad Portuaria merecen en salario de 19 dólares por hora, nosotros apoyamos que la autoridad Portuaria aprueben	
		éste aumentó de salario. Muchas gracias	
20180416024	2:18 PM	My name is <> and I work at JFK airport at Gate Gourment as a cold food worker. I support the new Port Authorty wage policg	
		of \$19 per hour. The wage increase will be incredibly important to me and my family.	
20180416025	2:24 PM	Yo <> trabajo en Sky Chef como Sanitation en el aeropuerto JFK, yo soy miembro de unite here local 100, Yo apoyo la poliza de	
		aumento de salario a \$19 por hora. Como un trabajador de la preparación de comida para las aerolíneas yo estoy agradecido	
		de ver que nosotros fuimos incluido en el aumento de salario esta vez y que fuimos incluidos no como anteriormente.	
		Nosotros trabajamos duro para hacer el aeropuerto excelente y nosotros merecemos el mismo salario que los demás trabajadores.	
20180416026	2:28 PM	Good afternoon muy mame is <>. I work ar JFK airport forma Gate Gourmet as a Porter. I support the port authority wage	
		police of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time	
		after being excluded last time. We work hard to make the airport run and deserve the same wages as everybody else.	
		Thank you	
		Thank you	
		<>	
20180416027	2:35 PM	yo trabajo en gate gourmet como porter, soy miembro de unite here local 100, yo estoy desacuerdo q los trabajadores del	
		aeropuerto reciban un aumento de 19 dólares la hora, y estoy de acuerdo que aprueben este aumento. Muchas Gracias	

ID	Timestamp	Email body	Notes
20180416028	2:44 PM	Please see attached.	One attachment.
		Best.	
		Paul Osterman	
		Paul Osterman	
		NTU Professor	
		MIT Sloan School	
		100 Main Street, E62-336	
		Cambridge, MA 02142	
		osterman@mit.edu	
		617-253-2667	
		weh mit edu/osterman/www/index html	
20180416029	3:55 PM	I work at Gate Gourmet as a power. I support the new Port Authority wage policy of \$19 per hour. As an airline catering	
		worker. I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to	
	-	make the airport run and deserve the same wages as everybody else.	
20180416030	3:55 PM	I work at JFK Airport for Borenstein as a Food Prep. I am a member of UNITE HERE Local 100. All Port Authority workers	
		deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180416031	4:00 PM	My name is <>. I work at JFK AIRPORT for SSP AMAERICA as a line cook in terminal 4. I'm a member of until here local 100. All	
		port authority workers deserves a fare wage of \$19 an hr and we encourage port authority to approve this wage increase.	
20180416032	4:00 PM		
		I work at JFK Airport for Borenstein as a Food Prep. I am a member of UNITE HERE Local 100. All Port Authority workers	
		deserve a fair wage increase of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180416033	4:01 PM	I work building 139 jfk airport.	
		I support the authority wage of \$19.00 an hour.	
		The increase wages will help me and my family a great deal.	
		I"m happy	
20180416034	4:04 PM	Hola mi nombre es <>. Yo trabajo en JFK para Gate Gourmet como un rumner. Yo apoyo la nueva póliza de aumento de salario	
		de la autoridad Portuaria. Este aumento sería muy importante para mí y mi familia.	
20180416035	4:04 PM	I work at JFK Airport for Borenstein as a Porter. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a	
		fair wage increase of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180416036	4:06 PM	I work at Gate Gourmet as a power. I support the new Port Authority wage policy of \$19 per hour. As an airline catering	
		worker. I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to	
		make the airport run and deserve the same wages as everybody else.	
20180416037	4:13 PM	Yo trabajo en Gate Gourmet como lavador de platos soy miembro de unite here local 100, todos los trabajadores merecen el	
		aumento de 19 dólares, y nosotros apoyamos este aumento.	
20180416038	4:15 PM	I work at hms host airport. I am a good prep. I support the new port authority wage policyof \$1900 per hour. The wage	
		increase will be awesome it'll help me so much.	
		Thank you.	

ID	Timestamp	Email body	Notes
20180416039	4:52 PM	Mi nombre es <> ,trabajo en el Blvd 139 en assembly por 25 años y no me párese justo que nos hallan olvidado en las	
		negociaciones que un nuevo esté ganando casi igual que uno con tantos años.las crisis es para todos nuevos o viejos.	
20180416040	4:53 PM	I work at flik international British airways	
		I am a floor attendant. I support the new port authority wage policy of \$ 19.00 an hour. The wage increase will help me so	
		very much.	
		Thank you.	
20180416041	4:55 PM	Hola mi nombre es <> y trabajo en JFK para sky chef 139 como pre-set assembly. Yo apoyo la nueva póliza de aumento de	
		salrio de \$19 de la autoridad Portuaria. Este aumento sería muy importante para mí y mi familia.	
		Me hubiese encantado que los empleados de más de 28 años en esta empresa se nos de un poco más de dinero ya que un	
		empleado nuevo hace más que yo, y no creo q es justo.	
20180416042	4:52 PM	Hola mí nombre es <> trabajo en Sky chef como pre set, estoy de acuerdo en que los trabajadores del aeropuerto JFK resivan	
		de 19 dólares la hora, soy miembro de Unite here local 100, muchas gracias por su decisión.	
20180416043	5:09 PM	I work at Sky Chefs as pre cook. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker. I	
		am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the	
		airport run and deserve the same wages as everybody else.	
20180416044	5:49 PM	I work at JFK for sky chef as a customer service rep. All port authority workers deserve a fair wage of \$19 an hour and we	
		encourage the port authority to approve this wage increase.	
20180416045	6:06 PM	Good Evening, My name is <>. I work at JFK Airport for Sky Chefs building 139 as a Food Prep. I support the New Port	
		Authority wage policy of \$ 19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run and deserve the same wages as	
		everybody else.	
20180416046	6:13 PM	I work at JFK AIRPORT for a Sky chef as porter, I'm a member or unite here local 100, I encourage the Port Authority to	
		approve this wage increase for 19 dollars a hour, that will mean a lot for me and my family, Thank you so much for this	
		increase.	
		Thanks	

ID	Timestamp	Email body	Notes
20180417001	11:31 AM	Dear Port Authority,  My name is <> and I am a baggage handler at Newark Airport.	
		My main responsibilities are to make sure the bags get checked by TSA and then get back on the belt so that they get to the airplanes on time. A lot of times we will go to the counter and take the bags directly from the customers to TSA so that the customers have more time to get something to eat before their flight. We do that to make it easier for them and send them to their planes. Sometimes someone has to go from Terminal A to Terminal C for their flight; we take their bags to make it easier for them so they wont get lost. If we can make it easeir for them, it makes our job easier.	
		I really like the customers because a lot of them come into the airport and they are lost. I take my time with customers and show them where to go. That is what they say in the SIDA class, to give the customers time. I take them up to the airtrain, then tell them take 2 stops and then get off.	
		I'll help a customer to get their bags to their car because they have 4 bags and their kids. If you put a smile on somebody's face, it makes your whole day better. Some people think that I do it for a tip, but I do it to help. One lady had to go up and down to find where she needed to be, and I helped put a smile on her face. Two weeks later she came to terminal A, and found me, and asked me to help her, by name. I helped her with her bags again and she said she even told her husband about it. Now she always finds me when she comes through the airport. All because I helped her smile that day.	
		Sometimes people leave their bags, and when you see a bag just sitting there the first thing you want to do is inform an airline agent or a TSA agent – to be safe instead of sorry so that we can all be safe.	
		Just last week there was a guy walking around Terminal A with a gas can. I told the airline agent and she called the police and	

ID	Timestamp	Email body	Notes
20180417002	11:40 AM	Dear Port Authority Board and staff,	
		My name is <>. I've worked at Newark Airport as a cleaner for Terminal C since July 2002. I'm also a member of 32BJ.	
		I take pride in my job. I make sure the terminals – from the bathrooms to the floors to the offices –are spotless – like my own home. Keeping the airport clean is an important job: it helps reduce airborne illnesses and keeps passengers and my fellow colleagues from getting sick.	
		The \$19 wage-an-hour increase will help reduce turnover for many of my colleagues since they'll be more incentivized to stay at a job that cares about us and the value we provide.	
		The pay raise would specifically help me specifically because I wouldn't have to choose between what bills to pay. I'd be able to pay my rent, transportation, and food and even have some money left over to give to my 16 grandchildren. I'd like to support my grandchildren so that they could earn an education and go to college. With the pay increase, I could even afford to buy sturdier shoes for my eight-hour work shift.	
		Thank you, commissioners, for acknowledging that we need a dignified salary so that we could support our families. I'm also grateful to my brothers and sisters in my 32BJ family for fighting for better wages for current airport employees and those who will work with us in the future: excited about the possibility of earning a decent living and contributing to the city of Newark.	
		Sincerely,	
		Teresa Mancheno-Andrade	

ID	Timestamp	Email body	Notes
20180417003	2:25 PM	Dear Port Authority Board and staff,	
		My name is <>. I've worked at Newark Airport for 25 years, most recently, as a dispatcher for the tower. I'm also a member of 32BJ.	
		As part of my job, I'm responsible for making sure my company doesn't get fined for any delays – delays that could include luggage being delayed and that wheelchair attendants can help passengers in a timely manner.	
		During my 25 years on the job, though, I've seen a lot of turnover at Newark Airport because my colleagues and I have not been paid enough. Now, with a \$19-an-hour wage, these hot jobs will be in demand. In fact, it won't just be a job: it'll be a path toward a career.	
		With a wage raise, I could fulfill my dream of homeownership and take care of all my bills on time. Those are great incentives for me to work even harder. If you pay people more, they'll want to work harder. People will want to do their best not to lose those jobs.	
		Having worked at the airport for so long has given me an advantage in knowing the rules and regulations. I've also learned how to deal with angry passengers: helping them calm down and get to their terminals on time or helping them find their belongings.	
		Thank you for your time.	
		Sincerely,	

ID	Timestamp	Email body	Notes
20180417004	2:33 PM	Dear Port Authority,	
		I am a wheelchair worker. We assist people going to a gate, going home, or going to another gate. Sometimes it's fun, sometimes it's not. A lot of the times I interact with the passengers, but if they don't want to talk, I respect that.	
		Sometimes you don't get tips, sometimes you do. Sometimes you don't get tips for days. I can pick up a passenger and have a cool conversation all the way, and not get a tip. You can have no conversation and still get a tip. Some passengers give you \$1 or \$.50 or currency from their country. I got 100 in Indian currency, and it was worth nothing. During the big snowstorm I didn't have a passenger all day.	
		Coworkers are talking all the time about how the job asks so much of them and they aren't getting paid for it. The \$19 will help people want to come to work. For me personally, it's a good motivator. It makes me want to do my job. Making more will help us eat because food is expensive at the airport, and if we get overtime sometimes we are stuck there. Sometimes I have had to not eat because I have to save my money for the bus.	
		\$19 will make us feel like we are actually getting paid to do this work. I have my personal goals in my music career. \$19 would help me pay for music equipment and making the music itself, like recording time. I could produce my music much faster and allow me to look more professional in my music career.	
		At the airport I pay attention to the surroundings, look out for anything suspicious. If you have a hunch, you let the officer know. I don't have to be paid to care about safety because I want to be safe too. Most people if you pay them a decent amount though, they will take security more seriously.	
		After my 10 months at the airport, now I know the whole structure of the airport, at the beginning I didn't. In case of a	

ID	Timestamp	Email body	Notes
20180417005	2:45 PM	Dear Port Authority,	
		I have been at Newark airport for 11 months and I work as a security officer. I like that my schedule starts early in the morning, at 4am. And I like to meet people and send them to the right lanes for the customs officers. I can assist them.	
		I set up the lines in the customs area, and my real job is to direct people to where they need to go. During that time, I have to keep my eyes open to notice any suspicious behavior. I have to caution people that they cannot use their phones. Some people are hot-headed or they ask you why. I know how to respond to that in a nice way: it's just the rules and you need to cooperate. Sometimes I make a joke too, people like that. I also have to check in the restrooms at the end of the flights to make sure there is no one in there. Also, I cannot allow people return to the international arrivals area after they leave.	
		Sometimes people forget things on the planes, like their bags, hats or even their passports and green cards. I have to report that to the agents and calm passengers as they look for those things. Once a woman left a nice chain on the plane. She was frantic and I helped calm her down. I guided her and she was able to recover her chain. She was incredibly grateful.	
		For my coworkers, I know that this raise will help them very much. When I get \$19 it will be even better for me. Most of my coworkers and I have been there for less than a year. I think this raise will motivate two of my coworkers that were talking about leaving, to now stay at this job. I think these coworkers will provide a better job when they are provided for at home. I think they will be more committed. They will feel more secure in their lives, and then do a better job.	
		Sincerely,	

ID	Timestamp	Email body	Notes
20180417006	3:01 PM	Dear Port Authority,	
		My name is <> and I work in Line Queue management at Newark Airport. I've been at the airport 11 years. I'm a people person. I've worked for different contractors at the airport. I like my job, and I want to also contribute to life! There are people suffering out there. I came a long way. From welfare to my job here at the airport. I want to be a person who volunteers in the community. I want to reach my goal of helping others — I'm a Buddhist and helping someone else become happy is part of my belief.	
		Making \$19 an hour allows me to stay at the airport and continue to serve. Passengers come by my checkpoint under so much stress! So I greet them, say "Good Morning!" Then I check their boarding passes and make sure they are safe and pass them on to security.	
		If I see a passenger coming down the escalator in my Terminal, I rush over to help them. People often trip over all of their bags and I know I can help them by being there before something happens. I can keep them safe.	
		<>	

ID	Timestamp	Email body	Notes
20180417007	3:16 PM	Dear Port Authority staff,  I'm <>. I've been working at Newark Airport for a year and a half. I started as a security officer, and now I'm a passenger escort: making sure travelers make it to and from the bus to the terminals and onto airplanes on time.	
		When I was a security officer, I helped keep passengers safe by checking their boarding passes and their passports if they were on international flights. I made sure to look out for anything suspicious as well. Now, as an escort, I make sure passengers make it to busses to head to airport terminals and back onto aircraft so they're never alone to wander off.	
		It's ironic that I work at an airport, but I've never had enough money to travel anywhere. With the \$19 wage increase, I would be able to take my 15-year-old granddaughter to Disneyworld: a dream for both of us. Making more money would definitely make me and my colleagues happier and work harder. It would also help people stay on the job longer. We would also be able to live more comfortably. For me, it means not having to worry about choosing between paying for my medicine for multiple sclerosis and paying transportation.	
		Thank you for taking this seriously.	
		Sincerely,	
		$\Leftrightarrow$	
		*Please don't share my name or email address publicly.	

ID	Timestamp	Email body	Notes
20180417008	3:21 PM	Good afternoon,	
		When will these proposed wages be effective? Who can we ask for clarifications on this topic?	
		Thank you,	
		Tino Wohlfahrt	
		Vice President	
		DO & CO New York	
		149-32 132nd Street	
		Jamaica, NY 11430	
		+1786 554 0219	
		tino.wohlfahrt@doco.com	
		www.doco.com	
		DO 9. CO. THE COLIDARET ENTERTAINMENT COMPANIV	

ID	Timestamp	Email body	Notes
20180417009	3:46 PM	Dear Port Authority staff,	
		My name is <>. I've been working at Newark Airport since 2006. I started out making \$5.50 an hour pushing wheelchairs. Then I moved to \$7.50 an hour when I became a baggage handler. Now I make \$10.45 an hour.	
		My older brother got me the job since he was working at the airport, too. He had several health issues and passed away in 2010. A lot of our co-workers attended the viewing. That really meant a lot to me and my family.	
		My colleagues and I have a camaraderie: we get along really well with each other. Over the years, some of them have quit because they were not earning enough money. I know I would be happier and work harder if I earn \$19 an hour. Who wouldn't be happier earning more for their hard work?	
		The salary increase will help me gain financial stability. I'll be able to pay all my bills on time and save some money. It's a motivator for me to keep my job. I would want to get up and work harder because this will be one of the hotter jobs in the Newark area.	
		Sincerely,	
		•>	
		*N  d/A-b	

ID	Timestamp	Email body	Notes
20180417010	4:05 PM	Dear Port Authority,	
		My name is <> and I am a baggage handler at Newark Airport. I have been working there since June of 2017.	
		I like a physical kind of job; I don't like to be in an office. Loving the job is one thing, and looking at the financial aspect is another. With the wages I have been paid I have to work overtime to even been able to pay my \$800 rent for my room and my basic bills. I used to work five 8-hour regular shifts and five 8-hour overtime shifts each week. Then they decided no more overtime, so now I am behind on bills. With these raises, I will be able to pay my bills with a regular work week.	
		I have my children back in Africa, but even though they are not here, I need to be able to support them back home. With what I make now I cannot send them money. I would like to work toward bringing my kids here, but that is not a real option right now. I would like to provide a better life for my three daughters and one son. I feel like these raises will take me closer to that dream. Being far away from them distracts me, with the raises I could have them here and be more focused on my work and happier.	
		I interact with people every day coming in and out. I get to know people and therefore can make the airport safer while I provide the baggage service. I love working with customers. I remember helping an older passenger with a bag stuck in the middle of the bags. Since then I have worked even harder to straighten all the bags so that it is even easier for the passengers to pick them up. I love to work at the carrousel, I am really good at that part.	
		I have had two scenarios where a passenger left their bag abandoned. I stood next to it, and asked whose bag it was. I called security and had them come and check it. I know I play an important security role at the airport.	
		Thank you for taking the time to read this	
		Cinconal.	

ID	Timestamp	Email body	Notes
20180417011	4:29 PM	Dear Port Authority,	
		It's a blessing that you have voted on a policy that will pay workers better. My coworkers and I work at Newark Airport, and since 9/11 we are aware of the many security risks we face on U.S. soil. I've been at the airport for 3 years now working as a security officer and I have, at times, worked in the international sections of the terminal.	
		There is a lot worker turnover. Each time someone leaves, they take with them their training and experience and they can't share that with new workers. People do make a career out of working at the airports, and when they do, they help other workers learn more about how to best do their job. With these wage increases, people are going to hold onto their jobs and don't have to resort to anything else to survive. The industry is a wonderful place to work- we don't just keep one person safe, we help keep the whole country safe.	
		I'm a people person so even if it is just to help a person get a wheelchair or point them in the right direction or use the little Spanish I speak to assist, I do it. I try to keep everybody safe. I was there when there was a pressure cooker left in the middle of the airport just outside where people go through the TSA line. This is the kind of risk we take every day working at the airport.	
		It is our duty to say something. I am always vigilant; I pay attention to small and large details at my job. I saw a man out on the ramp in plain clothes and I ran out and asked him for his ID. It turned out this was a Port Authority Inspector. This is the kind of thing I am vigilant about all the time. I'm always asking questions to make sure that anyone that is below the wing has an ID; it's a tough job but I do it very well.	
		I would rather have a job in my city and close to home, but I need enough to pay my bills. I was already starting to look for a new job, but now that these raises are coming through, I am going to stay at the airport.	

ID	Timestamp	Email body	Notes
20180418001	10:58 AM	Dear Port Authority,	
		I am a wheelchair agent at JFK and I have a great opportunity to help my passengers. A lot of them are sick and I help them. I speak a number of languages so I can speak with a lot of people who do not speak English and help them. I like to help make them safe.	
		Over the three years at the job, I have become better. Day by day I have more experience and can help passengers better.	
		With these raises I will be better able to help my family.	
		Sincerely,	
		P.S. Please do not publish my name or email address.	

ID	Timestamp	Email body	Notes
20180418002	11:03 AM	Dear Port Authority,	
		This is a great achievement to win wage raises with 32BJ. Everything is different with our strong union. The raises are good news.	
		I started in 2013, \$8.25 an hour was my pay, then I went to \$9, \$10.10, the \$11, then \$13, and now \$13.60.	
		I am a wheelchair worker at JFK. When we get passengers in arrivals and departures, some people give tips and some people don't. I don't ask for tips, of course. Our focus is on assisting them. When the passenger finishes arrival and immigration, sometimes people have 8-10 bags, and you push those with the bags, and some people don't give the tips. Passengers that come from international flights often don't know to tip, and therefore don't tip.	
		Yesterday, when I went to the arrivals level, I scanned in with my card and the pin number and then showed the customs officer our id just like we show it every time. Right there, some passengers had exited and then tried to go through this door. Right away I called the officers so they could check and make sure everything is ok because people without IDs should not go through that door. We just make sure people check to make sure everything is safe and people are where they should be. Its better to prevent a problem than to have to fix a crisis.	

11:14 AM	Dear Port Authority,	
	My name is <> and I have been a security officer at JFK for 10 years.	
	I really enjoy my job. I love to meet passengers, and when I can give an answer to their questions or worries, that makes me happy. After 10 years, I know all the airlines in the airport and where they are, how to get a rental car, hotel shuttle etc. I have accumulated all this knowledge and therefore can help passengers better.	
	I know I have an important role keeping the airport safe. If a bag is abandoned, I stand by it for a few minutes and then call my supervisor if no passenger has claimed it.	
	One of my roles is to enforce different rules. When planes arrive, passengers are only allowed to get off the plane. One day a couple of grandparents got ahead of their grandchild and their grandchild almost ran back into the plane. I put my arm out and I stopped the child this helped prevent a much bigger problem for that family. I am glad to help in this way.	
		I really enjoy my job. I love to meet passengers, and when I can give an answer to their questions or worries, that makes me happy. After 10 years, I know all the airlines in the airport and where they are, how to get a rental car, hotel shuttle etc. I have accumulated all this knowledge and therefore can help passengers better.  I know I have an important role keeping the airport safe. If a bag is abandoned, I stand by it for a few minutes and then call my supervisor if no passenger has claimed it.  One of my roles is to enforce different rules. When planes arrive, passengers are only allowed to get off the plane. One day a couple of grandparents got ahead of their grandchild and their grandchild almost ran back into the plane. I put my arm out

	Timestamp	Email body	Notes
20180418004	11:46 AM	Dear Port Authority, I am<>. I have been a baggage handler at JFK for 10 years. Every day I take care of passengers' luggage to make sure that their liquids are secure, the luggage are properly tagged, and therefore make it a lot easier for passengers to get through the security.	
		Over the years I have seen airport workers leaving their jobs because the pay is low and work hours are long. But with the \$19 wage increase, this would resolve the problem and more workers will stay in their jobs. Accordingly, it will greatly make the airport safer and more efficient for passengers.	
		Living on minimum wage, it has been very stressful to meet my economic demands. I struggle paying my rent and utilities. Earning \$19 an hour will relieve me from stress and will have a better life. I will also be able to help passengers because I am being you are increasing my own capacity with the \$19 an hour wage.	
		In this job, being the first responder at the airport, it is important to keep workers like me who has been in the job for a long time. That is because I know the work situation very well, and I am familiar how the system works.	
		The \$19 wage will tremendously change my life for the better. At 66, it will allow me to save more for my retirement.	
		Sincerely,	
		PS: Please don't share my name and email address.	
20180418005	12:03 PM	Dear Port Authority, I work at JFK as a wheelchair agent. I have been there for two and a half years. I like to meet different people; it's a different kind of job.  Sometimes they request 20 chairs, and only 20 chairs are there with ten agents. But then 40 people really need the chairs.  We have to take two people and then run back to take more. It is hard and heavy work. And sometimes older people that do not need a wheelchair take a chair too because they don't know where to go. They totally depend on us to help them find their way. We push passengers between terminals for connecting flights, and then, because there are no family members there, they do not tip.  One time I saw a passenger try to go back through an exit only door from arrivals. They cannot go that way, but they didn't know that. I quickly alerted the customs officer on duty. This is one way I help keep the airports safe.  I have 3 kids, 4.5 year old, 3 year old and a 7 month old baby. With these raises I will be able to better provide for them because my wife stays home to take care of the kids. I cannot depend on the tips, because there are often no tips. These wage increases will be good for my family.	
		Thank you for your consideration, Sincerely <>	
		D S Dlasca do not nublich my name or email address	

ID	Timestamp	Email body	Notes
	Timestamp 12:03 PM	Email body  Dear Port Authority,  My name is <> and I am a wheelchair worker at LGA. I like my job because I get to help the elderly and disabled passengers and make their travel experience easier. My 7 years on the job give me the experience and knowledge to know how best to help people and prevent injuries.  I am always on the lookout for suspicious behavior and unattended baggage. Once there was a passenger that seemed really worked up because his flight had gotten canceled; he started having a panic attack. I noticed how he was moving from afar and talking to himself; something didn't seem right. I immediately reported that to an airline attendant and they were able to help him.  With these raises to \$19, my coworkers and I will stay longer in these jobs because the hard work will now be worth it. I am going to be able to finally start saving so I can eventually get a car. This will help me make enough, because passengers don't always tip. Some days I make almost no tips at all.  Thank you for your time.  Sincerely,	Notes
20180418007	1:31 PM	Please see the attachment for comment of support.	One attachment

ID	Timestamp	Email body	Notes
20180418008	4:06 PM	Dear Port Authority staff and board:	
		My name is <>. I've been a terminal cleaner at Newark Airport for 12 years – since January 2006. I currently earn \$10.45 an hour. I'm also a 32BJ member.	
		There are a few highlights from my job. When things are stressful, my colleagues and I support each other to take the pressure off. Other times, I get to know passengers. Just yesterday, one thanked me for the good job I did. That made me feel valued at work.	
		Having more than a decade of experience makes me a valuable employee. I've learned how to deal with different personalities and how to interact effectively with both passengers and colleagues. I usually talk to passengers who are tired or are frustrated because they have a long layover. I like interacting with many of them.	
		Though there are benefits to working at the airport, making a low salary has been very challenging. Earning \$19 an hour would help me and my husband save to buy a house and help pay down our credit card bills. Our credit card bills are high because we usually rely on credit when we can't afford to pay our bills with our combined paychecks. But if I earn more at my job, I'd be able to stay there longer and not worry about rising debt. Instead of thinking "oh, it's another day, and the same routine," knowing that I'll make significantly more money, will make me feel happier about being at my job. Not only because of the economic relief I'll feel, but because airport jobs will be more competitive.	
		My colleagues and I have fought hard for this wage increase, and we're thankful that you're taking our situation seriously.  Sincerely,	

ID	Timestamp	Email body	Notes
20180418009	4:37 PM	Dear Port Commissioners,	
		My name is <>. Since I came to the U.S. from Pakistan, I have been very grateful for all the opportunities that have been given	
		to my family.	
		I work hard everyday, and I have been a security officer at LGA Airport for 11 years. My principal responsibility is to make sure	
		that people who do not have permission to enter our airports or those who have plans to harm us will not succeed. I make	
		sure that everyone at the airport is safe.	
		Working for more than a decade now at the airport, I like to teach new workers. Can you imagine without someone like me	
		who has a lot of experience doing an important work at the airport? The airport would not efficiently work.	
		That is why it is important that we prevent airport workers from leaving their jobs—and it happens because of the low pay	
		that we get. The wage increase to \$19 would change all this. More and more workers will be dedicated and will work really hard if we get the good jobs that we deserve!	
		Earning \$19 an hour would mean the world to my family. Please vote YES and give us a happier life.	
		Earning \$19 an flour would mean the world to my family. Please vote 125 and give us a nappler me.	
		Sincerely,	
		<	
		PS: Please don't share my name and email address	

ID	Timestamp	Email body	Notes
ID 20180418010	Timestamp 4:58 PM	Dear Port Authority, I've worked in the airport since 2007, with a break for about 2 years. I am a passenger service representative at JFK. I like interacting with a plethora of people whether its answering questions, helping people and expediting people that need to make their connections or have children; it's good karma. I like the perception of us being officers and the respect we get in the terminal.  One thing that happens is that people leave things in the aircraft. Everyday there is somebody that leaves their passport or laptop. This guy was trying to make his way back to the plane and was being really adamant. Myself and one of the security guards turned the guy away and told him that someone from the airline would take care of him. He was persistent and came back a couple of times, and we let him know it would be alright.  Sometimes 4 aircraft land at the same time and in the sterile corridors it gets crowed. It's important that we help keep people from falling down the escalator because of the crowds. Sometimes a passenger might be agitated, and I help keep them calm. People get off those flights irritable, and I help keep them informed and that calms the tension.  My coworkers and I are basically doing customs work. We are the preliminary screeners; we direct everyone where they need to go. After all the Americans and the Greencard holders get where they need to go, then the foreign visitors come in. Some of these people can use the kiosks, but otherwise we need to look at their passports and verify where they need to go. We also help them use the kiosks because people are tired, confused or even unwilling. After working there so long, I have noticed that there a lot of people that can't read; some people will say they can't read, and others make an excuse. We help	Notes
		navigate this.  This is a difficult job, very similar to customs officers. We are underpaid and we have to deal with many upset passengers, screaming and yelling at us. When they get to the customs officers, they are calmer. I work 60-65 hours a week out of necessity; it shouldn't have to be this way. With this hard work, we deserve these raises and more.	

ID	Timestamp	Email body	Notes
20180418011	5:19 PM	Dear Port Authority Commissioners,	
		My name is <>. I am a wheelchair assistant at JFK. Many people think that I get a lot of tips from my job. Truthfully, I would be	
		the luckiest person If I would get some tips for a day. And most often, I end up spending a lot of time with a passenger!	
		As a wheelchair assistant, I help the blind, the disabled, and elderly passengers and young children to board the aircraft.	
		Without my help, many of them would actually miss their flight or would not be able to board in a timely and orderly manner.	
		I need to be patient and understanding with passengers. It takes a lot of discipline, knowledge and training to do what I do.	
		With the \$19 an hour increase, airport workers like me will stay in our jobs, be more committed to work harder and make our airports safer.	
		The \$19 increase would make a lot of difference in our lives. For me, it would give some financial buffer when I need it the most, rather than being under a lot of stress and anxiety when I miss a day or two at work because I get sick. The \$19 increase would also allow me to enjoy life from time to time. I would not just work to survive—but live.	
		Thank you, and I look forward to hearing positively from you!	
		Sincerely,	
		<>	
	1	DC: Diame dente about accommend and accommend address	I

ID	Timestamp	Email body	Notes
20180418012	5:21 PM	Dear Port Authority officers,  I am <>, and I am a terminal cleaner at JFK. I have been doing the same job for more than 10 years now. When passengers are happy that they have a clean bathroom to use and a clean waiting area—that makes me very happy too. That gives me the validation of how important my job is.  But I can't deny that I am still getting a low salary at the airport. Cleaning is not easy; it is a job that many people would not like to do. So I can't blame when an airport coworker leaves his or her job. I can't also blame when a coworker looks for a better-paying job outside the airport.  The \$19 an hour would give us relief. Big relief. Airport workers would be able to afford a better apartment, pay for utility bills and rent on time. For me, it would give me more time to spend with my children and provide their needs. As a mother, my primary goal is to look after my children—but it is challenging when my salary is low.  I am a great worker. I take care of passengers and the airline crew. Please take care of me, too, and make the \$19 an hour a reality.  Very truly yours,	
20180418013	5:22 PM	Dear Port Authority,  I have been working for the last year as a cleaner in the terminal clubs at JFK.  I like to interact with my coworkers and with the passengers. I help them find their way, find the restrooms or get where they need to go.  I know my coworkers better now than I did at the beginning, and this allows us to offer better service. I know where verything goes better, and I can keep everything in its place so we can prevent any accidents.  With these raises, I will feel more motivated to stay in this job; I'll be even better at my job because my quality of life will improve. With a better quality of life, I will feel better. Also, we wont have to depend as mucho on income from other jobs or help from the government.  Sincerely,	

ID	Timestamp	Email body	Notes
ID 20180418014	Timestamp 7:59 PM	Good evening,  State Senator Gustavo Rivera would like to submit the following public comment to be included in the Port Authority's website regarding the resolution to increase the minimum wage for Port Authority airport workers to \$19 per hour by 2023. If you need any additional information, please let me know.  Senator Rivera's Public Comment:  "Airport workers dedicate their days to ensuring our City's airports operate smoothly and this new minimum wage finally fairly recognizes their contribution towards ensuring our airports work safely and seamlessly. I fully support the Port Authority Board of Commissioners' resolution to increase the minimum wage for airport workers to \$19 per hour by 2023 and look	Notes
		forward to its implementation. Not only will this shift in policy lead to higher quality jobs and strengthen our City's workforce, but it will also have a positive impact on the financial health of thousands of New Yorkers and the communities they live in." - State Senator Gustavo Rivera  Thank you for your consideration.  Best,  Annalicia	
20180419001	12:47 AM	I <> I work at JFK airport i am a airline bev and equipment assembly i am a member of Unit here local 100 all port authority workers deserve a fair wage increases of \$19 an hour and I encourage the port authority to approve this wage increases	
20180419002	7:58 PM	I work at Jhon F. Kennedy Airport for SODEXO as a Bartender. I support the new Port Authority wage policy of \$19 per hour. The wage increase will be incredibly important to me and my family.	
20180420001	12:59 AM	I work at JFK airport for Flik Intl Corp as a Server. I support the new Port Authority wage policy of \$19 per hour. The wage increase will be incredibly important to me and my family and it will instrumental in my further growth as a person and a young man. This can really change how my life is as a whole and i hope you can understand and reason with someone who works as hard and as diligently as I. have a great day	

ID	Timestamp	Email body	Notes
20180420002	11:06 AM	I work at Newark airport for Otg. I support the new Port Authority wage policy of \$19 per hour. I know that it will allow people	
		to take care of the family. Now I'm waiting for the wage increase for servers and bartenders. We also need that wage increase	
		because people don't always feel the need to tip and no one can't support themselves on a\$2.13 and that is the only definite	
		pay I receive.	
20180420003	11:11 AM	I work at Newark Airport for OTG as a Prep Cook. I support the new Port Authority wage policy of \$19.00 per hour. The wage	
		increase will be incredibly important to me and my family.	
20180420004	11:14 AM	I work at Newark Airport for OTG as a cook. I am a member of UNITE HERE local 100. All Port Authority workers deserve a fair	
		wage of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180420005	11:18 AM	I work at Newark liberty International Airport for OTG as a food runner/expeditor. I have been working for this company for 1	
		year and 7 months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour	
		and we encourage the Port Authority to approve this wage increase.	
20180420006	11:25 AM	I work for British Airways at Newark airport for compass as a food service worker. I support the new Port Authority wage	
		policy of \$19 per hour. The wage increase will be incredibly important to me and my family.	
20180420007	11:33 AM	I work at Starbucks iam a member of unite here local 100. All port authority workers deserve a fair wage of \$19 an hour and	
		we encourage the port authority to approve this wage increase.	
20180420008	11:35 AM	I work at JFK airport for compass British airways for 5 months. I support the new port authority wage policy of \$ 19.00 per	
		hour.	
		The wage increase will help me very much. I'm happy.	
20180420009	11:37 AM	I work at JFK Airport terminal 7 for compass group. I been there for 5years I'm supporting the 19.00 wage policy	
20180420010	2:03 PM	I work at JFK Airport for Flik International Cooperation as a server. I support the new Port Authority wage policy of \$19 per	
		hour. The wage increase will be incredibly important to me and my family.	
20180420011	2:04 PM	I work at JFK Airport Compas group (flik) as a server I support the new port Authority wage policy of \$19 per hour . The	
		wage increase will be incredibly imp to me and my family	
20180420012	2:05 PM	I work at Newark Airport for OTG as a bartender. I am a member of UNITE HERE Local 100. ALL Port Authority workers	
		deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase.	
20180420013	2:06 PM	I work at flik as a floor attendant I support the new port authority wage and policy of \$19 per hour .the wage increase will be	
		important to me and my family thank you	
20180420014	2:10 PM	I work at Newark Airport for Gate Gourmet as a warehouse worker. I have been working at Newark Airport for 31 years and i	
		make \$15.15 per hour. I support the new Port Authority wage policy of \$19.00 per hour. As an airline catering worker, I am	
		grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the	
		airport run and deserve the same wages as everyone else.	
20180420015	4:02 PM	I work at ewr airport for gategourmet as equipment setup .i supportthe new portauthority wage policy 19 ph .as an airline	
		catering worker .im gratefull to see that we are included in the wage policy this time after being excluded last time .we work	
		hard to make the airport run and deserve the same wages as everybody else i have been working gategourmet for 9 years	
20180420016	4:06 PM	I work at Newark International Airport for Gate Gourmet as a porter for almost 3 years now. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, i am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run and we deserve the same wages as everybody else.	
20180420017	4:07 PM	Mi nombre es <> trabajo para Sodexo para El club de united trabajó en el área de preparación comida por 3 años y el pago	
		que recibo es de \$10.71 por hora	

ID	Timestamp	Email body	Notes
20180420018	4:07 PM	I work at Newark Airport for Sodexo in the United Club as a Floor Attendant. I have worked at Newark Airport for 3 years and I	
		make \$10.71 per hour. I support the new Port Authority wage policy of \$19.00 per hour. The wage increase will be incredibly	
		important to me and my family.	
20180420019	4:21 PM	I work at Newark Airport for OTG as a Bartender. I have worked at Newark Airport for 5 Years. I support the new Port	
		Authority wage policy of \$19.00 per hour. It would also be helpful for the minimum wage for tipped workers to be raised from	
		\$2.13 per hour.	
20180424001	9:21 AM	Please see the attached letter from Asm. Gordon Johnson commenting on the proposed wage policy.	One attachment
		Sincerely,	
		Scott Devlin	
		Chief of Staff	
		Assemblyman Gordon Johnson	
20180425001	9:56 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		<>	
		♦>	
20180426001	8:25 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		<>	
		17	

ID	Timestamp	Email body	Notes
-	8:37 AM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,	
		<> <> <> <> <> <> <> <> <> <> <> <> <> <	
20180426003	9:05 AM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,	
20180426004	9:47 AM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,	

ID	Timestamp	Email body	Notes
20180426005	9:58 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
20180426006	9:59 AM	Authority Commissioners,	
20180426006	9.59 AIVI	Authority confinissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		at the board meeting on same 25.	
		Sincerely,	
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		$\Diamond$	
20180426007	10:02 AM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		×	
20180426008	10:03 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		♦	
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ID	Timestamp	Email body	Notes
20180426009	10:04 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		at the board meeting on June 20.	
		Sincerely,	
		<> >	
		<u> </u>	
20180426010	10:05 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		at the board meeting on suite 20.	
		Sincerely,	
		<> >	
		<b>∀</b>	
20180426011	10:05 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		$\Leftrightarrow$	
		$\Diamond$	
20180426012	10:05 AM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		<>	
	1	$\diamond$	l

ID	Timestamp	Email body	Notes
20180426013	10:06 AM	Authority Commissioners,	
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
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		$\Diamond$	
20180426014	10:06 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		at the Board meeting on June 28.	
		Sincerely,	
		<>	
		◇	
20180426015	10:08 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		at the Board meeting on June 28.	
		Sincerely,	
		♦	

ID	Timestamp	Email body	Notes
20180426016	10:09 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.	
		Sincerely,  <>	
20180426017	10:09 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.	
		Sincerely,	
		♦	
20180426018	10:10 AM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.  Sincerely,  <>	
20180426019	10:10 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.	
		Sincerely, <> <	

ID	Timestamp	Email body	Notes
20180426020	10:11 AM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
20180426021	10:16 AM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.	
		at the board meeting on state 26.	
		Sincerely,	
		♦	
20180426022	11:50 AM	Authority Commissioners	
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		<>	
		<>	

ID	Timestamp	Email body	Notes
20180426023	2:31 PM	Authority Commissioners,	_
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		," ♦	
		$\Diamond$	
20180426024	5:58 PM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		<>	
20180426025	6:08 PM		
		Authority Commissioners,	
		Lucal, for United Aidings Cataring at Neural, Liberty, International Aircraft Law contest of for your land archive in practical thin	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		⇒ ⇔	
		→ · · · · · · · · · · · · · · · · · · ·	
20180426026	6:15 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincoroly	
		Sincerely,	
		♦	
		→ · · · · · · · · · · · · · · · · · · ·	

ID	Timestamp	Email body	Notes
20180426027	7:25 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		⇔	
20180426028	7:28 PM	♦	
20100420020	7.2011	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.	
		Sincerely,	
		♦	
20180426029	7:29 PM	Authority Commissioners,	
		Lucyl for this d Aidings Cotoring at Newsyl Liberty International Airmant Long system for the description of the	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		at the Board meeting on June 28.	
		Sincerely, <>	

ID	Timestamp	Email body	Notes
20180426030	7:29 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		♦	
20180426031	7:29 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		$\diamond$	
20180426032	7:30 PM		
20160420032	7.50 PIVI	Authority Commissioners,	
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		at the board meeting on June 20.	
		Sincerely,	
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		c)	
20180426033	7:33 PM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		at the Board meeting on June 28.	
		Sincerely,	
		♦	
		♦	

ID	Timestamp	Email body	Notes
20180426034	7:33 PM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,	
20180426035	7:35 PM	♦	
20100-20033	7.55 1 101	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,  <>	
20180426036	7:36 PM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,  <>	

ID	Timestamp	Email body	Notes
20180426037	7:37 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
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		at the Board meeting on June 28.	
		Sincerely,	
20400426020	7.20 004	A the de Compinion	
20180426038	7:39 PM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		Sincerely,	
		$\Diamond$	
20180426039	7:40 PM	Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
		Sincerely,	
		Since City	
		$\Leftrightarrow$	
		$\Diamond$	

ID	Timestamp	Email body	Notes
20180426040	7:58 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		Sincerely,	
		<>	
		$\Leftrightarrow$	
20180426041	8:57 PM		
		Authority Commissioners,	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		at the Board meeting on June 28.	
		Sincerely,	
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20180426042	9:58 PM	Authority Commissioners,	
		Local for the back of Addition Color for a Manual Photo Laborational Manual Laboration and fill for any laboration of the state of the	
		I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
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		at the Board meeting on June 28.	
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		Sincerely,	
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ID	Timestamp	Email body	Notes
20180426043	11:47 PM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,	
		♦	
2018042701	10:04 PM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,  <>	
2018042801	9:36 AM	Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely,  <>	

ID	Timestamp	Email body	Notes
2018050101	5:38 PM	Please use this version of my comment letter. It includes one correction.	Two attachments.
		Thank you.	
		Ken Jacobs	
		UC Berkeley Center for Labor Research and Education	
		Institute for Research on Labor and Employment	
		2521 Channing Way #5555	
		Berkeley, CA 94720-5555	
		(510) 643-2621	
		kjacobs9@berkeley.edu	
		http://laborcenter.berkeley.edu	
		Forwarded message	
		From: Ken JACOBS <kjacobs9@berkeley.edu></kjacobs9@berkeley.edu>	
		Date: Tue, May 1, 2018 at 2:31 PM	
		Subject: Comment on Proposed Minimum Wage Rule	
		To: wagepolicy@panynj.gov	
		Board of Commissioners,	
		Please find the attached public comment on the proposed minimum wage rule along with a literature review from the	
		University of California Berkeley Center for Labor Research and Education and the San Francisco International Airport on the	
		innersity of California Berkeley Center for Labor Research and Education and the San Francisco International Airport on the	

ID	Timestamp	Email body	Notes
2018050201	11:43 AM	Dear Port Authority,  I am <>. Since I immigrated from my native Guyana, I have worked at JFK airport for 9 years as a baggage handler.	
		My job can be tedious. Everyday I handle about 2,000 bags per aircraft. It is my responsibility to make sure that all luggages are loaded and unloaded properly and efficiently onto the aircraft this gives passengers a more convenient travel experience.	
		At 58, I am truly dedicated to my job. But I struggle living on minimum wage. After paying for my mortgage, my daily transportation and my health insurance, there's really nothing left for me and my family. I am sure you are aware how difficult it is to earn minimum wage below the poverty line and, at the same time, raising and supporting two kids!	
		This is the reason why most of my coworkers leave their jobs at the airport. They want to have wages that would be enough to provide for their families and give them a more comfortable life.	
		I am very happy when the Port Authority announced the wage increase to \$19 an hour for airport workers. This would make a huge difference in our lives. After we went through rigorous background checks to be able to work at the airport as well as the sacrifices we make to make our airports safer and stronger, we truly deserve this wage increase.	
		I know that the Port commissioners have recognized our commitment and hard work. Your approval of this \$19 an hour wage increase would get my coworkers and I out of poverty. And, personally, I could save more for my retirement and have a brighter future.	
		Sincerely, <>	

ID	Timestamp	Email body	Notes
2018050202	2:00 PM	Dear Port Authority Board and Staff:	
		My name is <>. I've worked as a contract cleaner for four years at Newark Airport. I like my job because it's a stable job, but I need to earn more money to make ends meet.	
		I think a \$19 an hour wage raise will reduce turnover because it will give workers an incentive to stay at the airport longer if they know they'll be paid better.	
		Earning \$19 an hour will help me pay my rent and my bills without having to worry that I'll be short from paycheck to paycheck.	
		My job is going to be one of the best in Newark, and I'm the best, most experienced person to do it. This motivates me to stay.	
		Sincerely,	
		*My union helped me translate this from Spanish, please see original below.	
2018050203	2:19 PM	*Dlogg don't chare my name or omail address nublish	
2018050203	2.19 PIVI	Dear Port Authority commissioners:  My name is <>. I work as a cleaner for Terminal C at Newark Airport. I'm currently making \$10.45 an hour, and I've been at my job for three years.	
		The best part of my job is meeting passengers and getting to talk to my colleagues every day. I want to stay at my job, but with a third child on the way, it's a challenge to manage paying all my bills on my current salary.	
		Because I've been doing my job for three years, I have more experience than a newer employee. You're making an investment in us by raising the wage to \$19 an hour, but by doing so, you're also reducing turnover, which saves money.	
		Making \$19 an hour is an incentive for us to want to stay at our jobs longer and be happier. Who wouldn't be happier earning a higher salary?	
		Sincerely, <> *My union helped me translate this from Spanish, please see original below.	
		*Please don't share my name or email address publicly.	

ID	Timestamp	Email body	Notes
2018050301	10:22 AM	hola mi nombre <> contreras trabajó en Gate Gourment por 3 años gracias a la autoridad Portuaria por este aumento de 19	
		dólares la hora, estoy muy feliz por su dección a incluiros, esto significa mucho para mí y mi familia. Gracias a todos.	
2018050302	10:40 AM	Hola a todos mi nombre es <> trabajo en gate gourmet y estoy muy feliz por el aumento de 19 dollares la hora, gracias a	
2018030302	10.40 AW	ustedes los trabajadores del aeropuerto tendran un salario digno, estoy es un gran pado al futuro. Muchas gracias autoridad	
		porquería.	
2018050303	11:13 AM	I work at jfk airport for gate gourmet as a reciver. I've worked at the airport for 4months no. I am a member of unite here	
		local 100. All port authority workers deserve a fair wage of \$ 19 an hour and we encourage the port authority to approve this	
		wage increase. The wage increase will help create longer term stable jobs the will improve the safety and security of our	
		airports. 2	
2018050304	11:19 AM	hola mi nombre es <> trabajo en gate gourment por 13 anos. estoy muy agredecida por este aunemnto de 19 dollares la hora,	
		esto significa mucho para mi y mi familia, gracias a la autoridad portuaria por este gran paso, este aumento que nos beneficia	
		mucho. Gracias Autoridad portuaria por este aumento.	
2018050305	11:27 AM	Hola mi nombre es <> en gate gourmet, tengo 3anos trabajando aquí, solo quiero agradecer este aumento de 19 dollares la	
		hora, un gran paso en la historia. muchas gracias a todos por este aumento.	
2018050306	11:29 AM	Hello mi nombre es <> trabajo para gate gourmet, le quiero dar las gracias a ustedes por el aumento de 19 dólares la hora.	
		muchas gracias dios los bendiga.	
2018050307	11:33 AM	I work at JFK airport for gate gourmet as a whole packer for 4 years. I support the new port authority wage policy of \$19 per	
		hour. My current wage is \$14.55. An inxrese to \$19 will make it more likely that i will continue to work at gate gourmet for	
		the long term.	
2018050308	11:34 AM	Hola a todos me llamo <>, trabajo en gate gourmet hace 16 años y estoy muy agradecida por el aumentó de 19 dollares la	
		hora, esto significa mucho para mi ya que aun sigo ganando el sueldo minimo wage, y con este aumento puedo ayudar a mi	
		familia. muchas gracias a la autoridades portuarias por este gran paso.	
2018050309	11:38 AM	Hola mi nombre es <> y gracias por aceptar. El aumento de 19 dolar s eso es muy importante para mí familia. Y muchas	
		gracias por todo y trabajo en gate gourmet.	
2018050310	11:40 AM	I work at JFK Airport for Gate Gourmet as a food prep. I've worked at the airport for 1 and a half years. I support the new port	
		authority wage policy of \$19 per hour. My current wage is \$13.26. An increase of \$19 will make it more likely that I will	
		continue to work at gate gourmet for the long term. I look forward to continuing to provide excellent customer service at JFK	
		airport.	
2018050311	11:42 AM	Hola me llamo <> trabajo en gate gourmet por 15 años, y quiero darles gracias a la autoridad Portuaria por este aumento de	
		19 dólares la hora, estos muy agradecida por este aumento. 👈	
	1	GRACIAS AUTORIDAD PORTUARIA	
2018050312	11:43 AM	Hola soy en Gategourmet estoy muy feliz con el aumento es muy importante para mi y mi familia gracias por todo muchas	
		gracias será de mucha ayuda para mi gracias ,gracias ♦ ⊕ ⊕ □ □ □ □	
2018050313	11:48 AM	I work af gate coirmet as a fkkd prep. I have worked at the airport for 8 months. I support the new port authority wahe policy	
		of \$19 per hour. I currently make \$13.83 per hour. An increase will make it more likely that i will continue to work at JFK long	
201005		term.	
2018050314	11:48 AM	Hola me llamo <> en trabajo en gate GOURMET para el área fría, gracias a la autoridad Portuaria por este aumento de 19	
221225		dólares la hora. Estoy muy agradecida por este aumentó y gracias por incluirnos.	
2018050315	11:55 AM	Hola <> trabajo en gate gourmet por 15 años, estoy agradecida por el aumento de 19 dólares la hora, esto significa mucho	
[		para mi y mi familia, gracias Autoridad Portuaria por este aumento de salario.	

ID	Timestamp	Email body	Notes
2018050316	12:02 PM	I work at JFK gate gourmet, I have 15 years working here and I'm so thanksful for this 19 dollars wage increases. This mean a	
		lot for me and my family. This wage increase will help create longer term stable jobs that will improve the safety and security	
		of our airport. Thank you	
2018050317	12:06 PM	I work at Jfk airport fort gate gourmet workend at the airport for 8 year support the new port authority wage policy of \$ 19	
		per hour as an airline catering worker , I am grateful to see that we are included in the wage policy this time after we are	
		included las time.we work hard to make the airport run. This wage will help us provide longer term, stable jobs that will	
		improve our lives and create better airport for passenger.	
2018050318	12:09 AM	I work at JFK Airport for Gate Gourmet as a requisition. I've worked at the airport for 1 year. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018050319	12:13 PM	I work at JFK Airport for Gate Gourmet as a store room. I've worked at the airport for 2 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050320	12:19 PM	I work at gate gourmet at JFK airport, me name is <> I been working here 25 years. I support the new port authority wage	
		policy of 19 dollars we hour. S a airline catering worker, I'm grateful to see that we are included in the wage policy. We work	
		hard to make the airport run, this will help us provide longer term, stable jobs that will improve our lives and create better	
		airports for passenger.	
2018050321	12:20 PM	I work at JFK airport as a dishwasher. I have been working at Gate Gourmet for 9 years. I support the new minimum wage	
		policy of \$19 pero hour.	
2018050322	12:27 PM	Hola trabajo en gage gourmet JFK airport como porter, eh trabajado en el aeropuerto por 25 años, estoy de acuerdo con el	
		aumento de 19 dólares la hora para los catering workers, estoy muy agradecido por incluirlos en esta aumento, trabajamos	
		duro para que el aeropuerto siga corriendo, este aumento nos ayuda a establecer trabajos más duraderos y mejorar	
		ma.condiciones de los pasajeros. Gracias	
2018050323	12:35 PM	I work JFK airport for gate gourmet as a equipment.i am a member of unite here local 100.All port Authority workers deserve	
		a fair wage of \$19 an hour and we encourage the port Authority to approve this wage increase.	
2018050324	12:35 PM	I work at jfk airport for gate gourmet as a stocker. I've worked at the airport for 11 months. I support the new port authority	
		wage pokicy of \$19 an hour. As an airline catering worker, I am grateful to see that we are included in the wage policy thus	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer tern, stable	
		jobs that will improve our lives and create beer airport for passengers.	
2018050325	12:39 PM	Hola me llamo <> trabajo en gate gourmet jfk por 1año estoy muy agradecido por que la autoridad portuaria agregamos en	
		esta póliza de 19 dólares la hora, esto significa muho para mi y mi familia, ya que este aumento graranriza que los miembro	
		permanezcan mas tiempo en su lugar de trabajo. Gracias autoridad portuaria	
2018050326	12:43 PM	I work at gate gourmet Airport as a Prep cook. I've worked at the airport for 3 month. I support the new Port Authority wage	
		policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time	
		after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs	
		that will improve our lives and create better airports for passengers.	
2018050327	12:46 PM	I work at JFK Airport for Gate Gourmet as a porter. I am a member of UNITE HERE Local 100. All Port Authority workers	
		deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase.	1

ID	Timestamp	Email body	Notes
2018050328	12:52 PM	I work at t jfk air port for gate gourmet as store stock we . I've been working here for 7 months I support the new port	
		authority wage policy of \$ 19 an hour as an airline catering worker I am grateful to see that we are included in the wage policy	
		this time we work har to make the airports run. The wage will help us provide longer term stable jobs that will improve our	
		lives and create better for passengers	
2018050329	12:52 PM	I work at JFK Airport for Gate Gourmet as a porter. I've worked at the airport for 4 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018050330	12:56 PM	i work at jfk airport for gate gourmet as a store room stocker ive qoekes here for 8 months i support the new port authority	
		wage policy of \$19 an hour.	
2018050331	1:01 PM	I work at jfk airport as a stocker. I support the new port authority wage policy of \$19 an hour as an airline worker i am gratful	
		to see that we are included iin the wage policy this time. We work hard to make the airport run the wage will help us provide	
		long term jobs	
2018050332	1:06 PM	I work at JFK Airport for Gate Gourment as a Security. My name Cristian Soto. I've worked at the airport for 4 years. I support	
		the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in	
		the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide	
		longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018050333	1:16 PM	I work at JFK Airport for Gate Gourmet as a Driver. I've worked at the airport for 17 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018050334	1:19 PM	I work at JFK Airport for gate gourmet as a stock room worker I've Ben working for 1 year at the airport. I support the new	
		wage policy of \$19 an hour as an air line catering Worker I'm and grateful to see that we are included in the wage policy. We	
		work hard to make airports run the wage will help us provide longer term stable jobs	
2018050335	1:21 PM	I work at JFK Airport for Gate Gourmet as driver. I support the Port Authority wage policy of \$19 per hour. As an airline	
		catering worker, I am grateful for the wage increase.	
2018050336	1:25 PM	I work at Gate Gourmet as driver for JFK. I support the new port authority wage policy of \$19 per hour.	
2018050337	1:38 PM	I work at JFK Airport for Gate Gourmet as a cold food prep. I've worked at the airport for 25 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050338	1:38 PM	I work at JFK Airport for Gate Gourmet as a Food Prep. I've worked at the airport for 16 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050339	1:41 PM	I work at JFK Airport for gate gourmet as a cold food prep. I've worked at the airport for 16 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers	
		,,,	

ID	Timestamp	Email body	Notes
2018050340	1:50 PM	I Work at Gate Gourmet as a Food Packer. I've worked at the airport for 3 years. I support the new Port Authority wage	
		policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time.	
2018050341	1:53 PM	I work at JFK Airport for Gate Gourmet as a werehouse. I've worked at the airport for 1 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
		Thz.	
2018050342	2:19 PM	I work at JFK Airport for Gate Gourmet as a cold food prep. I've worked at the airport for 1 year. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050343	2:43 PM	I work at JFK Airport for Gate Gourmet as a packing. I've worked at the airport for 1 year. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018050344	2:53 PM	I have been working at JFK Airport for gate gourmet 4 years. I support the new wage policy of \$19 per hour.	
2018050345	2:55 PM	I work at JFK Airport for Gate Gourmet as a equipment set up. I've worked at the airport for 15 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050346	3:00 PM	I work at JFK Airport for Gate Gourmet as a flight coordinator . I've worked at the airport for 5 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers	
2018050347	3:07 PM	I work at JFK Airport for Gate Gourmet as a food packer. I've worked at the airport for 2 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050348	3:20 PM	My name is Lorraine Findley and i work at JFK Airport for Gate Gourmet as a cold food prep. I've worked at the airport for 15	
		years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we	
		are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will	
		help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018050349	3:27 PM	I work at JFK Airport for Gate Gourmet as a Dishwasher . I've worked at the airport for 10 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	

ID	Timestamp	Email body	Notes
2018050350	3:35 PM	I work at JFK Airport for Gate Gourmet as a hot packer. I've worked at the airport for 10 months. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050351	3:37 PM	I work at JFK Airport for Gate Gourmet as a Food Packing . I've worked at the airport for 1 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050352	3:47 PM	I work at JFK Airport for Gate Gourmet as a driver. I've worked at the airport for 4 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018050353	3:58 PM	I work at JFK Airport for Vate Gourmet as a cold food prep. I've worked at the airport for 3 weeks. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050354	4:08 PM	I work at JFK Airport for Gate Gourmet as a Cook. I've worked at the airport for 5 years. I support the new Port Authority wage	
		policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time	
		after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs	
		that will improve our lives and create better airports for passengers.	
2018050355	4:08 PM	Hi my mame is <> and I work at JFK Airport for Gate Gourmet as a store room. I've worked at the airport for 3 months. I	
		support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are	
		included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help	
		us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
		DMM	
2018050356	4:24 PM	I work at JFK Airport for Gate Gourmet as a Cold food prep. I've worked at the airport for 14 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050357	4:37 PM	I work at JFK Airport for gate gourmet as a cold food prep I've worked at the airport for 1 year. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018050358	4:37 PM	I work at JFK Airport for Gate Gourmet as a prep I've worked at the airport for 2 years. I support the new Port Authority wage	
		policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time	

ID	Timestamp	Email body	Notes
2018050401	3:58 PM	Please provide following notes to the Board of Commissioners Port Authority of New York/New Jersey	
		Hallmark Aviation Services provides customer service (ticketing/check-in functions) for many international carriers operating at EWR/LGA/JFK with a total of about 650 staff.	
		The Hallmark management and staff are grateful for the mandated increases of the State of New York (currently \$13.00 with an increase to \$15.00 on 31. Dec. 2018). And we can attest what a difference it makes for our team members.	
		Therefore, we strongly support the proposed harmonization of the minimum wages at all three airports under your jurisdiction (EWR/JFK/LGA).	
		The only thing I would recommend to reconsider is to avoid multiple increases during a calendar year.	
		E.g. JFK/LGA we had to increase the wages to minimum \$13.00 on 31. Dec. 2017 and Service Provider companies and Airlines and other stakeholders planned now for the next increase to \$15.00 on 31. Dec. 2018.	
		These increases were long planned and contracts were adjusted accordingly in order to accommodate the higher labor cost.	
		Now, with a proposed intermediate increase, the companies need to renegotiate every contract with all their customers for an increase in labor cost from \$13.00 to \$13.60 on 1st September 2018 and then another increase from \$13.60 to \$15.00 on 31st December 2018, with yet another new increase to \$15.60 on 1. September 2019.	
2018050701	3:59 PM	I work at both laquadia and JFK I support the new Port authority wage policy of \$19 an hour the wage increase will be incredibly important to me and my family.	
2018050702	4:55 PM	I work at laquadia airport for Hudson news I support the new port authority wage policy of \$ 19 per hour the wage increase will be incredibly important to me and my family	
2018050703	5:37 PM	I work at LAG airport i work for Hudson news as a salesperson. I worke for the company for 2 years. I support the new port authority wage policy of \$19 an hour and we encourage the port authority to approve this wafe increase im very happy.	
2018050704	6:08 PM	I work at Laguardia airport for HUDSON news I am a salesperson I been working here for about 4 months now I'm a memeber of unite herel local 100 I support thenew wage policy of \$ 19 an hour it'll mke living easy Im so elated	
2018050705	10:52 PM	I work at Lag airport for 12 years for hudson news and i support the \$19 an hour wage policy now i can support my family much better now.	
2018050901	11:26 AM	I work at newark airport at gate gourmet am wharehouse lead I work for 9 yrs and I support the new port authority wage of 19 per hour .as an airline catering worker I am grateful to see that we are included in the wage policy this time after being excluded last time . We work hard to make the airport run this wage will help us provide longer term stable jobs that will improve our lives and create better airports for passenger.	

ID	Timestamp	Email body	Notes
2018050902	11:43 AM	I work at ewr airport for gate gourmet I ve worked at the airport for 25 years .I support the port Authority wage policy of \$19	
		per hour .As an airline catering worker I'm grateful to see that we are included in the wage policy this time after being	
		excluded last time. We work hard to make the airport run.THis wage will help us provide longer term stable jobs that will	
		improve our lives and create better airports for passengers.	
2018050903	12:16 PM	I work at Airport for [COMPANY NAME] as a [JOB TITLE]. I've worked at the airport for years. I support the new	
		Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the	
		wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide	
		longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018050904	12:22 PM	I work at gate gourmet airport for as a job title .I've worked at the airport for 4 years. I support the new Port authority wage	
		policy of \$19 per hour. As an airline catering worker,I am grateful to see that we are included in the wage policy this time after	
		being excluded last time.we work hard to make the airport run. This wage will help us provide longer term, stable jobs that will	
		improve our lives and create better airports for passengers.	
2018051001	11:02 AM	I work at JFK Airport for Sky Chef as a warehouses. I've worked at the airport for 3 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018051002	11:03 AM	I work at jfk airport for sky shef as a transportation i support the new Port authority wage policy of \$19 per hour .As an airline	
		catering worker, I am grateful to see that we are included in the wace policy this time after being excluded last time. We work	
		hard to make the airport run and deserve the same wages as everybody else.	
		Thank you,	
		<>	
2018051003	11:30 AM	I work at JFK airport for sky chef as a storeroom worker. I've worked at the airport for 20 years. I support the new port	
		authority wage policy of 19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018051004	11:30 AM	I work at JFK for LSG sky chef as a warehouse. I've worked at the airport for 4 years. I support the new Port Authority wage	
		policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time	
		after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs	
		that will improve our lives and create better airports for passengers	
2018051005	11:36 AM	I work at jfk airport for sky chef as a storeroom worker. I've worked at the airport for 7 years. I support the new Port authority	
		wage policy of 19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time	
		after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs	
		that will improve our lives and create better airports for passengers.	
2018051006	11:52 AM	I work at JFK airport for Sky Chef as A driver. I've worked at the airport for 2 years. I support the port authority wage policy of	
		\$19 per hour. As an airline catering worker I am grateful to see that we are included in the wage policy this time after being	
		excluded last time. We work hard to make the airport run. This wage will help us provide longer terms, stable jobs that will	
		improve our lives and create better airports for passengers.	

ID	Timestamp	Email body	Notes
2018051007	11:53 AM	I work at JFK Airport for SKY CHEF as a COLD FOOD I've worked at the airport for 24 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
	<u> </u>	jobs that will improve our lives and create better airports for passengers.	
2018051008	11:59 AM	I work at building #139 sky chef as a driver helper i've Worked at the airport for 1 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018051009	12:08 PM	I work at jfk airport for skychefs as a Assembly packer. I work at the airport for 5 years, I support the new port authority wage	
		policy of \$19 per hour, This aage will help us provide longer term, stable jobs that will improve our lives and create better	
		airports for passengers.	
2018051010	12:08 PM	I work at JFK Airport for LSG SKY CHEFS BUILDINGS 139 as a driver. I've worked at the airport for 20 years. I support the new	
		Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the	
		wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide	
		longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051011	12:12 PM	I work at JFK Airport for LSG Sky chef as a preset worker. I've worked at the airport for 1 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018051012	12:14 PM	My name is <>	
2018051013	12:17 PM	I work at jfk Airport for sky chef as a utility worker. I've worked at the airport for 1 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018051014	12:21 PM	I work at JFK Airport for LSG Skychefs as a ABD. I've worked at the airport for 4 months. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we included in the wage policy this time	
		after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs	
		that will improve our lives and create better airports for passengers.	
2018051015	12:27 PM	I work at JFK airport for sky chef as a driver. I've worked at the airport for 1 month. I support the new port authority wage	
		policy of \$19 per hour. As an airline catering worker i am grateful to see that we are included in the wage policy this time after	•
		being excluded last time. This wage will help us provide long term stable jobs that will improve our lives and create better	
		airport for passengers.	
2018051016	12:34 PM	I work at JFK Airport for Sky chefs as a utility worker. I've worked at the airport for 1 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passeng	
2018051017	12:34 PM	I work at JFK Airport for LSG SKY CHEF as a customer service representative. I've worked at the airport for 1 year. I support the	
		new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the	
		wage policy this time after being excluded last time. We were to hard to make airport run. This wage will help us provife linger	•
		term, stable jobs that will improve lives and create better airport for passengers.	

ID	Timestamp	Email body	Notes
2018051018	1:15 PM	I work JFK Airport for Sky Chefs as a Food prep. I supoort the new Port Authority wsge policy of \$19 per hour. As an airline	
		catering worker i am grateful to see that we are included in the wage policy this time after being excluded last time. We work	
		hard to make the airpirt run This wage will help us privide longer term stable jobs that will improve our lives and create	
		better airports for passengers.	
2018051019	1:21 PM	I work at JFK airport for LSG Sky Chefs as a Food. I've worked at the airport for 1 year. I support the new Port Authority wage	
		policy \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after	
		being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that	
		will improve our lives and create better airports for passengers.	
2018051020	1:26 PM	I work at jfk Airport for sky chefs as a utility worker. I've worked at the airport for. 32 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018051021	2:51 PM	I work at JFK airport for sky chef as a cold food worker. I've worked at the airport for 11 years. I support the new port	
		authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage with help us provide longer	
		term, stable jobs that will improve our lives and create better airport for passengers.	
2018051022	3:14 PM	I work at JFK Airport for Sky chefs as a cold food worker. I've worked at the airport for 29 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018051023	3:14 PM	I work at JFK Airport for Sky Chefs as a Pre-set worker. I've worked at the airport for 28 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018051024	3:40 PM	I work at jfk Airport for Sky Chefs as a utility worker. I've worked at the airport for 23 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018051025	4:16 PM	I work at JFK Airport for Sky Chefs as a utility worker. I've worked at the airport for 2 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018051026	4:18 PM	I work at jfk Airport for JFK as a Pre-set. I've worked at the airport for 3 years. I support the new Port Authority wage policy of	
		\$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being	
		excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will	
		improve our lives and create better airports for passengers.	
2018051027	4:55 PM	I work at JFK Airport for Sky Chefs as a Utility worker. I've worked at the airport for 1 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	

ID	Timestamp	Email body	Notes
2018051028	5:16 PM	I work at JFK Airport for LSG SKY CHEFS as a Storekeeper . I've worked at the airport for 21 years. I support the new Port Authority wage policy of \$19 per hour. As an Airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded las time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051101	12:25 PM	I work at jfk Airport for Otg 2as a server. I've worked at the airport for 4 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051102	12:38 PM	I work at JFK airport for SSP America as a cashier . I've worked at the airport for 19 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051103	12:39 PM	I work at JFK Airport for HMS HOST as a Utility Worker. I've worked at the airport for 8 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a wage increase of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051104	12:53 PM	I work at JFK airport for SSP America as a Server. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051105	12:54 PM	I work at JFK Airport for SSP America and OTG Air Ventures as a Server and manager. I've worked at the airport for 9 years. I am a member of Unite here local 100. All port Authority workers deserve a fair wage of \$19 an hour and we encourage the port authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051106	1:10 PM	I work at JFK airport for ssp America as a cashier. I've worked at the airport for 5 years. I am a member of unite here local 100. All port authority workers deserve a fair wage of \$19 an hour and we encourage the port authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051107	1:26 PM	I work at JFK airport for SSP America as a storeroom porter. I've worked at the airport for 14 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051108	1:33 PM	I work at JFK Airport for Sky Chef as a Driver. I've worked at the airport for 27 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051109	1:55 PM	I work at jfk airport for SSP America as a hostess I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051110	2:07 PM	I work at jfk airport for ssp America as a storeroom. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports	
2018051111	2:30 PM	I work at JFK airport for SSP America as a porter. I've worked at the airport for 13 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051112	3:01 PM	I work at jfk airport for ssp america as a server. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051113	3:14 PM	I work at Jfk airport for Ssp America as a hostess. I've worked at the airport for 3 1/2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051114	3:19 PM	I'm <>. I've worked at Newark Airport for 29 years. I'm a skycap, and I earn only \$2.13 an hour. I earn an average \$60 a day in tips, but that's not enough. I need a dignified wage.  Before airlines started charging passengers for their bags, my colleagues and I used to get better tips. But we don't really get many tips now.  If you raise the salary to \$19 an hour, it would be like every other job where people get paid a decent salary: like working at FedEx or any other company.  Because of my decades of experience on the job, I deserve to be compensated better. I mass my airport security training every year; I serve as the eyes and ears at the airport: preventing passengers' items from being stolen, and helping them get to where they need to if they're lost.  Since I've been a skycap, the cost of living in Newark has increased more than 200 percent. I used to pay \$300 a month in rent in the 80s and now I pay \$1,600 for my apartment in Newark. How can I afford to make my payments on my current salary?  There's a lot that I like about my job: I've gotten to talk to passengers from different parts of the country and the world. I've also met with artists, singers, rappers, and politicians.  Please vote to increase our wages to \$19 an hour in June so that workers like me can continue to keep Newark Airport ready, safe, and strong.  Thank you.	

ID	Timestamp	Email body	Notes
2018051115	3:44 PM	I work at jfk airport for ssp america as a cashier. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051116	4:11 PM	Dear Port Authority commissioners:	
		My name is <>. I've worked at Newark Airport – primarily as a skycap – for more than 30 years. Because I work as a skycap, I'm one of the first faces passengers see when they first come to the airport.	
		I check passengers' boarding passes, help them with seat-change requests, assist disabled passengers by calling wheelchair agents, and check-in individuals as well as large groups of people.	
		One of the best parts of my job is meeting not just celebrities, but also interacting with other interesting people every day. Just recently I met a woman who had been abused as a child but was very spiritual. We had a thoughtful and respectful discussion about our belief systems. While meeting people like that passenger makes my job so worthwhile, my paltry paycheck is not enough to sustain myself, my wife and our 14-year-old son.	
		The issue is, not every passenger tips. The tips also vary per day, per passenger, and it depends on whether it's peak season (like the summer months, where more folks are traveling).	
		Workers like me deserve more – we deserve a \$19-an-hour family-sustaining wage. The fact is, I keep people safe, not only because of my years of experience but because of the nature of my job. I've called the police when I've seen unattended bags or when I see an aggressive drive pulling up to the curbside; I've helped passengers who've fallen or who've otherwise needed assistance; I've also help diffuse physical altercations.	
		If there were inexperienced skycaps out here, the level of service would go from 10 to 1.	
		The fact is, having a living wage is about dignity. It means saving money for my son's college. It means putting money away	
2018051117	4:18 PM	I work atJFK airport for _SSP America as aBartender I've worked at the airport for1.5 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051118	4:25 PM	I work at JFK airport for Ssp America as a porter. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051119	5:29 PM	I work at jfk airport for paradies as a cashier. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051120	5:51 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Brand Associate at the iStore in Terminal 8. I've worked at the airport for 5 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051121	6:10 PM	I work at JFK airport for Paradies as a Sales Associate. I've worked at the airport for 3. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.  Respectfully, <>	
2018051122	6:38 PM	I work at JFK Airport for SKY CHEF as a DRIVER. I've worked at the airport for 2 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051123	8:17 PM	I work at LGA Airport for GATEGOURMET as a FOOD PRODUCTION. I've worked at the airport for 36 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051124	9:53 PM	I work at John F Kennedy Airport for Paradies Lagardere as a Brand Associate/Stock Clerk at the iStore in Terminal 8.I've worked at the airport for 5 years. I am a member of UNITE HERE Local 100.All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051125	10:59 PM	I work at JFK airport for SSP food experts as a cashier. I work at the airport for 2 years. I am a member of Unite Here Local 100. All Port authority workers deserve a fairways of \$19 an hour and we encourage the Port authority to approve this wage i	
2018051401	9:47 AM	Please see the attached correspondence. Thank you, Gregory S. Tabakman   Attorney at Law   Attorney Bio	One attachment
2018051402	2:09 PM	I work at JFK airport for. HMS HOST as a Line Cook. I've worked at the airport for 18 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051403	2:11 PM	I work at jfk airport for hms host as a runner. I've worked at the airport for 6years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051404	2:17 PM	I work at JFK airport for HMS HOST as a Cook. I've worked at the airport for 8 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051405	2:41 PM	I work at JFK airport for HMS Host as a food prep. I've worked at the airport for 10 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051406	2:54 PM	I work at JFK airport for hms host as a runner. I've worked at the airport for 11 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051407	3:48 PM	I work at JFK airport for HMS Host as a runner, I've worked at the airport for 17 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051408	4:20 PM	I work at John F. Kennedy airport for Starbucks as a barista. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051409	4:25 PM	I work at JFK airport for HMS Host as a cashier. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051410	4:36 PM	I work at JFK airport for HMS Host as a food prep. I've worked at the airport for 15 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051411	4:48 PM	I work at JFK airport for HMS host as a cashier. I've worked at the airport for 19 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051412	5:24 AM	I work at JFK airport for HMS HOST as a CASHIER. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051501	10:18 AM	I work at JFK Airport for the company HMS HOST for over 20 years. I am a member of UNITE HERE LOCAL 100.	
		I am of a firm commitment that Airport Workers deserved a wage of \$19.00 an hour and we grave Port Authority indulgence to approve this wage increase. This wage increase will help to achieve the following:	
		1) To cushion the ever rising cost of Living.	
		2) Create a longer term of stability in Jobs.	
		3) Improve the willingness of workers to perform Safety and security of our Airports	
		4) Improve work performance and enhance the dynamism to be proud to contribute to work ethics and norms of a good working relations between employers and Port Authority officials. and	
		5) Discouraged a high workforce turnover per company thus lessen a constant burden on the Port Authority ID section of administration.	
		All for your information and consideration.	
		Yours truly Employee of HMS	
2018051502	1:56 PM	I work at Newark airport for OTG as a cook. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051503	2:02 PM	I work at Newark airport for otg as a coo. I've been working at the airport for 4 years i am a member of unite here local 100. All airport workers deserve a fair wage of \$19 an hour.and we encourage the the port authority to improve the wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of the airport.	
2018051504	2:03 PM	I work at Newark airport for OTG as a Merchandiser. I've worked at the airport for 6 months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051505	2:04 PM	I work at Newark airport for OTG as a warehouse receiver. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051506	2:04 PM	I work at Newark airport for Otg as a porter. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051507	2:08 PM	I work at Newark Airport for 1 year as a warehouse receiver. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airport.	
2018051508	2:09 PM	I work at Newark airport for Otg as a Warehouse Receiver. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051509	2:09 PM	I work at newark airport for otg as a merchandiser I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051510	2:14 PM	I work at Newark airport for OTG as a Dishwasher. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051511	2:15 PM	I work at Newark airport for otg as a server. I've worked at the airport for 1 year. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051512	2:18 PM	I work at Newark airport for OTG as a Prep Cook. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051513	2:27 PM	I work at Newark for OTG as a Cook. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051514	2:27 PM	I work at Newark Airport for OTG as a server. I've worked at the airport for 1.5 years. I support the new Port Authority wage policy of \$19 per hour. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051515	2:36 PM	I work at Newark airport for OTG as a Cook. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051516	2:38 PM	I work at Newark Airport for OTG as a bartender. I've worked at the airport for 40 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051517	2:38 PM	I work at Newark airport for off. I've been working at the airport for 4 years. I am a member of unitehere local 100. all port autorty worker's deserve a fairwage of \$19 an hour and we encourage the the port authority wage increase.	

ID	Timestamp	Email body	Notes
2018051518	2:44 PM	I work at Newark airport for OTG as a Dishwasher. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051519	2:49 PM	I work at Newark Airport for Otg as a cook for 5 months I am a member of unite here like cal 100. All port authority workers deserve a fair wage of \$19 an hour and we encourage the port authority to approve this wage increase this wage increase will help create longer term stable jobs that will improve the safety and security of our airports	
2018051520	2:52 PM	I work at Newark airport for OTG as a Dishwasher . I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051521	2:55 PM	I work at Newark Airport for OTG as a gatehold server. I've worked at the airport for 1 year. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051522	2:55 PM	I work at Newark airport for OTG as a Dishwasher. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051523	3:00 PM	I work at Newark airport for OTG as a dishwasher. I've worked at the airport for 4 years. I am a member of unitehere local 100. All port authority workers deserve a fair wage of \$19 an hour. And we encourage the port authority to appeave this wwage.	
2018051524	3:02 PM	I work at Newark airport for OTG as a Cook. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051525	3:10 PM	I work at Newark airport for OTG as a Dishwasher I've worked at the airport for 5 Month, I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051526	3:10 PM	I work at Newark airport as a dishwasher for 4 years I am member of unitehere local 100  And all airport worker deserve a fair wage of \$19 an hour and we encourage the port authority to approve the wage increase.  This wage increase will help create longer term stable jobs that will improve the safety and security of our airport.	
2018051527	3:15 PM	I work at Newark airport for OTG as a server. I've worked at the airport for 2 1/2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051528	3:16 PM	I work at Newark airport for OTG as a _bartender I've worked at the airport for _6.5years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051529	3:16 PM	I work at Newark airport for otg as a cook. I've orkd for the report for 4 yrs. I am a memberof unitehere local 100. All of port Parker deserve a fair wage of \$9 an hour. And we encouragethe port authority to increase the wage.	
2018051530	3:16 PM	I work at Newark airport for OTG as a Porter . I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051531	3:29 PM	I work at Newark airport for OTG as a Bartender I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051532	3:32 PM	I work at Newark Airport for OTG as a prep cook. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051533	3:33 PM	I work at Newark airport for OTG as a Dishwasher I've worked at the airport for 3 Month. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051534	3:38 PM	I work at OTG as a dishwasher and I support the new port authority proposal of \$19 an hour.	
2018051535	3:41 PM	I work at Newark Airport for OTG as a server. I've worked at the airport for 6 months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051536	3:44 PM	I work at Newark airport for OTG as a Bartender. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051537	3:45 PM	I work at Newark Airport for OTG as a coom. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051538	3:46 PM	I work at Newark airport for OTG as a bartender. I've worked at the airport for 10 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051539	3:47 PM	I work at Newark airport for OTG as aserver I've worked at the airport for10 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051540	3:56 PM	I work at Newark Airport for OTG as a server. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051541	3:57 PM	I work at Newark airport for OTG as a bartender . I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051542	3:58 PM	I work at Newark Airport for OTG as a dish washer. I've worked at the airport for 4 Months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051543	4:02 PM	I work at Newark Airport for OTG as a cook. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051544	4:03 PM	I work at Newark Airport for OTG as a porter. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051545	4:09 PM	I work at Newark Airport for OTG as a cook. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051546	4:10 PM	I work at Newark Airport for OTG as a food runner. I've worked at the airport for 2 months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports	
2018051547	4:10 PM	I work at Newark airport for OTG as a cook. I've worked at the airport for 1 years. I am a member of UNITE HERE local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051548	4:12 PM	I work at Newark airport for OTG as a cook. I've worked at the airport for 5 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051549	4:13 PM	I work at Newark Airport for OTG as a bartender. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051550	4:16 PM	I work at Newark airport for OTG as a Cook. I've worked at the airport for 2 Months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.  Thank You , <>	

ID	Timestamp	Email body	Notes
2018051551	4:17 PM	"I work at Newark airport for OTG as a cook I've worked at the airport for5 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve	
2018051552	4:19 PM	I work at Newark Airport for OTG as a porter. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051553	4:20 PM	I work at Newark Airport for OTG as a Gatehold server. I've worked at the airport for six months .I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airport.	
2018051554	4:21 PM	I work at Newark Airport for OTG as a cashier. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airport.	
2018051555	4:27 PM	I work at Newark Airport for OTG as a cashier. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100.  All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051556	4:29 PM	I work at Newark Airport for OTG as a porter. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051557	4:29 PM	I work at Newark airport for OTG as a server. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051558	4:33 PM	I work at newark airport for OTG Management as a gatehold server. I've worked at the airport for 1 year. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051559	4:39 PM	I work at Newark Airport for OTG as a line cook. I've worked at the airport for 1 year. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051560	4:41 PM	I work at Newark airport for OTG as a runner. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018051561	4:43 PM	I work at Newark airport for OTG as Server I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051562	4:57 PM	I work at Newark airport for OTG as a Host. I've worked at the airport for 8 months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051563	5:12 PM	I work at Newark airport for OTG as a Cook. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051564	5:14 PM	I work at Newark Airport for OTG as a cook. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051565	5:15 PM	I work at Newark airport for OTG as a cook I've worked at the airport for 5 month. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051566	5:21 PM	I work at Newark airport for OTG as a Cook. I've worked at the airport for 9 month. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051567	5:28 PM	I work at Newark airport for OTG as a cook. I've worked at the airport for 6 month. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051568	5:29 PM	I work at Newark airport for OTG as cook. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051569	5:38 PM	I work at Newark airport for OTG as a Cook. I've worked at the airport for 1years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051570	5:42 PM	I work at Newark airport for OTG as a cook. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051571	9:23 PM	I work at newark airport for otg as a cook 2 I've been working for the airport for 1 year and 2 months I am a member if local 100 all airport workers deserve a fair wage of 19 dollars an hour I am very happy now	

ID	Timestamp	Email body	Notes
2018051572	9:53 PM	I work at Newark Airport for OTG as a host/cook. I've worked at the airport for 9 months. I am a member of of UNITE HERE Local 100. All Port Authority deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018051601	9:45 AM	I work at Newark Airport for OTG as a cook. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase	
2018051602	6:42 PM	I work at Newark airport for OTG Management as a Pastry chef. I've worked at the airport for 1 year and 5 months. I support the new port authority wage policy for \$19 hour. My current wage is 15\$. An increase to 19\$ Will make it more likely that I continue to work at OTG for the long term. I look forward to continuing to provide excellent customer service at Newark Airport. 2	
2018051701	5:07 AM	I work at Newark airport for OTG as a server/bartender. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018051702	1:13 PM	I work at Jfk Airport for Sky Chefs as a customer service rep. I've worked at the airport for 28 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051703	1:29 PM	I work at Jfk Airport for acts as a security agent I've worked at the airport for 17 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051704	2:19 PM	I work at Jfk Airport for Sky Chefs as a customer service rep. I've worked at the airport for 28 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051705	2:49 PM	I work at Jfk Airport for Sky Chefs as a Driver. I've worked at the airport for 11 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051706	2:58 PM	I work at Jfk Airport for Sky Chefs as a driver. I've worked at the airport for 17 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051707	3:32 PM	I work at Jfk Airport for Sky Chefs as a utility worker. I've worked at the airport for 5 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	

ID	Timestamp	Email body	Notes
2018051708	3:38 PM	I work at Jfk Airport for Sky Chefs as a cook I've worked at the airport for 22 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs	_
		that will improve our lives and create better airports for passengers.	
2018051709	3:57 PM	I work at Jfk Airport for Sky Chefs as a utility worker. I've worked at the airport for 7 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051710	4:07 PM	I work at jfk Airport for Sky Chefs as a cold food prep. I've worked at the airport for 4 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051711	6:10 PM	I work at Jfk Airport for Sky Chefs as a customer Service rep I've worked at the airport for 28 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051712	6:18 PM	I work at Jfk Airport for Sky Chefs as a customer service rep . I've worked at the airport for 32 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051713	6:21 PM	I work at Jfk Airport for Sky Chefs as a customer service rep . I've worked at the airport for 1 year. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018051801	1:15 AM	I work at Jfk Airport for Sky Chefs as a cold food prep. I've worked at the airport for 11 years. I support the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018052101	6:58 AM	I strongly support paying a living wage of \$15 an hour to Port Authority workers. I'm sure you know the arguments for it as well as I, so I won't bother to list them.  <>	
2018052102	7:08 AM	I urge the PA to raise the minimum wage for airport workers. They deserve a living wage and to be treated with dignity and respect. It will benefit ALL of society <>	
2018052103	7:19 AM	I support the proposed wage hike for workers at NewarkAirport. <>	

ID	Timestamp	Email body	Notes
2018052104	7:36 AM	Airport workers deserve higher wages. Please approve the higher wage package.	
2018052105	7:57 AM	Please support the wage proposal for employees at Newark airport. These employees are dedicated and with their hard work make Newark airport a more desirable place to fly in and out of. The current wage rate is an insult to their work. The airlines would never be as profitable as they are if it were not for the customers coming to the airport and we come their because of the services that we get from these employees. Everyone should be able to earn a living that allows them to provide suitable housing, food, clothing and medical insurance for themselves and their family. The current rate does not allow for this to happen. Please realize this and vote to increase the rate to a "livable" rate. Thank you for your consideration on this issue.	
2018052106	8:42 AM	Please support the wage hike. It makes good economic and humanitarian sense!! <>	
2018052107	8:53 AM	I wish to convey my support for the new proposals for wage increases at the Port Authority of NY and NJ. It's about time that this is being done! Please register my vote. Thank you. Sincerely <>, a concerned citizen	
2018052108	9:29 AM	For the sake of both personal livelihood and productivity, please do the right thing!	
2018052109	9:39 AM	Airport workers did a phenomenal job and a tremendous help in assisting with my travels. They were efficient, polite and professional. Their wage increase should be made without any hesitation.	
2018052110	10:31 AM	Good afternoon, I am 100% FOR the wage increase for the workers of The Port Authority of NY and NJ. And the sooner the better!	
2018052111	10:35 AM	I am writing in support of increasing the wages of workers at Newark Liberty Airport. NJ is a an incredibly expensive state to live and increasing wages will help these workers and their families gain access to a better life. Further, increasing their wages will also provide a number of positive outcomes for employers, including increased productivity and employee retention. Finally, it will bring the wages of employees at NJ Port Authority properties in parity with those who work on similar Port Authority properties in New York.  A living wage makes economic sense, creates a better life for workers and is good public policy.	
		Please vote in favor of giving these low wage workers access to the middle class.  Thank you.	
2018052112	11:22 AM	RAISE THE WAGES!!!!	
2018052113	11:42 AM	I fully support the wage increase proposed providing promotions and increases are based on merit and not tenor and employers can dismiss workers who do not perform up to expectations.	
2018052114	12:06 PM	I work at jfk airport for America airlines a floor attendant for 2 years. I AMA member of unitehere local 100. All port authority workers deserve a fair wage of \$ 19. An hour and we encourage the port authority to approve this wage increase this increase will help create longer term. Stable jobs that will improve the safety and security of our airport.	
2018052115	12:13 PM	I work at jfk airport for Sodexo American Airlines I've been working here for 6 years I am a member of unite here local 100 all port authority deserve a fair wage of 19 dollars an hour I'm so very happy	
2018052116	12:21 PM	I work at JFK airport for sodexo American airlines. I am a member of ynitehere local 100. All port authority workers deserve a fair wage of \$19 an hour and we encourage the port authority to approve this wage increase this wage increase will help create longer tern stable jobs that will improve the safety and security of our airport	

ID	Timestamp	Email body	Notes
2018052117	12:28 PM	I work at Terminal 8 airport for SODEXO as an attendant. I've worked at the airport for 4 months. I am a member of UNITE HERE local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018052118	12:32 PM	I agree with the proposed minimum wage increase for Newark airport workers, and hope you'll vote it into law immediately!  Thank you,  A Sincere Newark Resident  Powered by Cricket Wireless	
2018052119	12:32 PM	I work at jfk airport sodexo American Airlines as a cook. I am a member of local 100. AL port authority workers deserve a fair wage increase. This wage increase will help create longer tern stable jobs that will improve the safety and and security of our airport.	
2018052120	12:44 PM	I work at Sodexo American Airlines as a cook for 3 years I am a member of unite here local 100 all port authority workers deserve a fair wage policy of \$19 an hour and we encourage the port authority to approve this wage increase this wage increase will help create longer term stable jobs that will improve the safety and security of our airports	
2018052121	1:11 PM	I work at jfk airport for Sodexo American Airlines I've been working for the airport for 7 months I am a member of unitehere local 100 all port authority workers deserve a fair wage of \$19 an hour. We encourage the port authority to approve this wage increase. This wage increase will help create longer term stable jobs that that will improve the safety and security of our airport	
2018052122	1:20 PM	I work at JFK Terminal 8 Airport for Sodexo as a Waitor. I've worked at the airport for 1 year. I ama member of Unite Here Local 100. ALL port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and security of our airports.	
2018052123	1:31 PM	Great Job PA on the wage hike for A/C at EWR	
2018052124	1:37 PM	I work at JFK airport for side so American airlines. I am a member of unitehere local 100. All port authority worker deserve a fair wage of \$19 an hour. And we encourage the port authority to approve this wage. This increase wage help create longer term stable jobs that will improve the safety and security of our airport	
2018052125	3:55 PM	I am writing to support the proposed wage hike for airport workers. We should be doing everything we can to provide jobs with wages that people might be able to support themselves and their families. The latest ALICE study by United Way shows that in NJ, 41% of NJ households are among the working poor. That is just shameful. It is also frightening to me to think that those with access to our airports and airplanes, extremely sensitive areas, are paid so little, that they might be tempted to look the other way or let things slide. Please consider providing a decent wage for these workers. Thank you.	
2018052126	6:17 PM	I am writing to encourage you to vote yes on a wage hike for airport and Port authority workers. They are ridiculously underpaid for the work that they do. Their work is important and they deserve a living wage.  Sincerely	

Support a raise to all Newark Liberty international Airport workforce. It's a disgrace that they are not paid a fair wage. Even at 51s an hour isn't the best but these people need to provide for their families. The cost of living is ridiculously too high for just a family of 4 in NJ with a high School education. These people will never get out of poverty. No less afford to live in an apartment. When people bring home a decent paycheck, they are happle in their job. They feel they can contribute to society. They are society more active, greeting their clients, passengers with a smile and respect. These are the skills that we support to a nation in our schools.    Support the proposed wage hike for airport workers. I travel a lot and feel that these workers deserve a living wage.   Sincerely	ID	Timestamp	Email body	Notes
Just a family of 4 in NJ with a high School education. These people will never get out of poverty. No less afford to live in an apartment. When people bring home a decent paycheck, they are happier in their job. They feel they can contribute to society. They are socially more active, greeting their clients, passengers with a smile and respect. These are the skills that we support as a nation in our schools.  2018052128 9:16 PM I support the proposed wage hike for airport workers. I travel a lot and feel that these workers deserve a living wage.  2018052201 5:58 AM Authority Commissioners, I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely.  2018052202 9:47 AM On may 24 The Star Ledger editorial board had an article which is quoted from below:  "When Henry Ford invented the Five Dollar Day - twice the factory norm for its time - it wasn't because he wanted his workers to buy Model Ts, as legend has it. He did it because his employee turnover rate in 1913 was a gobsmacking 370 percent, and absenteeism on the Ford production line ran about 10 percent. That means he had to hire \$2,000 workers each year just to maintain a workforce of 13,600 employees.  One year later, Ford added \$2.50 in profit sharing to the \$2.50 daily wage, and the result was an industrial powerhouse. The time it took for workers to build one car dropped from 12.5 hours to 93 minutes."  When management stops perceiving Labor as a liability and invests in it as an asset, it will find that penny-wise is pound foolish. If wages increase, your operation will run more efficiently.  Thank you for your consideration.  Sincerely.  John PM 2000 airport workers like me, and make our a	2018052127	6:38 PM	I support a raise to all Newark Liberty international Airport workforce. It's a disgrace that they are not paid a fair wage. Even	
apartment. When people bring home a decent paycheck, they are happier in their job. They feel they can contribute to society. They are socially more active, greeting their clients, passengers with a smile and respect. These are the skills that we support as a nation in our schools.  2018052128 9:16 PM I support the proposed wage hike for airport workers. I travel a lot and feel that these workers deserve a living wage.  2018052201 5:58 AM Authority Commissioners,  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic 519 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.  Sincerely.  2018052202 9:47 AM On may 24 The Star Ledger editorial board had an article which is quoted from below:  "When Henry Ford Invented the Five Dollar Day - twice the factory norm for its time - it wasn't because he wanted his workers to buy Model Ts, as legend has it. He did it because his employee turnover rate in 1913 was a gobsmacking 370 percent, and absenteesino not her ford production line ran about 10 percent. That means he had to hire 52,000 workers each year just to maintain a workforce of 13,600 employees.  One year later, Ford added \$2.50 in profit sharing to the \$2.50 daily wage, and the result was an industrial powerhouse. The time it took for workers to build one car dropped from 12.5 hours to 93 minutes."  When management stops perceiving Labor as a liability and invests in it as an asset, it will find that penny-wise is pound foolish. If wages increase, your operation will run more efficiently.  Thank you for your consideration.  Sincerely.  Dear Board Members,  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airp			at \$15 an hour isn't the best but these people need to provide for their families. The cost of living is ridiculously too high for	
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			and make our amports ready, sale, and strong:	
			Sincerely	
	2018052204	9:54 AM		
our trips easier.				

ID	Timestamp	Email body	Notes
2018052205	9:56 AM	Dear Board Members,	
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		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018052206	9:57 AM	Dear Board Members,	
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2018052207	9:58 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018052208	10:01 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018052209	11:25 AM	I work at Newark airport for Mediterranean Bistro as a cook.I've worked at the airport for 4 years. I am a member of Unite	
		Here Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to	
		approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of	
		our airports. 🛚	
2018052210	12:05 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052211	12:13 PM	I work at Newark airport form Mediterránean Bistro as a Cashier. I've worked at the airport for 4years. I AM a member of	
		UNITE HERE Local 100.All Portal Authority worked deserve a favor este of 19 antes hours and we encourage the Port Authority	
		todo approve this wage increase. This wage increase Will help create longer term jobs that will improve the safety and	
		Security of our airports".	
2018052212	12:23 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052213	12:29 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052214	12:44 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052215	12:49 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052216	12:57 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052217	12:59 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		Thanks for the raise, it will help me a lot to pay my bills.	
		Thank you and God Bless.	
2018052218	12:59 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. It will help with my family a lot. Please pass the proposed \$19/hour wage to lift up	
		40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052219	3:11 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052220	3:25 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052221	9:54 PM	I support airline workers	
2018052301	6:35 AM	As a frequent flyer at Newark-Liberty I support the wage hike being considered. Better service will result from better paid	
		workers.	
2018052302	8:48 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at EWR, JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like	
		me, and make our airports ready, safe, and strong!	
		Tengo 5 aNos trabajando en Newark Airport. Hago limpieza de terminal. tengo que hacer dos trabajos para poder pagar mis	
		billes.	
2040052202	0.40.414	necesitamos el aumento!	
2018052303	8:49 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at EWR. I work at two jobs at the airport, prime flight aviation, and abm, I love working here because it is very convenient	
		for me and a raise would definitely be needed and would very much be appreciated. Please pass the proposed \$19/hour wage	
		to lift up 40,000 airport workers like me, and make our airports safe, and strong!	
2018052304	8:52 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at EWR, JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like	
		me, and make our airports ready, safe, and strong! As a airport employee, I need to see to more action into helping airport	
		employee's instead of overworking them.	

ID	Timestamp	Email body	Notes
2018052305	10:09 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airports. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		(I am sending this from my union representative's email address)	
2018052306	10:13 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		Este dinero va a permitir me cubrir mis gastos medicos y la escuela de mis hijos.	
2018052307	10:16 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		Es bueno por que ayuda con los gastos en general de mi familia. El Costo de la vida es muy alto , gastos basicos por ejemplo	
		gasolina , renta de casa, etc.	
		Estoy usando el correo electronico de mi representante syndical por que no tengo computadora	
2018052308	10:30 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		and make our disposed sealing and one of great	
		With \$19 I will be able to pay my rent and support my family. At least I believe I will be able to save a little bit with that kind of income.	
2018052309	11:48 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052310	12:47 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
2018052311	12:52 PM	and make our airports ready, safe, and strong!  I am an airport worker at Newark Airport and I work hard to support my family. A \$19/hour wage is important to me because	
2018032311	12.32 FIVI	we need better jobs at JFK, LaGuardia, & Newark Airport. My wife is currently sick and cannot work. This will help me take of	
		her and our five children, especially the little ones that are 5 and 11 years old. It will also help us get access to services for our	
		son who has autism. It will also put us in a better position to find a better place to live. They just cut food stamps, so it has	
		been hard for us to get food. This will help me buy food for my family.	
		Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and	
		strong!	
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ID	Timestamp	Email body	Notes
2018052312	12:53 PM	I am a wheel chair agent at Newark Airport and I work hard to support my family.  I have a 19-month-old son, and the wage increase will help me better support him, and save for the future. To earn a family-sustaining wage is always an incentive to do better, to go the extra mile, to know there's more on the horizon.  Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me in New York and New Jersey, and make our airports ready, safe, and strong!	
2018052313	1:03 PM	I am a security officer and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Right now I work 2 jobs to support my family. If I make \$19/hour I will not need to work 2 jobs and I can focus on doing a good job at the airport.  I have worked at Newark for 6 years. If I make \$19/hour I will stay working at the airport. My experience as a security officer will help keep passengers safe.	
		Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052314	1:07 PM	I've worked as a cleaner for Terminal C for 18 years. I earn only \$10.45 an hour. That's not enough to pay for food, rent, and to send money to my family in Ecuador.  A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052315	2:22 PM	I've been a wheelchair assistant at Newark Airport for 14 years. I now make \$10.45 an hour. A salary increase to \$19 would help me pay for school. I'd like to study telecommunications.	
		Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052316	2:26 PM	I am a hard-working, single parent and I work hard to support my family. A \$19/hour wage is important to me because I'm a single mother who has to provide gas, wash clothes, pay bills, school fees and extra activities for my family! We need better jobs at JFK, LaGuardia, & Newark Airport and I NEED an opportunity to be heard and have a better quality of life for ME and MY FAMILY! Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	

Jobs at JFK, LaGuardia, & Newark Airport. The wage increase will help me live a better life and help me support my grandchildren. I want to be move close to my grandson and that will help a lot. I would definitely stay on the job longer as a warehouse worker if I received a wage.  Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and stronal.  1018052318  2:32 PM  Vew worked as a material handler for Newark Airport for close to two years. I may only \$10.70 an hour. The increase in salary to \$19 an hour would provide a better quality of life for me, and my three children, ages 12, 8, and 4. I'll be able to pay for their childcare.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and stronel.  2018052319  2:40 PM  Ve been a materials handler at Newark Airport for eight months. I just got a promotion, so I make \$12 an hour. But I'm here to say! support \$19 an hour for me and all my colleagues.  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my mom and my fiancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strone!  2018052320  2:44 PM  Ve been a materials handler for eight months now at Newark Airport. I make only \$10.70 an hour. An increase to \$19 an hour would mean everything to me. It means I can pay my light, gas, water and car bills on time. I'm single, so I can only depend on myself to pay for everything.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important	ID	Timestamp	Email body	Notes
grandchildren. I want to be move close to my grandson and that will help a lot. I would definitely stay on the job longer as a warehouse worker if I received a wage.  Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and stronal  2018052318  2:32 PM  Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and stronal  1 we worked as a material handler for Newark Airport for close to two years. I may only \$10.70 an hour. The increase in salary to \$19 an hour would provide a better quality of life for me, and my three children, ages 12, 8, and 4. I'll be able to pay for their childcare.  1 am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052319  2:40 PM  Pro been a materials handler at Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my morn and my flancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052320  2:44 PM  Pro been a material handler for Newark Airport. Please pass the proposed \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport	2018052317	2:30 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
Warehouse worker if I received a wage.  Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052318  2:32 PM  I've worked as a material handler for Newark Airport for close to two years. I may only \$10.70 an hour. The increase in salary to \$19 an hour would provide a better quality of life for me, and my three children, ages 12, 8, and 4. I'll be able to pay for their childcare.  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052319  2:40 PM  I've been a materials handler at Newark Airport for eight months. I just got a promotion, so I make \$12 an hour. But I'm here to say I support \$19 an hour for me and all my colleagues.  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my mom and my fiancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052320  2:44 PM  I've been a materials handler for neward and the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  I've been a materials handler for eight months now at Newark Airport. I make only \$10.70 an hour. An increase to \$19 an hour would mean everything to me, It means I can pay my light, gas, water and car bills on time. I'm single, so I can only depend on myself to pay for everything.  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  20180523221  2:56 PM  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 ai			jobs at JFK, LaGuardia, & Newark Airport. The wage increase will help me live a better life and help me support my	
Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052318 2:32 PM			grandchildren. I want to be move close to my grandson and that will help a lot. I would definitely stay on the job longer as a	
2018052318 232 PM 232 PM 232 PM 232 PM 233 PM 233 PM 233 PM 234 PM 235 PM 235 PM 235 PM 236 PM 236 PM 237 PM 237 PM 238 PM 248 PM 248 PM 248 PM 248 PM 248 PM 258 P			warehouse worker if I received a wage.	
2018052318 232 PM 232 PM 232 PM 232 PM 233 PM 233 PM 233 PM 234 PM 235 PM 235 PM 235 PM 236 PM 236 PM 237 PM 237 PM 238 PM 248 PM 248 PM 248 PM 248 PM 248 PM 258 P				
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232 PM   Vew worked as a material handler for Newark Airport for close to two years. I may only \$10.70 an hour. The increase in salary to \$19 an hour would provide a better quality of life for me, and my three children, ages 12, 8, and 4. I'll be able to pay for their childcare.    I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong! I've been a materials handler at Newark Airport for eight months. I just got a promotion, so I make \$12 an hour. But I'm here to say I support \$19 an hour for me and all my colleagues.  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my mom and my fiancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  244 PM   Ve been a materials handler for eight months now at Newark Airport. I make only \$10.70 an hour. An increase to \$19 an hour would mean everything to me. It means I can pay my light, gas, water and car bills on time. I'm single, so I can only depend on myself to pay for everything.  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  I am employed by Do&Co. I work as a cold prep cook. I love my job preparing food for the airlines. It is not very easy working in the cold but some one must do it. New York is very expensive for the everyday worker. It would help if we recieved a higher rate of pay.  2018052322   3:05 PM   I am an airport worker and I work hard to support my family. A \$19/hour wage is imp				
to \$19 an hour would provide a better quality of life for me, and my three children, ages 12, 8, and 4. I'll be able to pay for their childrare.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2:40 PM  I've been a materials handler at Newark Airport for eight months. I just got a promotion, so I make \$12 an hour. But I'm here to say I support \$19 an hour for me and all my colleagues.  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my mom and my fiancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2:44 PM  I've been a materials handler for eight months now at Newark Airport. I make only \$10.70 an hour. An increase to \$19 an hour would mean everything to me. It means I can pay my light, gas, water and car bills on time. I'm single, so I can only depend on myself to pay for everything.  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2180523221  2:56 PM  I am employed by Do&Co. I work as a cold prep cook. I love my job preparing food for the airlines. It is not very eay working in the cold but some one must do it. New York is very expensive for the everyday worker. It would help if we recieved a higher rate of pay.  2018052322  3:05 PM  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because rent is too high; 'm fighting now to be at eviction; 10.45 in't enough and I work 16 ext	2018052318	2:32 PM		
their childcare.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2:40 PM  2:40 PM  2:40 PM  2:40 PM  2:40 PM  3:40 PM  4:50 PM  2:40 PM  4:50 PM  4:50 PM  4:50 PM  4:50 PM  4:50 PM  4:50 PM  5:50 PM  4:50 PM  5:50 PM  6:50 PM				
jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052319  2140 PM  1/ve been a materials handler at Newark Airport for eight months. I just got a promotion, so I make \$12 an hour. But I'm here to say I support \$19 an hour for me and all my colleagues.  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my mom and my fiancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready. safe, and strong!  2018052320  2144 PM  1 ve been a materials handler for eight months now at Newark Airport. I make only \$10.70 an hour. An increase to \$19 an hour would mean everything to me. It means I can pay my light, gas, water and car bills on time. I'm single, so I can only depend on myself to pay for everything.  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready. safe, and strong!  1 am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready. safe, and strong!  2018052321  2018052322  3.05 PM  1 am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because went is too high; I'm fighting now to beat eviction; 10.45 isn't enough and I work 16 extra hours a week to meet basic needs with 1 day off. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and			· · · · · · · · · · · · · · · · · · ·	
jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!  2018052319  2140 PM  1/ve been a materials handler at Newark Airport for eight months. I just got a promotion, so I make \$12 an hour. But I'm here to say I support \$19 an hour for me and all my colleagues.  A \$19 wage an hour would mean a lot. It would mean I'd be able to pay my utilities on time, and have a better quality of life for myself, my mom and my fiancé.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready. safe, and strong!  2018052320  2144 PM  1 ve been a materials handler for eight months now at Newark Airport. I make only \$10.70 an hour. An increase to \$19 an hour would mean everything to me. It means I can pay my light, gas, water and car bills on time. I'm single, so I can only depend on myself to pay for everything.  I am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready. safe, and strong!  1 am an airport worker and I work hard to support my family. A \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready. safe, and strong!  2018052321  2018052322  3.05 PM  1 am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because went is too high; I'm fighting now to beat eviction; 10.45 isn't enough and I work 16 extra hours a week to meet basic needs with 1 day off. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and				
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2018052323	3:16 PM	I've worked as a cleaner for four years making only \$10.45 an hour. It's hard to save money and live comfortably on my salary.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052324	3:21 PM	I've worked as a cleaner for six years. My salary is \$10.45 an hour. A family-sustaining wage of \$19 an hour would help me save money for my two children. One of my children is in college, and that's expensive.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052325	4:16 PM	I am an airport worker and I work hard to support my son. A \$19/hour wage is important to me because I want to save money to increase the quality of my son's life. We need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052326	4:17 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. The \$19 would help me pay for better health insurance, rent, and bus card. The rent prices keep going up, and the bus card too.  I am an escort at the airport. \$19/hour would make this a good job.	
		Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052401	9:09 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052402	9:13 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052403	9:14 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052404	9:16 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052405	9:17 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	

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2018052406	9:19 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052407	9:21 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052408	9:33 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018052409	9:36 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		(my union rep helped me fill out this form, I don't have an email)	
2018052410	9:40 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052411	9:42 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052412	9:50 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		(my union rep helped me fill out the form because I don't have an email)	
2018052413	9:53 AM	I've worked as a cleaner for over 10 years at JFK airport. I earn \$13 an hour. An increase to \$19 an hour would greatly improve	(
		my quality of life. I not only support myself, I donate money to my church and I also help my brother who needs wheelchair	
		assistance, and my sister, who's not working. A family-sustaining family means I'll be able to support my family more easily.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052414	9:59 AM	I've worked for almost five years as a cleaner at JFK. I'm currently making \$13 an hour. My husband and I are saving money fo	
		our youngest son to go to college, and a wage increase to \$19 an hour would be a huge help.	
		My work deserves better pay.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052415	10:48 AM	I work at Terminal 2 at JFK as a security officer. I work hard to support my family. A \$19/hour wage is important to me	
		because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000	
		airport workers like me, and make our airports ready, safe, and strong!	
2018052416	11:08 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052417	11:09 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052418	11:10 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052419	11:11 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052420	11:13 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		My union rep helped me fill out this form, I don't have an email.	
2018052421	11:15 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		and make our amporto reday) out of and out ong,	
		My union rep helped me fill this out, because I don't have an email.	
2018052422	11:16 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052423	11:17 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		My union rep helped me fill this form out, because I don't have an email.	
2018052424	11:19 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052425	11:19 AM	I've been a cleaner at JFK for two years now, making \$13 an hour. A salary increase would greatly improve my quality of life.	
		, , , , , , , , , , , , , , , , , , , ,	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		and make our disports ready, safe, and strong:	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052426	11:22 AM	For the last four years, I've worked as a cleaner at JFK making \$13 an hour. I support my wife and my mother. It would greatly	
		improve mine and my family's quality of life if I earn more money.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052427	11:23 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052428	11:31 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052429	11:39 AM	I've worked as a janitor at JFK since June last year. If my pay increases from \$13 to \$19 in the next five years, I'll be able to	
		save more and put more food on the table.	
		I am an airport worker and I work hard to support myself and my wife. A \$19/hour wage is important to me because we need	
		better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers	
		like me, and make our airports ready, safe, and strong!	
2018052430	11:41 AM	I've worked as a cleaner at JFK since September from last year.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052431	11:48 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		This way, I can spend more time with my family instead of having to do overtime to get by.	
2018052432	11:49 AM	I've worked at JFK as a security officer for 12 years.	
		The wage increase to \$19 means I wouldn't have to stress out about paying bills on time. I'd be able to afford more food on	
		the table and I wouldn't have to worry about late fees for different bills.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052433	2:18 PM	I've worked as a baggage handler for JFK for seven years, making \$13 an hour. The wage increase to \$19 is a good start.	
		It'll help boost our workforce since younger people looking for jobs will be attracted to the higher wage.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052434	2:21 PM	I've been a baggage handler at JFK since 2011. The salary boost would help me provide for my wife and our two-year-old	
		daughter.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
2018052435	2:40 PM	and make our airports ready, safe, and strong!  I've worked at JFK as a security guard for four years, earning \$13 an hour. The wage increase would help me save money for	
2018052435	2:40 PIVI		
		my children's' college expenses.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052436	2:51 PM	I am a cleaner at JFK for 16 years. The \$19 increase would give me a better quality of life and the ability to pay my bills on	
		time.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052437	2:51 PM	I have been a wheelchair assistant at JFK Airport for the last year. I work hard to support my family. A \$19/hour wage is	
		important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage	
		to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052438	2:54 PM	I've worked at JFK for four years as a cleaner, making \$13 an hour. The cost of living is too high, and this increase will help me	
		be less stressed about my bills.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052439	2:57 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		These increases help the workers to support their families everyday and to pay their bills on time. Having more money makes	
		it so I don't have to worry about my job everyday. With these increases, it's helping us and our families to have a better life.	
		We don't have to work 2-3 jobs to make ends meet and we spend more time with our family.	
		we don't have to work 2.5 jobs to make that meet and we spend more time with our family.	
		(I don't have an email address. This has been emailed by my union representative)	
2018052440	3:05 PM	I am a wheelchair attendant at JFK Airport worker and I work hard to support my family. A \$19/hour wage is important to me	
		because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000	
		airport workers like me, and make our airports ready, safe, and strong!	
2018052441	3:06 PM	I've been a wheelchair assistant at JFK for 12 years, currently making \$13 an hour. The increase to \$19 would help me save	
		money for my two children to go to college.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052442	3:09 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		We need more manay to now our bills. I have an autistic day of the will halo me now bills for her. Dight now need a	
		We need more money to pay our bills. I have an autistic daughter and this will help me pay bills for her. Right now people leave because they don't make enough money, the income is too small. If we made more, more people would stay.	
		leave because they don't make enough money, the income is too small. If we made more, more people would stay.	
2018052443	3:09 PM	I have been a security officer at JFK Airport worker since 2002 and I work hard to support my family. A \$19/hour wage is	
		important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage	
		to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052444	3:14 PM	I am have been a security officer at JFK Airport for five years and I work hard to support my family. A \$19/hour wage is	
		important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage	
		to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		(I am using my union representative's email address because I don't have a personal email address)	
2018052445	3:15 PM	I've worked at JFK for a year, making \$13 an hour. An increase to \$19 over the next five years means I'll more easily be able to	
		pay my bills.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052446	3:17 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		The cost of living is high, the standard of living is dropping and to sustain ourselves we need to have a raise. I've been working at the airport for thirteen years and its difficult to maintain myself and family. We live only on basics. I will be able to enjoy a better standard of living for me and my family if the wages go into effect. Now I have to take any overtime available just to make ends meet which leaves me with very little time with my family. I hope to be able to see them more now when we get the wage increase.	
		(I don't have an email. This was sent in through my union representative).	
2018052447	3:18 PM	l've been a security officer at JFK for almost a year, making \$13 an hour. A salary increase means I could pay off my school loans as well as other bills that have piled up. And I'll be able to save. Living paycheck to paycheck to make ends meet has not been easy.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052448	3:19 PM	I am a janitor at JFK Airport. I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052449	3:23 PM	I've worked as a security officer at JFK for the past 12 years. The wage increase would help me tremendously.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		Thank you.	
2018052450	3:24 PM	*I don't have an email. A communications representative from my union sent this email on my behalf.  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		I've been working at the airport for 6 years. \$19 would allow me to pay my bills, NY is very expensive. It would help support my family. For \$19 workers will stay in the airport and want to work there. The money will be enough to maintain a family.	
		(I don't have an email address. This is being sent in by my union representative)	
2018052451	3:27 PM	I am a building cleaner at JFK Airport. I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052452	3:30 PM	My name is Rockey Ramberan, I've worked as a security officer for more than 12 years. A wage increase would help me and my wife pay off the loan on our family car and help us pay our bills on time.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		Thank you!	
2018052453	3:32 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		I'm a single mother and I work 13 hours a day including a second job on my day off. At \$19 I'll be able to spend more time with my daughter who is 16 years old.	
		For the airport, people will want to keep their job and people will take more pride in what their doing - everyone will want a \$19 an hour unionized job.	
2018052454	3:33 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		Soy madre soltero y tengo 16 años trabajando en JFK. Necesito fortalecer mi familia!	
		Estoy usando el correo electronico de mi representante syndical.	
2018052455	3:44 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
		\$19 is going to mean so much to me. As a single mother supporting a child going to college I need as much support as I can get from my job so that we could make a better life. I've been working at the airport for 1 year now and I see that its very hard for us to survive on \$13 an hour minimum wage. Some people have to be doing 2-3 jobs to make ends meet. This would allow us to put struggles behind and people can live a little more comfortably.	
2018052456	3:45 PM	I've worked at JFK as a cabin cleaner for less than a year, and I make \$13 an hour.	
		My daughter is heading to college now, and even though she has scholarships, I'm still expected to pay for part of her schooling. The \$19 wage would mean I could save for her college, and maybe even save to own a home in the future!	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018052457	3:48 PM	I have been a security officer at JFK Airport for four years and I work hard to support my family. A \$19/hour wage is important	
		to me because we need better pay at JFK, LaGuardia, & Newark Airports. It'll encourage more workers to stay on the jobs	
		longer; less turnover means a safer, more secure airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport	
		workers like me, and make our airports ready, safe, and strong!	
2018052458	5:03 PM	I am a wheelchair assistant at JFK Airport where I have worked for 10 years. I work hard to support my family. A \$19/hour	
		wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airports. Please pass the proposed	
		\$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018052459	5:05 PM	I've worked as a baggage handler for five years and now make \$13 an hour. A salary boost to \$19 means I could better take	
		care of my mom, who's a senior, and my dog, who's diabetic.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052460	5:18 PM	I've worked as a cleaner at JFK for 15 years. I have a wife and three kids, and an increase to \$19 would mean a better quality	
		of life for us and more economic security for them.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018052461	5:24 PM	After 18 years working as a cleaner at JFK, a \$19-an-hour salary is progress. And it's a good motivator to continue working	
		hard. It'll feel good to have a little money to save for myself.	
		I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		*My union translated this message from the original Spanish.	
		*A communications representative from my union sent this via her email because I don't have an email address.	
2018052462	8:04 PM	The PANYNJ Wage increase resolution is understandable in this current national political environment.	
		But imposing a 52% pay-rate increase on an operator within an 18 month window is exorbitant (for EWR Operators.)	
		With the PANYNJ demanding street pricing on its operators, how is the operator supposed to be profitable much less stay in	
		business. I can understand the bigger companies with their corporate profits soaring in the billions, but the little operators	
		(subcontractors, independent concessionaires, third party providers) that just want to pay their bills and try to put their kids	
		through school, this may result in some of them being forced to close their doors and lay off the very people this is supposed	
		to help. Everyone knows \$15 an hour is coming, but if it happens overnight it could adversely affect everyone.	
2018052501	8:29 AM	I work at Newark airport for Hudson News as a Sales Representative. I've worked at the airport for 1 year and half. I am a	
		member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port	
		Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and	
		security of our airports.	

ID	Timestamp	Email body	Notes
2018052502	8:30 AM	I work at LaGuardia airport for OTG as a prep/line cook I've worked here for 2 year i am a member of UNITE HERE local 100.	
		All port authority workers deserve a fair wage of 19 an hour and we encourage the port Authority to approve this wage	
		increase will help create longer term jobs that will improve the safety and security of our airports	
2018052503	8:36 AM	I work at Newark airport for Hudson News as a cashier. I've worked at the airport for 1 year and half. I am a member of UNITE	
		HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve	
		this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our	
		airports.	
2018052504	8:42 AM	Please count me as one of the citizens who supports the proposal to raise the salary of airport workers. Not only is it	
		important for the workers and the smooth operation of Newark Airport, it seems likely to increase the safety of all who visit,	
		work, or travel in the facility.	
2018052505	4:32 PM	I work at LaGuardia Airport for Hudson Group as a Specialty Sales Associate. I've worked at the airport for almost 1 year. I am	
		a member of UNITE HERR local 100. All port authority workers deserve a fair wage of \$19 an hour and we encourage the Port	
		Authority to approved wage increase. This wage increase will help create longer term stable jobs that will improve the safety	
		and security of our airports	
2018052506	4:58 PM	I work at LaGuardia airport for Specialty Stores as Sale associated. I've worked at the airport for 4 years. I'm a member of	
		Unite here local 100. All Port Authority workers deserve a fair wage of 19\$ an hour and we encourage the port authority to	
		approve this wage increase. This wage increase will help create longer term stable jobs that will improve the safety and	
		security of our airports.	
2018052507	5:04 PM	I work at Newark airport for OTG as a server. I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100.	
		All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage	
		increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018052701	8:41 PM	YES! Increase the wages of the workers at Newark Liberty Airport.	
		\$10.45 is not a living wage!!! A wage increase directly benefits	
		employees, increases worker morale and thereby productivity, and reduces	
		employee turnover rate!! We will ALL benefit!!	
		PLEASE VOTE YES FOR A WAGE INCREASE!!!	
2018052801	4:59 PM	To Whom It May Concern,	One attachment.
		Please find attached comments regarding the proposed minimum wage policy from the Communications Workers of America,	
		District 1. We waive the right to redaction of our identity.	
		bisance in the traine are right to reduction of our identity.	
		Feel free to contact me with any questions.	

ID	Timestamp	Email body	Notes
2018052901	6:17 AM	Living in NJ is not an easy task. I have worked at a bank for 6 years starting at \$14.00 an hour, and am now just making \$17.40, at the age of 55, and that is only the result of a recent \$1 market raise increase. Luckily, I do not have to raise a family on the wage I make, my children are grown, and I am married. If it were not those two factors I would have to leave NJ now, as the cost of living is too expensive.	
		If the rate of pay does not increase for EWR employees who serve me at least 4 to 5 times a year, not only will EWR be forced to constantly replace employees, as we are all looking to find better paying jobs, more and more people will be moving out of NJ.	
		Lets look at the big picture here that goes along with a wage increases, happier employees lead to more productivity, more earned income leads to more spending to boost our economy, and a quality of life we all deserve.	
2018052902	2:41 PM	I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage at the Board meeting on June 28.	
2018053001	10:00 AM	Hello,  I wanted to submit feedback and thoughts regarding raising minimum wage in the airportssome are my personal thoughts but I try to point out things that others may be thinking not just myself. I just want to add value and be part of the overall solution, not one that complains or resists. I understand the reasonings and will support the initiatives passed by the PANYNJ. Thank you for giving us the opportunity to comment.  I respect the initiative to take care of employees regardless of what business they are a part of. I am an ACDBE and in the food concessions business.  Currently there are many challenges with labor costs for operators in the state and now soon more so in the airport. This can pose a challenging operational environment with direct impact to business owners. I have bulleted some items:  The food business is a 'penny' business with tight margins, Food Costs and Labor costs are a major expense for us, the raise in minimum wage has the possibility to put a lot of us out of business or cripple the ability for us to compete with the bigger players.  With wages rising, this also causes direct impact to Workers Comp insurance rising because this expense is directly tied into the \$'s spent on wages  Purely an assessmentyou may see some businesses choose to cut labor more which will impact the level of service provided. To hire a brand new employee and pay them this higher wage causes a ripple effect with wages meaning we have to also compensate all levels of employees. It is not good for the work culture to have a brand new employee start at X dollars while someone that has been with us 10 years makes minimal more. This also applies to leadership pay having to be increased.  National Brands that have franchisees operating in airports will be challenged. Operating franchise brands, there are usually non negotiable royalties that have to be paid. This causes margins to be tighter and often franchise brands pay 6% - 10% more to royalties than non franchise brands. Yes, the benefit is possibl	

ID	Timestamp	Email body	Notes
2018053101	5:56 AM	I am writing in support of a significant wage increase for Newark Liberty airport workers. It is imperative that they be paid a	
		living wage in order to support themselves and their families in our high cost of living state.	
2018053102	11:03 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053103	11:04 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		I am writing from the email of my Union Representative.	
2018053104	11:22 AM	Please see attached.	One attachment.
2018053105	11:46 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053106	12:53 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053107	1:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		I have been a Skycap for nearly 20 years. At that time the airline Was not charging customers for baggage fees. So they had	
		the money to tip skycaps. During Those 20 years also, the fees for smart Carter have gone up significantly. So the customers	
		that can't afford a smart carte will use the sky caps, and then find out they have to pay baggage fees also. Again we are the	
		ones who are left with no tip as the customers can't afford all of these fees. Customers think the baggage fees go to the	
		skycaps and the airlines deny us the right to ask for tips or let them know we are tipped employees.	
		strycape and the animics deny as the nglicto data of the are them whom the are the peaceth	
		We cannot live on 2.13 an hour even with tips. We should be paid the same as everyone else, and also like other employees	
		be allowed to keep the tips we get.	
		be allowed to keep the ups we get.	
2018053108	1:30 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!m	
		I have to work a second job to make ends meet. When the raise comes through maybe I will not have to work my second job.	
		have been at EWR for 8 years.	
2018053109	1:33 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		, , , , , , , , , , , , , , , , , , ,	
		I am using the email of my union representative. I do not have an email	
		ji ani using the email of my union representative. I do not have an email	

ID	Timestamp	Email body	Notes
2018053110	1:36 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		We are performing security duties within the airport in support of all the other security officers. For this reason we deserve	
		and demand our \$19.	
2018053111	1:39 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Sale Associate in Terminal 5. I've worked at the airport for 1	
		year. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage	
		the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the	
		safety and security of our airports.	
2018053112	1:41 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053113	1:49 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		The rent is high in our community and going up. I need \$19 just to make ends meet.	
2018053114	2:00 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053115	2:02 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		I am a security officer. my expenses are going up. Our low wages do not cover my bills. When we make \$19, it will help my	
		family to be able to keep our financial commitments .	
2018053116	2:04 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053117	2:15 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Stock replishner in Terminal 5. I've worked at the airport for 1	
		years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we	
		encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will	
		improve the safety and security of our airports.	
2018053118	2:24 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053119	2:28 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053120	2:29 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018053121	2:29 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053122	2:30 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053123	2:32 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053124	2:33 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		Tengo 13 años trabajando en EWR. Trabajo en limpieza	
		Estoybusando e Correo de mi representante	
2018053125	2:35 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		Yo tambien tengo 13 años en limpieza en EWR	
		I am using my field reps email I do not have a computer	
		Tan asing my held reps email rad not have a compact.	
2018053126	2:35 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053127	2:38 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018053128	2:38 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
		Trabajamos en limpieza en EWR. Yo tengo 5 años en diciembre 2018 trabajando en EWR	
2018053129	2:43 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Sale Associate in Terminal 5. I've worked at the airport for 1	
		year. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage	
		the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the	
		safety and security of our airports.	
2018053130	3:01 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Stock replishner in Terminal 5. I've worked at the airport for 3	
		Months. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we	
		encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will	
		improve the safety and security of our airports.	
		Imperior and accounty or our unporter.	

ID	Timestamp	Email body	Notes
2018053131	4:25 PM	I work at JFK airport for Hudson News as a employee. I've worked at the airport for a wile. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053132	4:33 PM	I work at JFK airport for Hudson as a cashier I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053133	4:57 PM	I work at JFK Airport for OTG Management as a Cashier. I've worked at the airport for 12 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053134	5:03 PM	I work at JFK airport for sodexo as a surver I've worked at the airport for 3 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053135	5:09 PM	I work at Jfk airport for 10 years. As a bartender I am a member of unite here local 100. All port authority workers deserve a fair wage of \$19 an hour. We encourage the port authority to approve this wage increase.	
2018053136	5:12 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Stock replishner in Terminal 5. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053137	5:16 PM	I work at JFK Airport for OTG Management as a cashier. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053138	5:27 PM	I work at JFK airport for Sodexo as a Flood Attendent. I've worked at the airport for 8. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053139	5:28 PM	I work at JFK airport for Sodexo as a Floor Attendant I've worked at the airport for 6 month. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053140	5:33 PM	I work at JFK Airport for OTG Management as a sanitation worker. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053141	5:33 PM	I work at JFK airport for Sodexo as a Cook. I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018053142	5:40 PM	I work at JFK airport for Sodexo as a dishwasher. I've been working at the airport for11 months. I am a member of unite here	
		local 100 all port authority workers deserve a fair wage of \$ 19 an hour. And we encourage the port authority to approve this	
		wage. This increase will improve the safety and security of our airport	
2018053143	5:41 PM	I work at JFK airport for Sodexo as a Floor Attendent. I've worked at the airport for 3 month. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053144	5:41 PM	I work at JFK Airport for OTG Management as a cashier. I've worked at the airport for 1 year. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053145	5:47 PM	I work at JFK airport for sodexo as a Floor Attendant . I've worked at the airport for 2 month. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053146	5:57 PM	I work at JFK airport for Sodexo as a Cook . I've worked at the airport for 10 years. I am a member of UNITE HERE Local 100. All	
		Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase.	
		This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053147	6:02 PM	I work at JFK airport for sodexo as a cook for 1 year I am a member of unitehere local 100 all port authority deserve a fair	
		wage of 19 an hour we encourage the port authority to approve this wage	
2018053148	6:03 PM	I work at John F. Kennedy Airport for Paradies Lagardère as a Sales associate in Terminal 5. I've worked at the airport for 4	
		years . I am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we	
		encourage the Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will	
		improve the safety and security of our airports.	
2018053149	6:07 PM	I work at JFK Airport for OTG Management as a Barista/Cashier. I've worked at the airport for 1 year. I am a member of UNITE	
		HERE Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to	
		approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053150	6:08 PM	I work at JFK airport for Sodexo as a Floor attendent. I've worked at the airport for 3 month. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053151	6:15 PM	I work at JFK airport for Sodexo as a Cook. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100. All	
		Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase.	
		This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053152	6:20 PM	I work at JFK airport for Sodexo as a Bartender. I've worked at the airport for 1 years. I am a member of UNITE HERE Local 100.	
		All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage	
		increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	

ID	Timestamp	Email body	Notes
2018053153	6:26 PM	I work at JFK airport for Sodexo 2 years as a floor attendant, I'm a union member of unite here local 100. All port authority	
		worked reserve fair 19 A he, and we encourage the port authority to approve this wage increase. Will hell create longer term	
		jobs that will improve the safety and security of our airports.	
2018053154	6:26 PM	I work at JFK Airport for OTG Management as a cashier. I've worked at the airport for 5 years. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018053155	6:51 PM	I work at JFK Airport for OTG Management as a cashier . I've worked at the airport for 2 years. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060101	9:39 AM	I work at JFK Airport for OTG Management as a cashier. I've worked at the airport for 1 year. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060102	9:45 AM	I work at JFK Airport for OTG Management as a porter. I've worked at the airport for 2 years. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060103	10:08 AM	I work at JFK Airport for OTG Management as a Porter. I've worked at the airport for 1 year. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060104	11:57 PM	I work at JFK Airport for OTG Management as a Barista. I've worked at the airport for 4 years. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060105	12:07 PM	I work at JFK Airport for OTG Management as a Cashier. I've worked at the airport for 5 years. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060106	1:11 PM	Please accept the attached comments of M. Patricia Smith, Senior Counsel at the National Employment Law Project on the	One attachment.
		Proposed Minimum Wage Rules.	
2018060107	1:28 PM	I work at JFK Airport for OTG Management as a Server. I've worked at the airport for 2 years. I am a member of UNITE HERE	
		Local 100. All Port Authority workers deserve a fair wage of \$19 an hour and we encourage the Port Authority to approve this	
		wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060108	2:48 PM	Please see the attachment to this email, which contains comments on the Proposed Minimum Wage Rules by David Cooper	One attachment.
		and Ben Zipperer, researchers at the Economic Policy Institute.	

ID	Timestamp	Email body	Notes
2018060301	12:17 PM	This comment is in response to the increase of employees wages at Newark Airport, as linked in the NJ.com article below. This article describes how increasing the wage reduces turnover. That seems obvious to anyone reading. However, that doesn't have anything to do with the quality of the work nor the productivity. We pay people based on their level of skill and what is produced for the compensation provided. By raising the wage of low skilled jobs, you reduce the value of higher skilled jobs thereby eroding value in the economy. Raising the wage is about social justice more than anything. I paid \$35 for a hamburger and beer at the airport a couple of months ago. How much more will that cost as a result of this increase? What about the \$4 bottle of water? Do you think that raising the wage will force the airport and vendors to eat into their profits? Surely not. It will be passed onto customers. What about the effect on the workers themselves? Do you think the workers will do a better job? If so, how will you measure their productivity increase? Better yet, does anyone measure productivity and efficiency today? Why not study the value of the investment in staff. Surely, turnover is costly to employers. However, This is just another scheme to take money out of the pockets of air travelers. It is a transfer of "so called" wealth from the middle class to the lower class. I'm tired of everyone sticking their hand in my pocket, in effect lowering my wage, so that we can increase the wage of others. The folks who are making too low a wage to live on should have planned better, got an education and put some really hard work in to avoid being in that position. I spent 6+ years in school and worked several low wage jobs to get myself into a high earning position. Rather than rallying and whining, perhaps they should put that energy into bettering themselves to increase their long term market competitiveness. I am tired of crybaby's and politicians treating my hard work with disrespect by taking what I have sacrificed so	
2018060401	1:13 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018060402	1:19 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018060403	1:23 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018060404	1:26 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018060405	1:27 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	_
2018060406	1:29 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018060407	1:32 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	
2018060408	1:33 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me, and make our airports ready, safe, and strong!	_

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2018060409	1:36 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060410	1:38 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060411	1:41 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060412	1:44 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060413	1:45 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060414	1:46 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060415	1:49 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060416	1:50 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060417	1:51 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018060418	1:54 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018060419	1:55 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060420	1:59 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060421	1:59 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060422	2:03 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060423	2:06 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060424	2:09 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060425	2:10 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060426	2:12 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060427	2:13 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060428	2:14 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060429	2:14 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060430	2:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060431	2:17 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060432	2:33 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060433	2:38 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060434	2:45 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060435	2:49 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060436	2:51 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060437	3:02 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018060438	3:03 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060439	3:05 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018060440	3:06 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018060441	3:13 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060442	3:14 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060443	3:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060444	3:17 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060445	3:22 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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		and make our airports ready, safe, and strong!	
2018060446	3:23 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060447	3:28 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060448	3:43 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060449	4:07 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060450	4:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060451	4:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060452	4:25 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060453	4:41 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060454	4:45 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060455	4:59 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060456	5:03 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060501	8:51 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060502	8:55 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060503	9:10 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060504	9:25 AM	Please find the attached comments on the Port Authority's Wage Proposal, submitted on behalf of UPS.	One attachment.
2018060505	9:43 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060506	10:39 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060507	10:44 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060508	10:47 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060509	10:51 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060510	10:56 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060511	11:00 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060512	11:09 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060513	11:12 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060514	11:22 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060515	11:35 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060516	11:36 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060517	11:48 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060518	11:55 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060519	11:56 AM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
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2018060520	12:07 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060521	12:16 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060522	12:18 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060523	12:19 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060524	12:20 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060525	12:22 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
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2018060526	12:26 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060527	12:31 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060528	12:47 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060529	12:50 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060530	12:51 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060531	12:55 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060532	12:56 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060533	12:57 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060534	1:00 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060535	1:01 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060536	1:03 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060537	1:05 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018060538	1:08 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060539	1:09 PM	BlueWaveNJ strongly supports the Port Authority's proposal to increase wages for service workers at the Authority's three	
		airports, including Newark Liberty. This is a win-win-win decision. For airport workers it means finally earning close to a living	
		wage. For the carriers, there will be less employee turnover, higher quality employees and improved worker morale, all at a	
		relatively minimal cost. For millions of airline passengers, it will mean a better airport experience. Service workers are the	
		front line of customer interactions in often tense, and potentially emergency, situations. Given the stress for passengers of	
		frequent flight disruptions and security issues, having a high quality and motivated workforce is critical. Thank you for taking	
		this very important step towards improving the quality of life for so many people. We urge you, at a minimum, to implement	
		the wage schedule as currently proposed.	
2018060540	2:48 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060541	2:54 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060542	3:04 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060543	4:01 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060544	4:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060545	4:22 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060546	4:30 PM	PROPOSED WAGE INCREASES	One attachment.
2018060547	4:56 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060548	4:59 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060549	5:16 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060550	5:47 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018060551	6:15 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060601	6:14 AM	I work for Gate Serve part of Gate Gourmet and Gate Group at Lagurdia (LGA) airport as a interior equipment packer. I've	
		worked at the airport for one year. I support the new Port Authority wage policy of \$19 per hour. As an airline catering	
		worker, I am grateful to see that we are included in the wage policy this time after being excluded last time. We work hard to	
		make the airport run. This wage will help us provide longer term, stable jobs that will improve our lives and create better	
		airports for passengers. Thank you.	
2018060602	11:38 AM	I work at la guardia Airport for ACTS as a security coordinator . I've worked at the airport for 6 months 1/2. I support the new	
		Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the	
		wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide	
		longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018060603	11:38 AM	I work at La guardia Airport ACTS for as a security coordinator ve worked at the airport for 1 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018060604	11:49 AM	I work at La guardia Airport ACTS for as a security coordinator ve worked at the airport for 9 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018060605	2:31 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060606	2:33 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060607	2:39 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
201005050	2 12 211	and make our airports ready, safe, and strong!	
2018060608	3:49 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
2040060600	2.54.004	and make our airports ready, safe, and strong!	
2018060609	3:54 PM	I work at La guardia Airport ACTS for as a security coordinator ve worked at the airport for 17 years. I support the new Port	
		Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage	
		policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer	
		term, stable jobs that will improve our lives and create better airports for passengers.	
2018060610	4:47 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	

ID	Timestamp	Email body	Notes
2018060611	5:16 PM	I work at la guardia Airport for gate serve as a equipment assembly builder. I've worked at the airport for 3 months. I support	
		the new Port Authority wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in	
		the wage policy this time after being excluded last time. We work hard to make the airport run. This wage will help us provide	
		longer term, stable jobs that will improve our lives and create better airports for passengers.	
2018060612	5:26 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060613	5:58 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060614	6:23 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060615	6:52 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060616	9:45 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
		and make our airports ready, safe, and strong!	
2018060617	9:57 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
2212222212	10.10.51	and make our airports ready, safe, and strong!	
2018060618	10:16 PM	I support the wage hike for airport workers	
2018060619	10:41 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
201000000	10.42 DM	and make our airports ready, safe, and strong!	
2018060620	10:42 PM	I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
2018060621	10:42 PM	and make our airports ready, safe, and strong!  I am an airport worker and I work hard to support my family. A \$19/hour wage is important to me because we need better	
2018060621	10:42 PIVI		
		jobs at JFK, LaGuardia, & Newark Airport. Please pass the proposed \$19/hour wage to lift up 40,000 airport workers like me,	
2018060701	8:13 AM	and make our airports ready, safe, and strong!  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
2018000701	0.13 AIVI	historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
2018060702	8:16 AM	I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
2010000702	J. IU AIVI	historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
2018060703	9:43 AM	Attached are Airlines for America's Comments on the Proposed Minimum Wage Policy.	One attachment.
2010000703	J.+J AIVI	Attached are Allines for America's comments on the Froposed Millindin Wage Folicy.	One attachment.

ID	Timestamp	Email body	Notes
2018060704	9:45 AM	I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
2018060705	12:34 PM	I work atJFK airport for OTG as a COOK/CHEF. I've worked at the airport for 4 years. I am a member of UNITE HERE Local 100.	
		All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage	
		increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060706	12:38 PM	I work at JFK airport as a chef I've worked at the airport for 2 years . I am a member of unitehere local 100. All port authority	
		workers deserve a fair wage of 19 dollars an hour. We encourage the port authority wage increases. This wage will help	
		increase longer terms jobs that will improve the safety and security of the airport.	
2018060707	1:25 PM	I work at Jfk Airport otg management for as bartender worked at the airport for 4 years. I support the new Port Authority	
		wage policy of \$19 per hour. As an airline catering worker, I am grateful to see that we are included in the wage policy this	
		time after being excluded last time. We work hard to make the airport run. This wage will help us provide longer term, stable	
		jobs that will improve our lives and create better airports for passengers.	
2018060708	1:59 PM	I work at jfk airport for otg management as a cashier I've worked at the airport for 1 year. I am a member of UNITE HERE Local	
		100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage	
		increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060709	2:07 PM	I work at John F. Kennedy Airport for otg management as a prep cook at Terminal 2. I've worked at the airport for 2 years. I	
		am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the	
		Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety	
		and security of our airports.	
2018060710	2:20 PM	I work at John F. Kennedy Airport for otg management as a cashier at Terminal 2. I've worked at the airport for 1 year. I am a	
		member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port	
		Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2018060711	2:24 PM	I work at JFK airport for OTG as a Porter . I've worked at the airport for 2 years. I am a member of UNITE HERE Local 100. All	
		Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port Authority to approve this wage increase.	
		This wage increase will help create longer term jobs that will improve the safety and security of our airports.	
2010060712	2.27.01.4		
2018060712	2:27 PM	I work at John F. Kennedy Airport for otg management as a porter at Terminal 2. I've worked at the airport for 1 year. I am a	
		member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the Port	
		Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety and	
2018060713	4:18 PM	security of our airports.  I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
2010000/13	4.10 PIVI	historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
2018060714	4:39 PM	at the Board meeting on June 28.  I work at John F. Kennedy Airport for otg management as a prep cook at Terminal 2 .I've worked at the airport for 3 years. I	
2010000714	7.55 1 101	am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the	
		Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety	
		and security of our airports.	
		janu secunity of our all ports.	

ID	Timestamp	Email body	Notes
2018060715	4:39 PM	I work at John F. Kennedy Airport for otg management as a prep cook at Terminal 2. I've worked at the airport for 3 years. I	
		am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the	
		Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety	
		and security of our airports.	
2018060716	5:00 PM	I work at John F. Kennedy Airport for otg management as a food runner at Terminal 2. I've worked at the airport for 5 years. I	
		am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the	
		Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety	
		and security of our airports.	
2018060717	5:20 PM	I work at John F. Kennedy Airport for otg management as a food prep at Terminal 2. I've worked at the airport for 5 months. I	
		am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the	
		Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety	
		and security of our airports.	
2018060718	5:21 PM	I work for United Airlines Catering at Newark Liberty International Airport. I am grateful for your leadership in passing this	
		historic \$19 wage policy that includes us Airline Catering workers who play such a vital role in our airport's success. This policy	
		will make our airport, our homes, and our communities more stable and secure. I look forward to celebrating its final passage	
		at the Board meeting on June 28.	
2018060719	5:23 PM	I work at John F. Kennedy Airport for otg management as a food prep at Terminal 2. I've worked at the airport for 5 months. I	
		am a member of UNITE HERE Local 100. All Port Authority workers deserve a fair wage of 19 an hour and we encourage the	
		Port Authority to approve this wage increase. This wage increase will help create longer term jobs that will improve the safety	
		and security of our airports.	
2018060720	6:28 PM	Attached please find a revised version of my recent comments in support of Raising Wages for NY/NJ Airport Workers.	One attachment.
2018060801	4:12 PM	UNITE HERE and the RWDSU support the Port Authority's proposed \$19 minimum wage policy for airport workers as written	Two attachments.
		in the resolution passed on March 22, 2018. Please see the attached letters of support for the policy:	
		A letter of support for the wage policy from elected leaders of UNITE HERE, RWDSU, UNITE HERE Local 100 and RWDSU Local	
		1102; sent in April, now submitted as public comment.	
		A letter of support for the wage policy signed by elected representatives from New York and New Jersey.	
2018060802	5:16 PM	Good Afternoon: I am submitting the attached comments on the proposed "Rules for Implementation of Minimum Wage	Three attachments.
		Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy International Airport and Newark Liberty	
		International Airport"	

ID	Timestamp	Email body	Notes
2018060803	6:50 PM	I am an organizer at New York Lawyers for the Public Interest (NYLPI) and a person with a disability. On several occasions I	
		have used the wheelchair assistance service at Port Authority airports to move through the airport and make it to my gate.	
		These workers were considerate, professional, and - most of all - enabled me access to air travel like anyone else.	
		I believe that the hardworking men and women who assist so many passengers deserve a living wage and full benefits for	
		themselves and their families, as do the thousands of other workers at our airports. I am troubled that Port Authority may	
		allow wheelchair assistance companies to deduct tips from the minimum livable wage they will be required to pay these	
		employees.	
		Port Authority is required by law to make our airports accessible for people with disabilities, and to expect us to pay more for	
		access to the airports would be both illegal and morally wrong. Passengers who happen to have disabilities are entitled to the	
		same access as able-bodied people. Considering people with disabilities are already paying equal prices for air travel, we	
		shouldn't be also be charged for services that provide basic equal access in the airports, and I should not be expected or feel	
		pressure to provide tips to compensate for low, unlivable wages paid by these men and women's employers.	
		Make a second se	
		We have an enormous appreciation for these services, and are grateful that Port Authority is implementing a policy that will	
		guarantee a livable minimum wage to wheelchair assistants.	
		Many of us do choose to tip employees like wheelchair assistants who provide such essential service, but there should be no	
		expectation that I need to tip to compensate for low wages, just because I'm a person with disabilities who relies on these	
		services.	
		Thank you for the opportunity to comment on this important policy.	
2018061001	9:42 AM	I strongly support the increase of pay for contract workers at Newark Liberty International Airport to \$15.60/hour. I ask that	
2010061101	7.00.414	you vote in favor of it to improve the average workers' standard of living.	
2018061101	7:39 AM	Newark Regional Business Partnership (NRBP) opposes the Port Authority of New York and New Jersey's minimum wage	
		mandate for airport workers. Such a mandate sets a terrible precedent by selectively targeting certain businesses/industries	
		for mandated wage increases; is inconsistent with state minimum wage law and adds further to the already high cost of air	
		travel in the region.	
		NRBP believes that any increase to the minimum wage should be enacted incrementally on a statewide basis; include a	
		comprehensive vision for raising skill levels; create pathways to careers; and consider adjustments for youth, small business	
		and seasonal workers.	
2018061102	9:09 AM	On behalf of Flying Food Group, LLC, please see the enclosed comments to the Port Authority's Proposed Minimum Wage Rule, that	One attachment.
		would extend minimum wage requirements to facilities located throughout the Port District.	
2018061103	9:20 AM	Please see attached.	One attachment.

ID	Timestamp	Email body	Notes
2018061104	2:34 PM	<ul> <li>While I understand the importance of providing a living wage to all workers, I think that the following should be recognized:</li> <li>Some ACDBE operators are running on a thinner margin than the larger corporate entities operating in these airports.</li> <li>Operators may seek other ways to lessen the impact of this wage increase through benefits, incentives, etc.</li> <li>Operators may need to increase their wages beyond what the Port is requiring in order to get the caliber of employee necessary to perform the required service, if all the starting salaries across the board are at \$15.60 which is an additional burden to the operating organization.</li> <li>At EWR in particular, that is a leap from \$12.45 to \$15.60 although I understand to reach the current rate of pay at JFK and LGA, it was mandated by NY State Law.</li> <li>I could probably list many more reasons to spread this out further to achieve the desired result in a far more palatable way but the general consensus is that this has an inevitable conclusion.</li> </ul>	Notes
2018061105	4:19 PM	Please see that attached NJBIA comments regarding the Port Authority's proposal to increase the minimum wage at its airports.  Thank you for your consideration.	One attachment.
2018061106	4:31 PM	Attached is a letter from NVC Comptroller Stringer to the Dort Authority Doord of Commissioners in support of the wage increase to \$10	One attachment
2018001100	4.31 PIVI	Attached is a letter from NYC Comptroller Stringer to the Port Authority Board of Commissioners in support of the wage increase to \$19 an hour for all airport service workers at John F. Kennedy, LaGuardia and Newark Airports by 2023.  Please do not hesitate to reach out with any questions.	One attachment.
2018061107	5:03 PM	Please see opposition testimony attached.	One attachment.



WAYNE F. CASCIO is a Distinguished University Professor at the University of Colorado, and he holds the Robert H. Reynolds Chair in Global Leadership at the University of Colorado Denver. He has served as chair of the Society for Human Resource Management Foundation and the Human Resources Division of the Academy of Management, president of the Society for Industrial and Organizational Psychology, and as a member of the Academy of

Management's Board of Governors. He is a Fellow of the National Academy of Human Resources, the Academy of Management, the American Psychological Association, and the Australian Human Resources Institute.

Professor Cascio received the Distinguished Career award from the HR Division of the Academy of Management in 1999; an honorary doctorate from the University of Geneva, Switzerland, in 2004; and the Michael R. Losey Human Resources Research Award from the Society for Human Resource Management in 2010. In 2013, he received the Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology, and in 2016 he received the George Petitpas [Lifetime Achievement] Award from the World Federation of People Management Associations.

Currently he serves as an editor of the *Journal of International Business Studies* (JIBS), and from 2007 to 2014 he served as a senior editor of the *Journal of World Business*. He has consulted with a wide variety of private- and public-sector organizations on six continents, and periodically he testifies as an expert witness in employment discrimination cases. Professor Cascio is an active researcher, writer, and speaker. He has published more than 200 articles and book chapters, and 33 books, including *Managing Human Resources* (11th ed., 2019), *Short Introduction to Strategic Human Resource Management* (with John Boudreau, 2012), *Investing in People* (with John Boudreau and Alexis Fink, 3rd ed., forthcoming), and *Applied Psychology in Talent Management* (with Herman Aguinis, 8th ed., 2019). He has delivered more than 750 presentations to professional and business audiences worldwide.

Professor Cascio earned his B.A. degree from Holy Cross College, his M.A. degree from Emory University, and his Ph.D. in industrial/organizational psychology from the University of Rochester.

### **Good Jobs and Quality Airport Services**

Wayne F. Cascio Business School University of Colorado Denver

In 2006 I published two articles that compared high- and low-wage strategies of two discount retailers – Costco and Wal-Mart's Sam's Club. I have listed the references at the end of this comment. My findings were very clear, namely, that although both firms offered low-price merchandise and services to consumers, their employment policies differed radically, as did their results.

In 2006, Costco's average pay per employee was \$17.00 per hour, while Wal-Mart's was \$10.11. In terms of benefits, 82 percent of Costco employees had health insurance, compared to less than half at Wal-Mart. Costco employees paid just 8 percent of their healthcare premiums, while Wal-Mart employees paid 33 percent of theirs. Fully 91 percent of Costco employees were covered by retirement plans, with the company contributing an annual average of \$1,330 per employee, while 64 percent of Sam's Club employees were covered, with the company contributing an annual average of \$747 per employee.

Yes, Costco's wages and benefits are clearly more expensive, but there also are offsetting advantages that contain costs. Its overall employee turnover rate is 17 percent, but just 6 percent after the first year of employment. At Wal-Mart it is 44 percent a year – close to the industry average. In skilled and semi-skilled jobs, the fully loaded costs of turnover (separation costs, recruitment/hiring costs, and training costs) is typically 1.5 to 2.5 times each worker's annual salary. My analysis of the relative costs of turnover at Costco (\$244 million, or \$3,628 per employee) versus Sam's Club (\$612 million, or \$5,274 per employee) clearly showed the value of a lower annual turnover rate.

The fact is, people want to work at places where they are paid well, treated well, and where they receive regular training opportunities to improve their overall employability. To return to the Costco-Sam's Club comparison, in return for its progressive employment policies, Costco gets one of the most loyal and productive workforces in all of retailing. Its U.S. operating profit per hourly employee was \$21,805 in 2006, compared to \$11,615 at Sam's Club. In addition, Costco enjoyed the lowest rate of shrinkage (employee theft) in the industry. While the retail average is about 2 percent of annual sales, Costco's shrinkage rate in 2013 is 0.1 percent (personal communication on April 18, 2013 with James Sinegal, Costco co-founder and 29-year CEO). What these figures show is that labor rates (wages and benefits paid) are not the same as labor costs (after productivity is taken into account), and that a cost-leadership strategy need not be a race to the bottom.

That was 2006. What is the current situation in 2013? Recent articles make very clear the fact that Costco's policies have staying power. It's year-on-year growth in

sales for the first quarter of 2013 was 8 percent, including a 5 percent rise in same-store sales. Membership fees in the same quarter of 2012 were \$459 million, while they rose to \$528 million in 2013. More shoppers are clearly switching to Costco for discount purchases of merchandise. At Wal-Mart, the comparable growth in sales for the first quarter of 2013 was 1.2 percent, while Target and J.C. Penney showed even lower changes (Ungar, April 17, 2013). At the same time, Wal-Mart cut its employment by 1.4 percent, while increasing its store count by 13 percent.

In 2013 Costco pays its workers an average of \$20.89 per hour (excluding overtime) versus the minimum wage of \$7.25 per hour, while Wal-mart pays its workers an average wage of \$12.67 per hour. Since 2009 Costco's stock price has doubled and its sales have grown 39 percent. Almost 98 percent of its store managers are promoted from within the company. According to CEO Craig Jelinek, "I just think people need to make a living wage plus health benefits. It also puts more money back into the economy and creates a healthier country. It's really that simple" (Costco CEO Craig Jelinek, cited in Stone, B., *Business Week*, June 6, 2013).

Writing in the *Washington Post* on April 16, 2013, Harold Meyerson commented, "But are mass retailers compelled to skimp on labor costs by slashing their workforces and paying the minimum wage or close to it? Some of the most successful retailers follow a different path. As MIT management professor Zaynep Ton argued in the *Harvard Business Review* last year, Costco and Trader Joe's pay their workers far more than many of their competitors, offer the employees opportunities for promotion, and enjoy markedly lower worker turnover and far higher sales-per-employee than their low-road counterparts. Sales per employee at Costco are nearly double those at Sam's Club" (p. 129).

How does all of this relate to airport services? As noted by Hall, Jacobs, and Reich (2003), in 2000, the San Francisco Airport Commission adopted the Quality Standards Program (QSP), with the objective to improve the quality of services in the airport by, among other things, establishing a mandated minimum wage of \$9.00 per hour, plus benefits, and 12 days per year of paid time off for workers. Fully 90 percent of entry-level passenger-service workers employed at the airport obtained a wage increase, and the average increase was 22 percent.

Those wages were indexed for inflation. Not only did the covered workers see an improvement in their standards of living, but employers saw a 30 percent reduction in worker turnover and a substantial improvement in job performance. What did this cost the airlines? It was less than one percent of their revenues (Hall, Jacobs, & Reich, 2003; Mason & Garcia, 2012). I believe that New York-Area airports could see similar payoffs as a result of implementing the recommendations outlined in the Mason and Garcia (2012) report: uniform contracting procedures and protocols; baseline, living-wage rates for all job classifications, as well as access to affordable health care; and ongoing training and learning opportunities consistent with each position's duties and responsibilities.

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#### Massachusetts Institute of Technology Sloan School of Management

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### May 18, 2018

I am writing to support the proposed rule, which would increase the minimum wage standard for non-trade service workers at LaGuardia, JFK, and Newark Liberty International Airport, over five years, to reach \$19 an hour.

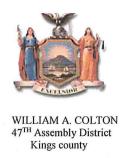
I am a Full Professor of Human Resources and Management at the MIT Sloan School of Management and have a PhD in labor economics. I have served as Deputy Dean at the Sloan School and have also held a senior position in State government. I have worked extensively on questions regarding wages and living standards and the consequences for employers and employees of improving compensation. I have published widely in peer reviewed journals and academic presses on these topics and have also consulted to firms, governments, foundations, and non-profits.

It is clear that the \$19 an hour wage, five years out, is a more than reasonable target—in fact a very modest target—with respect to what it takes to enable a family in the region to attain a minimally acceptable living standard. Indeed the MIT living wage calculator puts the living wage for a family of our at over \$21 an hour in that region and this is a figure for today, not for in five years.

This said, a question you might ask is what are the benefits, if any, for employers and will these benefits offset the cost of the wage increase. Indeed, there is extensive and convincing evidence that in settings comparable to the New York airports when compensation is increased employers benefit in a variety of ways. These include lower turnover rates, reduced absenteeism, reduced theft, and improved customer service. As any employer will attest, these are significant benefits. This evidence comes from a large number of studies of minimum wage increases, living wage ordinances, and negotiated increases such as is being discussed in this instance. The evidence is broad based in that some draws on state level policies, other studies look at cities, and yet other studies look at specific settings such as ports and airports. The industries studied include airports, restaurants, retail establishments, and health care systems. If you wish to review the evidence on the benefits to employers of improved compensation please see my 2018 article "In Search of the High Road: Meaning and Evidence" which appeared in Cornell University's journal, The Industrial and Labor Relations Review.

My bottom line assessment is that \$19 an hour is a minimally fair wage that enables a family in the New York region to attain a decent living standard and that the affected employers will find this wage increase substantially offset with by cost savings (e.g. lower recruitment and training costs) and outright benefits (e.g. better customer service). This is a policy step that makes economic sense.

Best wishes



# THE ASSEMBLY STATE OF NEW YORK ALBANY

MAJORITY WHIP

COMMITTEES
Correction
Environmental Conservati
Governmental Employee
Labor
Rules
Ways and Means

Dear Executive Director Cotton, Chairman O'Toole and Port Authority Commissioners:

Thank you for voting in favor of a resolution that sets the stage for increasing the minimum wage for Port Authority airport workers to \$19 by 2023. This policy will be truly life changing for New York and New Jersey residents who work at Newark, JFK and LaGuardia airports. It will also increase the quality of service and security at our airports by creating a more stable, qualified and skilled workforce.

I fully support this resolution and hope that it passes into policy without any major changes.

Sincerely,

William Colton

Assemblyman 47th District



GORDON M. JOHNSON ASSEMBLYMAN,  $37^{\text{TH}}$  DISTRICT

545 CEDAR LANE TEANECK, NJ 07666 PHONE: 201-530-0469

FAX: 201-530-0486

### COMMITTEES

CHAIRMAN
COMMERCE AND ECONOMIC
DEVELOPMENT

MEMBER JUDICIARY

MEMBER BUDGET

April 18, 2018

The Honorable Kevin O'Toole, Chair The Port Authority of New York and New Jersey 4 World Trade Center New York, NY10010

Dear Chairman O'Toole,

I strongly support the Port Authority's proposed wage policy for airport workers. I have advocated in support of such a wage policy for over four years. Most notably, the wage policy includes airport catering workers and workers at Newark Liberty International Airport, which were left out of the original wage policy in 2014.

I urge the Board to enact the wage policy without any amendments. This wage policy will ensure that airport workers earn a livable wage and have dignity at their place of employment.

Sincerely,

Gordon M. Johnson Assemblyman, District 37



LABOR CENTER

Center for Labor Research and Education Institute for Research on Labor and Employment 2521 Channing Way Berkeley, CA 94720-5555

Office (510) 642-0323 Fax (510) 642-6432 http://laborcenter.berkeley.edu

#### Memo

From: Ken Jacobs, Chair

UC Berkeley Center for Labor Research and Education

To: Board of Commissioners, Port Authority of New York and New Jersey

Date: May 1, 2018

Re: Proposed Minimum Wage Rules

The proposed minimum wage rules can be expected to reduce turnover, improve worker performance, and enhance safety and security at the three Port Authority Airports.

In 2017, the University of California, Berkeley, Center for Labor Research and Education and the San Francisco International Airport released the attached report summarizing the research on the relationship between wages, turnover, worker performance, safety, and security at U.S. airports.<sup>1</sup>

Worker compensation affects airport safety and security through multiple channels. The effect of higher wages on worker turnover is well documented. When wages are low, workers seek out other employment for even a small increase in pay. This leads to greater numbers of inadequately trained and less experienced workers, who may be less familiar with hazards and safety and security procedures. Reducing turnover leads to a more stable and experienced workforce, with more opportunities for training and learning on the job. These issues are amplified in a contracted-out work environment, but hold for workers of airport contractors and directly hired airline employees alike.

In 2014, the Port of Seattle conducted a six-month study of safety and security at the Seattle-Tacoma International Airport. At Sea-Tac, turnover was found to vary by employer, and rates ranged from 25 percent to 80 percent per year. The study cites low pay as one of the most important factors in the high turnover. Workers were not staying on long enough to achieve "mastery" in their jobs, with deleterious effects on safety, security, and efficiency. The report found that newer workers were 80 percent more likely to receive citations for security violations as those with experience.<sup>2</sup>

These links are well understood in the air transportation industry. A 2004 Airport Operations Safety Panel report concluded that "ill-trained and poorly paid workers are a potential lethal hazard with enormously expensive consequences," and that "low salaries fail to attract experienced workers and

<sup>&</sup>lt;sup>1</sup> Gallear, Amanda. "The Impact of Wages and Turnover or Security and Safety in Airports: A Review of the Literature." 2017. University of California, Berkeley Center for Labor Research and Education, and San Francisco International Airport. <a href="http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf">http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf</a>

<sup>&</sup>lt;sup>2</sup> Port of Seattle. "Memorandum: Minimum Requirements for Aeronautical Workers with Safety and Security Responsibilities at Seattle-Tacoma Airport." June 14, 2016.

http://www.portseattle.org/About/Commission/Meetings/2014/2014 07 01 SM 6a memo overview.pdf

contribute to high turnover."<sup>3</sup> A 2007 report by Government Accountability Office examining aviation runway and ramp safety procedure pointed to low wages and high turnover for ramp and fuel workers as major factors in ramp accidents.<sup>4</sup>

There is strong evidence that improving workers' wages reduces turnover and improves employee performance. In 2000, the San Francisco International Airports adopted a Quality Standards Program (QSP) similar to the proposed rule. Michael Reich, Peter Hall, and I analyzed the impact of the QSP on employers and employees at SFO. This research was published in the journal *Industrial Relations*<sup>5</sup> and is referenced in the proposed rule.

The QSP sets higher wage, benefit, and training standards for workers at SFO. The standards cover all employees—whether they are hired by an airline service contractor or are hired directly by an airline—that work in secure areas of the airport, or whose jobs otherwise impact safety and security. This includes skycaps, baggage handlers, wheelchair assistants, fuelers, ticket agents, and airplane cleaners. The QSP rate applies equally to all covered workers and does not allow a tip credit.

We found that the policy had positive impacts on employee performance and other indicators related to airport safety and security. Following implementation of the policy, turnover fell by 34 percent among all firms and 60 percent among those firms that experienced wage increases of 10 percent or more.

Along with the declines in turnover, we found that nearly half (45 percent) of surveyed SFO employers reported improvements in customer service. Employers reported improvements in employee morale (47 percent), reduced grievances (45 percent), reduced disciplinary issues (44 percent), and decreases in absenteeism (29 percent). We found no evidence of employment decline or airlines ceasing operation at SFO due to the QSP.

The findings in the research strongly suggest that the proposed minimum wage rule for the Port Authority's three major airports would improve work performance and enhance safety and security at those airports. To achieve the best results, the standards should be applied to all employees doing the same kinds of work throughout the airports.

Other airports across the country are taking steps to address safety and security concerns by improving the quality of airport jobs and increasing worker training. Wage standards policies are now in place in multiple U.S. airports, including Boston, Chicago, Dulles, Ft. Lauderdale, Miami, Oakland, Philadelphia, Reagan National, San Jose, Sea-Tac, and St. Louis.

Establishing higher wage standards is a smart business practice with clear benefits for the airport, employees, and the flying public.

<sup>&</sup>lt;sup>3</sup> Kortokrax, Kevin, and Chris Charboneau. "Procedures, and Their Impact." Airport Business, 2008: 22 (3): 22–23.

<sup>&</sup>lt;sup>4</sup> GAO. "Aviation Runway and Ramp Safety. Sustained Efforts to Address Leadership, Technology, and Other Challenges Needed to Reduce Accidents and Incidents." 2008: GAO-08-29, Washington, DC: Government Accountability Office.

<sup>&</sup>lt;sup>5</sup> Reich, Michael, Peter Hall, and Ken Jacobs. "Living Wage Policies at the San Francisco Airport: Impacts on Workers and Businesses." *Industrial Relations*, 2005: 106-138





# The Impact of Wages and Turnover on Security and Safety in Airports: A REVIEW OF THE LITERATURE

by AMANDA GALLEAR October 18, 2017

### Introduction

This literature review was undertaken at the request of the San Francisco Airport Commission to aid in the evaluation of a proposal to increase wages for those covered under the airport's Quality Standards Program (QSP). The QSP mandated higher minimum compensation and training standards for airport workers whose jobs impact safety and security. Workers covered by the QSP include screeners, skycaps, baggage handlers, fuelers, customer services agents, airline cleaners and catering workers and other workers with access to secure areas of the airport.

Wages increased for thousands of employees by an average of 22 percent when the policy was implemented in early 2000. A 2003 study by the UC Berkeley Institute of Industrial Relations (now the Institute for Research on Labor and Employment) found that turnover fell by an average of 34 percent and worker performance improved along a range of metrics. Since then, the cost of living in the Bay Area has risen sharply, and the minimum wage in San Francisco has been increased to the point that it is on track to surpass the QSP minimum wage by July, 2018. If no further action is taken, turnover rates at SFO can be expected to increase as a result.<sup>1</sup>

This paper summarizes the literature on the dynamics of wages, turnover, and performance, and how increased wages and lower turnover effect security and public safety outcomes at airports. The first section lays out the empirical evidence of a connection between higher wages and lower turnover in general, followed by specific examples of wages affecting turnover in the aviation industry. The next section draws on the literature examining the effects of higher wages on improved employee performance, again examining evidence from across industries and then focusing on aviation. The final section describes how higher wages, lower turnover, and better job performance lead to improved security and public safety. This section provides evidence from the aviation industry as well as other fields with related public safety and security concerns, including trucking and transportation, food safety, and nursing and nursing home care.

Overall, the evidence indicates that higher wages leads to reduced turnover and better performance by employees, which in turn leads to a safer and more secure environment for both airport employees and the public.

<sup>&</sup>lt;sup>1</sup> Facing higher turnover, some of the ground handling contractors at SFO began raising wages in 2017 under the understanding that a policy change would be forthcoming.

# Wages and Turnover

### General

There is an extensive body of research that establishes a correlation between higher wages and lower turnover across industries. Reich et al. (2016) summarize much of this literature in their study on minimum wage increases in New York State. Cotton and Tuttle (1986) performed a meta-analysis of turnover studies, finding that higher pay and lower turnover are significantly correlated. Dube, Naidu, and Reich (2007) find that after San Francisco raised the minimum wage by 26 percent in 2003, the restaurant industry saw decreased turnover and an increase in worker tenure. Dube, Lester, and Reich (2016) use national data and find that for a 10 percent increase in the minimum wage, turnover rates decline 2.2 percent for teens and 2.1 percent for restaurant workers. Estimations of cost savings generated from decreased turnover can be found in several studies as well (Boushey and Glynn 2012; Fairris 2005; Hirsch, Kaufman, and Zelenska 2015; Pollin and Wicks-Lim 2016; Jacobs and Graham-Squire 2010).

Some studies consider the effect of larger wage increases in the form of mandated living wage increases. These policies set minimum compensation conditions on firms doing business with public entities. Fairris (2005) finds that when Los Angeles implemented its living wage ordinance, the businesses subject to the ordinance had turnover rates 35 percent lower than the businesses not subject to the ordinance. Similarly, Howes (2005) finds an increase in In Home Supportive Service (IHSS) worker retention after San Francisco adopted a living wage policy. Turnover of IHSS workers fell 17 percent following a wage increase of 13 percent in 2000. Howes (2014) examined IHSS retention rates in the subsequent years during which time San Francisco first implemented a local minimum wage law. Controlling for the unemployment rate and worker and client characteristics, Howes found that the retention rate for IHSS workers was affected by the relative difference between the IHSS wage and the lowest 10th percentile of all wages.

### Wages and Turnover in Airports

Reich, Hall, and Jacobs (2003) conducted the first impact assessment of the wage increase mandated by the Quality Standards Program on labor conditions and security performance at the San Francisco International Airport (SFO). The Quality Standards Program (QSP) was established in 2000 with the goal of improving airport safety and security. Specifically, the QSP mandated higher wages and established uniform recruitment and training standards (e.g., increasing security training requirements for screeners from eight hours to forty hours). The QSP wage and training mandates applied to workers at SFO performing services that impact airport safety and security. The Reich, Hall, and Jacobs study relied on interviews with and surveys of airport employers and employees, as well as security badge data and FAA security data.

The QSP initially covered 8,300 ground-based non-management workers at SFO working for airlines or airline service contractors. These included customer service employees, ramp agents, cabin cleaning workers, fuelers and security screeners. The average increase in pay for workers was 22 percent. Entry-level wages rose 33 percent for workers covered by the QSP compared to 10 percent for non-QSP workers. Security screeners' wages rose from \$13,400 on average to \$20,800 per year on average after QSP.

After the QSP was implemented, turnover fell by an average of 34 percent overall and by 60 percent, from an average of 50 percent a year to 20 percent, in firms where total wage costs increased 10 percent or more. The authors note that "larger increases in wages are clearly associated with greater reductions in turnover." For example, after entry-level screeners received a 69 percent wage increase, their turnover declined by 80 percent, while entry-level ramp workers, whose wages increased by 27 percent, experienced a 25 percent reduction in turnover.

# **Productivity and Performance**

Beyond exploring the relationship between wages and turnover, many studies consider the effects wages and turnover have on worker productivity and performance.

In Reich, Hall, and Jacobs's study of the impact of the QSP at SFO, employees and employers alike reported improved job performance as a result of the increase in wages. Workers felt that more skills were required of them, that they worked harder at their jobs, and that the pace of work had increased. Employers reported improvements in work performance (35%), morale (47%) and customer service (45%). They also reported reductions in absenteeism (29%), fewer disciplinary issues (44%) and problems with equipment maintenance (29%). Some employers noted they had increased skill requirements and had stricter hiring policies. Lower turnover and increased performance helped to defray the increased labor costs at the affected firms.

There are studies of better job performance due to higher wages in other industries as well. Howes (2014) notes that high turnover among home care workers likely leads to a lower quality of care for elderly patients. Another study (Mas 2006) compares the performance of police officers who received raises after a union negotiation process and those who did not. Mas finds that not just higher wages, but whether wages are perceived as fair by the worker relative to a reference point or expected wage value, affected productivity. Those officers who had more successful collective bargaining experiences performed better, while those who did not maintained the same level of performance.

Hirsch, Kauffman, and Zelenska (2015) examine the employment effects of an increase in the minimum wage in fast food restaurants in Georgia and Alabama. Rather than finding lower rates of employment, as conventional economic theory would suggest, they find that businesses offset the costs of increased wages through various "channels of adjustment." These channels included reduced turnover, increased job performance standards, morale, and customer service – all of which provide cost savings to businesses.

Wolfers and Zilinsky (2015) provide a comprehensive summary of studies that link higher wages to higher productivity and cost savings. The studies reviewed collectively find that higher wages reduce turnover and related costs, motivate employees to work harder, attract more productive workers, reduce disciplinary problems and absenteeism, and allow firms to put fewer resources towards employee monitoring. Other studies reviewed by Wolfers and Zilinsky find that worker performance is negatively affected by the stress of income insecurity.

Finally, David Levine's work provides evidence for the idea of efficiency wages: when wages are higher, workers are less likely to quit, are willing to work harder, and are more committed to the firm, and these effects often pay for the wage increase by reducing costs related to turnover and absenteeism (Levine 1991; Levine 1992). This suggests that raising wages above the market price may be beneficial because workers will value that job for its relatively high wage, and will therefore work harder to retain that position and be less likely to voluntarily quit. Maintaining high-performing employees is important for any industry, but may be especially important in the aviation industry, where staff performance impacts not just customer service but also operations, safety, and security for all customers and staff.

# Security and Public Safety

There is some general agreement that worker safety and job performance are impacted by wages and rates of turnover (see Rinefort and Van Fleet 1998; Shannon, Mayr, and Haines 1997). There is also growing evidence from across several industries that *public* safety and security are impacted by wages and turnover. This is especially relevant for airports and aviation, as worker performance impacts in security operations, ramp work, and other airport operations directly or indirectly affects passenger and crew safety—both on the ground and in the air.

Other industries with significant public safety and security concerns include: trucking and transportation; nursing and nursing homes; food safety and HAACP (hazard analysis and critical control point) implementation; private security firms; and mining. Below is a discussion of the literature examining the relationship between wages, turnover, and public safety in each of these industries.

## Airports and Aviation Safety

Airport employees provide an important line of defense against aviation-based terrorism, but also against incidences such as in-flight emergencies, crashes, and runway collisions. The set of employees responsible for airport security and safety includes not only security screeners, but also positions such as ground handling and ramp operations, skycaps, food handlers, and a number of other positions that come in regular contact with security check points, passengers, and equipment.

High turnover in the aviation industry has long been troubling to industry experts. In 2000, the GAO released a report, "Long Standing Problems Impair Airport Screeners' Performance," that examines the causes of chronically poor performance by airport screeners on screening tests, and discusses FAA efforts to improve performance. The GAO specifies high turnover rates in the industry—which at the time generally ranged from 100 percent to as high as 400 percent per year—as one of the two main causes of impaired screener performance, due to the fact that rapid turnover results in "few experienced personnel at checkpoints." In its report, the GAO cites low wages, few benefits and high job stress, as major contributing factors to these high turnover rates.

In the area of Airport safety, a 2007 report by GAO examines aviation runway and ramp safety procedures, in part as a response to the consistently high incursion rates that peaked in 2001 and remained constant from 2002 to 2006. Incursions are when aircraft enter the runway without permission. Drawing on an aviation industry report from 2004 and interviews with industry experts and officials, the 2007 report points to low wages and high turnover for ramp and fuel workers as major factors in ramp accidents.

In their 2003 study of the effects of implementing a living wage at SFO, Reich, Hall, and Jacobs find that employees and employers alike observed better worker performance as a result of higher wages, including areas that affect safety and security. This includes fewer issues with absenteeism, fewer disciplinary issues, and fewer problems with equipment maintenance. In 2001, only 2 percent of new hires failed training, compared to 13 percent prior to the mandated wage increase under the QSP.

The authors also find direct empirical evidence of the negative impacts of turnover on aviation security performance. The number of detected security breaches was found to fall by 0.62 percent for every percentage point increase in security screener turnover. The authors conclude, "In general, the longer the airports are able to retain pre-board screeners, the more likely they are to detect security breaches." This study found a strong link between higher wages and lower turnover rates of security screeners, which in turn led to improved security.

The Port of Seattle (2014) conducted a six-month study of safety and security at the Seattle-Tacoma International Airport; their report provides additional evidence of interconnections between wages, turnover, and security at airports. The study included a survey of airport workers who are responsible for security and safety, testimony from stakeholders, and analyses of the wage, benefit, and turnover rates at the airport. Much like at SFO, the list of positions Sea-Tac considers to be related to safety and security included passenger and facility security; passenger check-in activities; checkpoints screening; skycap and baggage handling; perimeter control; wheelchair attendant services; baggage and cargo handling; and ground support and equipment maintenance.

At Sea-Tac, turnover was found to vary by employer, and rates ranged from 25 percent to 80 percent per year. The study cites pay as one of the most important factors in the high turnover, with employees switching among contractor positions at the airport for as little as 50-cent raises. In addition, most of the turnover was found to occur at the entry level, meaning workers were not staying on long enough to achieve "mastery" in their jobs, with deleterious effects on safety, security, and efficiency. The report also finds that newer workers are much more likely to receive citations for security violations; from 2010-2014, there were 12.7 violations out every 1,000 new workers, compared to 7.1 violations out of 1,000 workers with a tenure of one year or longer. And, while only 14 percent of workers with security badges were new hires in a given year, 24 percent of violations cited that year were new workers. Through interviews with employers and workers, the memorandum finds that the main drivers of turnover were job-quality, including low-wages and benefits, and the lack of career advancement opportunities.

Skorupski and Uchroński (2015) provide additional evidence of the importance of experience and lower turnover to job performance of security screeners. Their study of security screeners at a Polish airport found that on-the-job experience was one of the most important variables for predicting effective screening. They found that longer job tenure resulted in fewer errors and better job performance, defined as fewer objects missed during security screening. Similarly, a South Korea study of the obstacles to effective security screening found both screeners and managers pointing to the lack of work experience for screeners, as caused by high turnover, to be a paramount factor (Yoo and Choi 2006). Screeners and security planners surveyed for this study also cited low wages as a reason for less effective screening.

In addition to these studies, multiple articles in airport and air services trade industry publications emphasize a connection between wages, worker turnover, and safety and security. These publications include *Ground Support Worldwide*, *Airport Business Magazine*, *Airport Security Report*, and *Aviation Week & Space Technology*. In general, most magazines focus on the connection between worker safety and public safety. For example, an article in *Airport Business Magazine* discussing the importance of ramp safety cited a 2004 Airport Operations Safety Panel report that said "ill-trained and poorly paid workers [are a] potentially lethal hazard with enormously expensive consequences" (Kortokrax and Charboneau 2008). The article links wages and turnover with safety, explaining that "low salaries fail to attract experienced workers and contribute to high turnover."

A recent "editor's note" in *Ground Support Worldwide* considers whether pay and productivity are linked in the aviation industry. The author concludes his brief article by tying together the themes of wages, turnover, and safety and productivity:

Simply put, an increase in wage could reduce employee turnover. As a result, more satisfied workers may be more inclined to stay in a position for a longer period of time, gather valuable on-the-job experience and impart their years of knowledge on new employees. Moreover, employees with years of experience may be less prone to mistakes

and accidents, helping create safer working conditions. Safer working conditions could mean quicker turnarounds on the ramp and more productivity (Smith 2016).

Other publications, Richards (2006) and Johnson (2011) discuss training and turnover among airport ground workers, and make the point that all employees, including ramp workers and others, are responsible for overall safety and security. *Air Safety Week* (2000) and Romeo (2004) discuss the difficulties that high turnover causes in maintaining better-trained staff, while Davidson (2006) explains the negative impacts of low wages and high turnover on job performance. These and the above examples, along with many other articles from industry magazines, show that the industry well recognizes the connection between wages, turnover, and safety and security at airports.

### Trucking and Transportation

One of the more robust areas of study of the correlation between wages, turnover, and public safety is in the trucking and transportation industry. Trucking, like aviation, impacts not just worker safety, but also public safety, as it relates to other motorists and travelers. Issues with turnover and crashes peaked after deregulation in 1980s, leading to an expanded interest in studying turnover rates as well as the factors affecting safety (Corsi and Fanara 1988).

Rodríguez, Targa, and Belzer (2005) studied crash rates for drivers employed by a specific firm before and after a change in compensation policies. Looking at drivers who remained employed at that firm before and after the pay increase, the study found the probability of being involved in a crash fell with the increase in pay (Rodríguez, Targa, and Belzer 2005). This same study also found that higher wages resulted in lower turnover probability in a company with a 105 percent turnover rate at the beginning of the study. There was a significant impact of lower turnover on crash rates only when the firm retained older drivers with more experience. They could not establish a precise causal chain, but suggested that the pay increase may have led to more careful driving out of a greater desire to retain employment. However, others have shown a direct correlation between driver turnover and the likelihood of crash involvement (Corsi and Fanara 1988; Cantor et al. 2010). A study by Rodríguez, Rocha, Khattak, and Belzer (2003) found that factors including pay and tenure are strong predictors of crash frequency. In their model, higher pay rates and pay raises correlated with a higher likelihood of zero-crash counts and lower crash frequency.

### Food Safety

Turnover is also of concern to public health and safety in the food industry. Specifically, there is some literature that examines the implementation of the Hazard Analysis Critical Control Point (HACCP) method to food safe handling, which is "a systematic approach to the identification, evaluation and control of hazards (whether biological, physical or chemical) in a particular food operation." (Panisello and Quantick, 2001).

The goal of HACCP is to prevent finished food products from being unsafe or presenting foodborne hazards and illness; HACCP is applied across the industry from food processing to catering to retail. Several articles point to widespread high turnover in the food service industry as one of several obstacles to successfully training employees to implement the HACCP system (Panisello and Quantick, 2001; Forsythe and Hayes 2000; McSwane and Linton 2000).

## Nursing and Nursing Homes

In clinical settings and nursing homes, turnover among nurses and other caregiving staff is shown to affect the cost efficiency as well as the quality of care and health outcomes of patients.

A study by Castle and Engberg (2005) finds the average one-year turnover rate for nursing staff in nursing home settings is 55.4 percent for registered nurses (RNs), and 85.8 percent for nursing assistants (NAs) and licensed practical nurses (LPNs). The authors define "high turnover" to be above 50 percent. The study finds that for RNs, there is a negative relationship between turnover and quality indicators, and that quality continuously decreases with increases in turnover up to 50%, after which the effects do not appear statistically significant, although quality still appears to decrease at this higher level. Meanwhile, turnover of NA and LPN positions above 50 percent, but not necessarily below 50 percent, are associated with lower quality.

Nursing home patients have high rates of infection that can lead to hospitalization and even death. Zimmerman, Gruber-Baldini, Hebel, Sloane, and Magaziner (2002) find that higher RN turnover leads to higher rates of infection and hospitalization: for every loss of an RN at full-time employment per 100 beds, risk of infection increased 30 percent and risk of hospitalization increased 80 percent. The authors theorize that the relationship between turnover and infection could be related to lack of consistency in training and supervision, or due to the lack of established patient-caregiver relationships that make detection of infection more difficult.

Another study considers the impact of nursing unit turnover on the processes of the workgroup, and the impacts of workgroup processes on patient outcomes (Bae, Mark, and Fried 2010). The authors find that that units with higher turnover experience lower group learning and effectiveness, which in turn impacts patient satisfaction as well as the number of medication errors made by the nursing unit.

Nursing turnover has also been found to affect cost and efficiency. A 1994 study of 333 hospitals finds a positive correlation between turnover and hospital inefficiency (cost inefficiency) for RNs (Alexander, Bloom, and Nuchols 1994). In their discussion, the authors note that turnover has an important effect on productivity, and that as such, managing human resources and preventing problematic levels of turnover should be considered an important part of managing cost efficiency.

# Conclusion

The literature covered in this review suggests that higher wages leads to lower turnover, which in turn leads to better safety and security performance among airport workers. At SFO, positive outcomes in lowering turnover and improving security practices were found to be correlated with the QSP, which raised wages for the express purpose of improving turnover and performance across airport employees and contractors. Beyond SFO, raising wages has been shown empirically to decrease turnover and increase performance. A number of studies from across industries, from aviation to transportation, have shown that lower turnover, and the more experienced and better trained workforce that results from it, is correlated with more effective safety and security performance. This is corroborated by observations of aviation industry professionals as discussed in trade publications. In order to maintain the high levels of safety and security at SFO, the San Francisco Airport Commission is committed to advancing wages that will ensure the maintenance of an experienced, well-trained, and high-performing workforce.

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San Francisco International Airport (SFO), United's principal gateway to the Pacific, is a world-class airport. Serving over 53 million domestic and international passengers in 2016, SFO is among the 10 largest airports in the U.S. and one of the world's 25 busiest airports. SFO is also the largest airport in the Bay Area and the second busiest in California. SFO has received local, national, and global recognition for its achievements. The SkyTrax Passengers' Choice Awards for 2015 named SFO the top airport in North America for customer service.

The analyses, interpretations, conclusions, and views expressed in this report are those of the author and do not necessarily represent the UC Berkeley Center for Labor Research and Education, the Regents of the University of California, the San Francisco International Airport, or collaborating organizations or funders.

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May 14, 2018

### Via E-Mail (wagepolicy@panynj.gov)

Board of Commissioners Port Authority of New York and New Jersey 4 World Trade Center, 150 Greenwich Street New York, New York 10007

Re:

Comments to "Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy International Airport, and Newark Liberty International Airport"

Dear Members of the Board of Commissioners:

We write on behalf of Day Pitney, LLP, to comment on the Port Authority's proposal to raise the minimum wage for all employees at JFK, LaGuardia, and Newark Liberty International airports (the "Rules"), adopted by the Board of Commissioners at its March 22, 2018, meeting. The Port Authority acknowledges in these Rules "that there may be circumstances which warrant an exception to the Rules, which exception may be granted by the Port Authority, for good cause, at its sole absolute discretion." We submit that the following exceptions should be incorporated into the final Rules.

# A. The Rules Should Include an Exception for Employees Covered by Collective Bargaining Agreements

Companies and unionized employees use an arms-length bargaining process governed by federal law to negotiate and implement collective bargaining agreements ("CBAs") for the very reason these Rules have been introduced – to ensure fair wages and benefits for all union employees. The Rules, in their current form, do not recognize this pool of employees (or their employers), and would unilaterally change the terms and conditions that have been carefully negotiated and implemented. In short, unions and employers have spent long and valuable time negotiating CBAs that include many "terms and conditions" of employment for the employees – and fair and realistic wages are just one aspect of those agreements.

### P DAY PITNEY LLP

Board of Commissioners, Port Authority May 14, 2018 Page 2

In addition, the Rules would cause other inequities for union employees and their employers. For example, large companies with airport employees may also have employees at other worksites in New Jersey and New York. The Rules, however, would only impact union employees at one location (i.e., airports) and not other worksites in New Jersey and New York. Inequity now arises because union employees at the airports could potentially receive a different wage than was collectively negotiated for all union employees in this region – even though the cost of living for an airport employee may be the same (or even less) than a similarly situated coemployee who works nearby, but not at the airport. Thus, the Rules as written change a key term of the CBA for just one portion of the union workforce – even though the union and the multisite employer had negotiated fair wages and other benefits for *all* the employees across these two States.

# B. The Value of an Employee's Total Compensation Package Should Be Considered By The Rules

It is safe to say that employees consider more than wages when valuing a job, and it is also safe to say that "benefits" offer significant financial value to a job. Accordingly, the Rules should ensure that benefits are "counted" as part of a fair "living" wage. If that is not done, companies could off-set any wage increase mandated by the Rules by reducing other benefits that they pay for. In addition, many union employees often enjoy a wide array of financially valuable benefits, including premium healthcare insurance, pensions, and educational benefits, that may far exceed the value of a small increase in their wage. Therefore, the *total value* of an employee's compensation, including the value of benefits, should be should be considered in determining the living wage.

### **Conclusion**

In sum, we believe that the above concerns need to be addressed by the Board prior to the enactment of the Rules. An exception for employees covered by CBAs, and consideration of all benefits received by employees, will protect the integrity of collectively negotiated compensation packages, and it will also allow for creative (and competitive) employment opportunities by encouraging companies to offer different menus of benefits (along with wages) in their search for a stable and productive workforce.

Very truly yours,

Michael T. Bissinger

Milt. B

To: The Board of Directors of the Port Authority of New York and New Jersey
Re: "Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts"

Comments submitted by the Communications Workers of America, District 1

#### I. Introduction

The Communications Workers of America (CWA) supports the proposal before the Board of the Port Authority to raise the minimum wage of all employees working at its airports to \$19 an hour by 2023. This proposal benefits travelers, airport workers and New York and New Jersey communities. CWA outlines evidence below from airports across the country demonstrating that higher wages reduce turnover, which we believe leads to higher quality service and greater safety and security.

#### II. The Communications Workers of America

The Communications Workers of America represents 700,000 workers in private and public sector employment in the United States, Canada and Puerto Rico. CWA members work in telecommunications and information technology, the airline industry, news media, broadcast and cable television, education, health care and public service, law enforcement, manufacturing and other fields.

CWA represents 20,000 airport workers across the country, including over 500 at LaGuardia and JFK. CWA members work at the American Airlines ticket counter and gates, assisting passengers with checking in and boarding. In some locations CWA members also work on the ramp, loading and unloading baggage, guiding planes on the tarmac and de-icing aircraft.

### III. When workers earn a living wage, they are likely to stay in the job longer

The Port Authority has pointed to studies that identify a correlation between higher wages and decreased turnover. CWA has additional corroborating evidence of this linkage based on a tenure analysis of employees at airports with and without "living wage" policies in place.

CWA represents workers at American Airlines' regional subsidiaries operating at 166 airports nationwide. We conducted an analysis of the tenure of our members who work at airports where a living wage policy has lifted compensation above \$12 per hour – LAX, PHL and DCA – compared to airports without such a policy. At all three airports, workers stayed in their jobs significantly longer than workers at all other airports. Overall, 52 percent of workers at the higher wage airports have tenure of more than three years, compared to 36 percent at all other airports.

**Los Angeles International Airport:** A 2009 Los Angeles city ordinance requires that all employers operating at the Los Angeles World Airports pay at least \$12.08 for employees with health benefits and \$17.26 for those without.<sup>2</sup> Among employees at American Airlines subsidiary Envoy Air at LAX, 60 percent have worked at the

<sup>&</sup>lt;sup>1</sup> See, in particular, UC Berkley Labor Center, "The Impact of Wages and Turnover on Security and Safety in Airports: A Literature Review," October 18, 2017. Available at: <a href="http://laborcenter.berkeley.edu/the-impact-of-wages-and-turnover-on-security-and-safety-in-airports/">http://laborcenter.berkeley.edu/the-impact-of-wages-and-turnover-on-security-and-safety-in-airports/</a>

<sup>&</sup>lt;sup>2</sup> Los Angeles World Airports, "Living Wage and Service Worker Retention Ordinances." Available at: <a href="https://www.lawa.org/en/lawa-businesses/lawa-administrative-requirements/living-wage-and-service-worker-retention-ordinances">https://www.lawa.org/en/lawa-businesses/lawa-administrative-requirements/living-wage-and-service-worker-retention-ordinances</a>

airport for more than three years. This compares with 38 percent of all other airport-based Envoy employees represented by CWA. This remarkable 22 point difference demonstrates the life-changing impact of the \$17.26 wage that workers can expect when they apply to a job at LAX.

**Philadelphia International Airport:** In 2005, the Philadelphia City Council passed the "21st Century Minimum Wage and Benefits Standard," which increased wages for city contractors – including airline workers – to \$10.88. In 2015, the City Council increased that minimum wage to \$12 per hour. Today, workers at American Airlines subsidiary Piedmont Airlines earn starting wages of \$12.20 per hour. Among these workers, 51 percent have tenure of more than three years, compared to 34 percent of Piedmont workers represented by CWA who work at an airport without a living wage policy – many of whom start at \$8.50 per hour.

Reagan National Airport: The Metropolitan Washington Airports Authority approved a living wage policy in April of 2017 covering airline contractors. Today, the starting wage for Piedmont Airlines employees at Reagan National Airport is \$13 per hour. The impacts of the living wage are clear. Among Piedmont employees, 53 percent have tenure of more than three years, compared to 34 percent of Piedmont workers elsewhere. We believe the higher rate of retention at DCA is substantially a result of the living wage policy, because prior to implementation, in 2015, only 42 percent of Piedmont employees at DCA had more than three years tenure. At that time, the starting wage at DCA was \$10.10 per hour. This dramatic increase in worker tenure after just three years demonstrates the impact of the 20% raise workers received when the living wage came into force.

At most airports across the country, workers continue to receive wages governed only by the state or federal minimum wage, often below \$10 per hour. These poverty wages make it hard for airport employees to justify traveling to an airport and getting through security in order to clock in; thus, the turnover rate is very high. At airports without a living wage policy, half of all Envoy and Piedmont employees have tenure of less than two years. But this does not reflect the whole picture. The turnover rate is much higher than 25 percent per year, because many workers leave within their first few months and are not reflected in annual retention figures – at Envoy, 21 percent leave within the first six months (compared to LAX where only 12 percent leave in that period).

### IV. Airport workers paid poverty wages report stressful conditions and reliance on public assistance.

In February of 2018, CWA conducted a survey of more than nine hundred Envoy Air employees who work at 83 airports across the country to learn how workers get by on a day-to-day basis. Twenty-seven percent of workers said they rely on public assistance, with food stamps being the most common form of aid, followed by Medicaid. Of the workers who do not rely on public assistance, 82 percent said they count on family and friends for financial and material support. Only 13 percent of survey respondents said they felt their wages provided enough to get by.

<sup>&</sup>lt;sup>3</sup> City Council, City of Philadelphia, File #160723. Available at: <a href="https://phila.legistar.com/LegislationDetail.aspx?ID=2831223&GUID=5E4C36C2-11F7-412C-915C-F6524B52419B&Options=ID%7CText%7CAttachments%7C&Search=160713&FullText=1">https://phila.legistar.com/LegislationDetail.aspx?ID=2831223&GUID=5E4C36C2-11F7-412C-915C-F6524B52419B&Options=ID%7CText%7CAttachments%7C&Search=160713&FullText=1</a>

<sup>&</sup>lt;sup>4</sup> Metropolitan Washington Airports Authority, "Proposed Resolution Approving Amendment to Airports Authority Living Wage Program and Adopting an Airport Workers Wage Policy for Certain Businesses Operating on the Airports," April 19, 2017. Available at: <a href="http://www.mwaa.com/sites/default/files/BOD/2017-04/tab">http://www.mwaa.com/sites/default/files/BOD/2017-04/tab</a> 11.1 recommendations of the ad hoc committee on labor issues regarding amendment of airports authority living wage program and establishment of an airport workers wage policy.pdf

Envoy agents expressed frustration that their paychecks for a full-time job do not cover basic living expenses:

"I'm a single mother of a 3-year-old boy. My son's father passed away when he was only 2 years old...

Due to my checks being so low, I have to depend on the state for food stamps and medical assistance, also daycare assistance and the government cell phone program just to make it month-to-month."

– Agent with two years' experience at O'Hare International Airport in Chicago

"My wages are insufficient to meet basic needs, Therefore I have to work cleaning houses on my days off."

- Agent with more than 15 years' experience at LaGuardia Airport

"We do not have dinner every nite. We will go to bed hungry."

- Agent with four years' experience at LaGuardia Airport

"I have a one-year-old son I only see three days a week because I work two jobs and upwards of 70 hours over six days and sometimes seven days a week. I work doubles four days a week."

– Agent with six years' experience at Buffalo Niagara International Airport

"I just reached top out pay [of \$15.71 per hour] but it came too late. With the rise of insurance premiums the past two years and no annual pay raises for over four years I was not able to make ends meet. I've had to downsize my car, I lost my home and had to file bankruptcy. This is what a lot of us that have given our company 10+ years of hard work and dedication have had to endure. This is the reality of low pay and no pay raises and higher premiums. When it comes to the last few days before pay day, we shouldn't have to choose between gas for work or putting a decent meal on the table for my family.

- Agent with twelve years' experience at Appleton International Airport in Wisconsin

Some agents expressed concern about their safety on the tarmac because of the demands of long hours and multiple jobs:

I risk my safety and life in front of a plane engine – daily – for less than a high school fast food worker makes...It's dangerous to have to moonlight in another job, then show up to work Envoy tired. It doesn't provide an enjoyable or safe work environment.

-Agent with two years' experience at Amarillo International Airport in Texas

### V. Conclusion

CWA strongly supports the Port Authority's proposal to increase the minimum wage for all airport workers to \$19 by 2023. The evidence for lower turnover at airports with living wage policies is buttressed by CWA's analysis of tenure among our members at airports with and without such policies. As in other industries that have seen a strong connection between lower turnover and better outcomes, we believe the impact of this lower turnover will be better quality service and safer workplaces. The Port Authority, its customers and surrounding communities will benefit from this high road approach to improved service quality.

<sup>&</sup>lt;sup>5</sup> "The Impact of Wages and Turnover on Security and Safety in Airports: A Literature Review," op. cit.



# THE ASSEMBLY STATE OF NEW YORK ALBANY

CHAIR
Puerto Rican/Hispanic Task Force
CO-CHAIR
Task Force on Demographic Research
and Reapportionment

COMMITTEES

Cities
Energy
Environmental Conservation
Insurance
Transportation

**MEMBER** 

Black, Puerto Rican, Hispanic and Asian Legislative Caucus

The Port Authority of NY & NJ 4 World Trade Center 150 Greenwich Street, 22nd Floor New York, NY 10007

Submitted via e-mail to: wagepolicy@panynj.gov

May 25, 2018

# NY STATE ASSEMBLY MEMBER MARCOS CRESPO SAMPLE Comment to Port Authority in Support of Raising Wages for NY/NJ Airport Workers

Dear Port Authority Board of Commissioners:

I am writing to urge you to approve the Port Authority Resolution passed in March to raise wages to \$19 an hour by 2023 for all airport service workers at John F. Kennedy, LaGuardia and Newark Airports.

As the main sponsor of a bill in the New York State Assembly that would raise wages for subcontracted transportation center workers (the Safe Transportation Jobs and Fair Employment Rules, or STAFER Act A.7886/S.6451), I have met with many airport service workers and understand the expertise, stability, and value that they bring to their jobs.

New York and New Jersey's airports are some of the most heavily trafficked in the world. While passengers come and go, service workers report unattended luggage, clean planes in between flights, direct traffic, transport the elderly and disabled, and much more. These workers are our eyes and ears on the ground, and yet, they are paid poverty wages.

When workers struggle to get by and rely on taxpayer funded programs to survive, the entire community is affected. The airports experience high turnover, leading to gaps in service and security for customers, and the public ends up footing the bill by absorbing the costs associated with poverty jobs. This causes the local economy to suffer.

As a legislator who represents a Bronx district in which many airport workers live, I can see firsthand the impact that low wages can have on the community. Our major transportation centers can only be economic engines for the community when they provide good, family sustaining jobs. And for far too long, airlines have been squeezing every last penny out of customers while simultaneously reporting record-breaking profits – this disparity must end.

I urge you to give the security officers, baggage handlers, cabin cleaners, wheelchair attendants, and other low-wage airport service workers employed by airlines or sub-contractors, what they deserve: basic dignity and respect on the job, starting with \$19/hour by 2023. This will help improve the safety, security, and readiness of our airports, benefiting us all.

Sincerely,

Marcos A. Crespo Member of Assembly

85<sup>th</sup> District



Christine L. Owens

**Executive Director** 

www.nelp.org

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75 Maiden Lane Suite 601 New York, NY 10038 212-285-3025

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**Washington State Office** 

317 17th Avenue South Seattle, WA 98144 206-324-4000 June 1, 2018

Board of Commissioners of the Port Authority of New York and New Jersey wagepolicy@panynj.gov

Dear Board of Commissioners:

Thank you for the opportunity to provide comments on the proposed Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy International Airport and Newark Liberty International Airport ("proposed minimum wage rules").

I am Senior Counsel at the National Employment Law Project (NELP). NELP is a non-profit research and policy organization that for more than 45 years has sought to ensure that America upholds for all its workers the promise of opportunity and economic security through work. NELP advocates for policies that create good jobs, expand access to work, and strengthen protections for low-wage workers and the unemployed. Prior to joining NELP, I served as United States Solicitor of Labor from 2010 to 2017. Before that, I served as New York State Commissioner of Labor from 2006 to 2010. Previously I served in the New York State Attorney General's Office Labor Bureau for almost twenty years, including eight years a Chief of the Bureau.

First, I write to support the proposed minimum wage rules. It has been well-established that improved wage standards reduce turnover and improve the quality of services at airports. Moreover, the minimum standards currently applicable to airport workers continue to be too low to support a family in the New York metro area. The 2018 federal poverty guideline for a family of four is \$25,100.2 At \$10.453 an hour, New Jersey workers earn only \$21,736 annually, even if working full time. New York workers, who earn the New York State's applicable minimum wage, which is currently \$13 an hour4, earn \$27,040.

<sup>&</sup>lt;sup>1</sup> See, Michael Reich, Peter Hall, and Ken Jacobs, Living Wage Policies at San Francisco Airport: Impacts on Workers and Businesses, IRLE WORKING PAPER #98-03 November 2003, available at, <a href="http://irle.berkeley.edu/files/2003/Living-Wage-Policies-at-San-Francisco-Airport.pdf">http://irle.berkeley.edu/files/2003/Living-Wage-Policies-at-San-Francisco-Airport.pdf</a>; Michael Reich, Peter Hall, and Ken Jacobs, Liftoff: Raising Wages at San Francisco Airport, in When Mandates Work, Michael Reich, Ken Jacobs, and Miranda Dietz, eds. University of California Press. January 2014, available at <a href="http://irle.berkeley.edu/liftoff-raising-wages-at-san-francisco-airport/">http://irle.berkeley.edu/liftoff-raising-wages-at-san-francisco-airport/</a>;

Amanda Gallear, The Impact of Wages and Turnover on Security and Safety in Airports: A Review Of The Literature, U.C. Berkeley Center for Labor Research and Education, *available at* <a href="http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf">http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf</a>.

<sup>&</sup>lt;sup>2</sup> Office Of The Assistant Secretary For Planning And Evaluation

<sup>&</sup>lt;sup>3</sup> https://www.panynj.gov/airports/pdf/Wage Level Notice EWR Effective 02012018.pdf

<sup>&</sup>lt;sup>4</sup> https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm

I would additionally encourage you to amend the proposed minimum wage rules to require that all employers pay covered employees the full minimum wage, eliminating the ability of employers to take advantage of the "tip credit" that is currently allowed by federal and applicable state laws. Eight states currently do not allow a tip credit and New York has proposed and is currently considering abolishing the tip credit. Too many tipped workers struggle to earn a living. The average wage of tipped workers is only around \$11.50 an hour including tips. Moreover, tipped workers make up a substantial share of some of the fastest-growing service industries in the country. These industries have high rates of workplace wage and hour violations, in part because of the enforcement challenges that tipped earnings present. In my experience, both state and federal labor departments routinely identify significant wage violations in industries with large concentrations of tipped workers. Given the Port Authority's stated interest in promoting uniformity and stability of the service workforce at the airports, it would be appropriate to amend the proposed minimum wage rules to make it clear that employers are required to pay all covered employees the full minimum wage.

If the Board of Commissioners does not eliminate the tip credit, at the very least, it should adopt the New York tip credit rules. One of the goals of the proposed minimum wage rules is to bring a certain amount of uniformity to the wages of a workforce that performs services for the Port Authority but operates in two states. However, the allowable tip credit in those states is not uniform. Currently New Jersey, in accordance with federal law, only requires tipped workers to be paid \$2.13 per hour in cash wages (assuming their income, including tips, equals the minimum wage). In effect, employers can claim a tip credit of up to \$5.12 an hour. In New York City, by contrast, employers can only claim a tip credit of at most, \$3.30 an hour and if average tips received per hour are less than \$3.20; only \$1.95 can be claimed as a tip credit. In addition, as discussed above, New York has proposed eliminating the tip credit altogether. New Jersey workers deserve no fewer protections than New York workers have so I urge you to bring uniformity to this subject. However, understanding that there are differences in tip credits, as there are differences in the states' minimum wage requirements, it is understandable if you phase in the desired uniformity.

No matter how the Board of Commissions decides the issues I have discussed above, it is not appropriate that employees providing wheelchair assistance services be paid less than the full minimum. They are not employed in an occupation in which tips are "customarily and regularly received from patrons" and therefore are not tipped employees within the meaning of the proposed minimum wage rules. The Federal rules implementing the Air Carrier Access Act of 1986 (ACAA)<sup>7</sup>, require airport facilities to be accessible to people with limited mobility and for assistance to be provided in moving within the terminal<sup>8</sup>. This accessibility includes "the assistance of personnel, or other appropriate means consistent with the safety and dignity of passengers with a disability." Employees are not permitted to leave passengers unattended in a wheelchair for more than 30 minutes." This means the employee could end up spending a significant portion of his or her shift with one passenger. It is largely a matter of chance whether or not that passenger will choose, unprompted, to tip when receiving wheelchair services. The federal rules additionally make it clear that passengers may not be charged for accessibility services provided as required under the rules <sup>11</sup>.

While some passengers may tip, there is not necessarily a general expectation that people receiving wheelchair assistance will tip. It is also worth noting that studies have shown that people with disabilities have significantly lower median income than people without disabilities.<sup>12</sup> Experience has shown that

<sup>&</sup>lt;sup>5</sup> Those states are Alaska, California, Minnesota, Montana, Oregon and Washington.

<sup>&</sup>lt;sup>6</sup> Cuomo Considers Eliminating the Tipped Minimum for New York" available at https://ny.eater.com/2018/1/4/16848156/nyc-tipped-minimum-wage-andrew-cuomo

<sup>&</sup>lt;sup>7</sup> 49 U.S.C. 41705

<sup>8 14</sup> CFR § 382.91

<sup>9 14</sup> CFR § 382.51

<sup>10 14</sup> CFR § 382.103

<sup>11 14</sup> CFR § 382.31

<sup>&</sup>lt;sup>12</sup> See, ADA Participatory Action Research Consortium (ADA-PARC), Median Individual Income of People with and without Disabilities with Earnings, Age 16 and Above, 2014, available at <a href="http://centerondisability.org/ada-parc/utils/indicators.php?id=30">http://centerondisability.org/ada-parc/utils/indicators.php?id=30</a>

international travelers coming from countries in which tipping is not generally customary are even less likely to choose to tip in a situation where there are no suggestions or requirements regarding tipping. It is important to understand that employees providing wheelchair assistance are specifically instructed that they are not permitted to ask for tips and that doing so is a violation of federal regulations. <sup>13</sup> Given these factors, it is not be possible to establish a meaningful average value of gratuities received by such employees.

For all of these reasons, employees providing wheelchair services do not have a reliable expectation of gratuities. The income of these employees continues to be heavily dependent on the applicable minimum wage standard that applies to them. The Board of Commissioners should clarify that they are not tipped employees under the proposed minimum wage rules.

Finally, I point out what is obviously a mistake in the proposed minimum wage rules as currently written and urge you to correct it. The proposed minimum wage rules read "The Policy implemented by these Rules will not apply in instances where other applicable laws or regulations provide minimum rates for employees falling within the Policy and Rules, as demonstrated by the employer. There is no one, to my knowledge, who will be covered by these rules who are not already covered by some other law or regulation that provides for minimum rates. The most obvious examples of these applicable laws and regulations are the Fair Labor Standards Act and the even broader (in terms of coverage) New York and New Jersey Minimum Wage Statutes. This mistake must be corrected and the proposed minimum wage rules amended to add in "higher" before minimum rates. Otherwise, the wage provisions contained in the proposed minimum wage rules are simply a nullity and a sham. That surely could not have been the Board of Commissioners' intent.

Thank Yo	u for the on	portunity to	comment on	the proposed	minimum	wage rule	S
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Sincerely,

M. Patricia Smith Senior Counsel

<sup>&</sup>lt;sup>13</sup> https://www.transportation.gov/sites/dot.gov/files/docs/Wheelchair and Guided Assistance Tips-Tip Sheet.pdf

http://corpinfo.panynj.gov/documents/Rules-for-Implementation-of-Minimum-Wage-Policy-for-Non-Trade-Labor-Service-Contracts/

# Economic Policy Institute

# EPI comments on Minimum Wage Policy for Non-Trade Labor Service Contracts at LaGuardia, John F. Kennedy, and Newark Liberty airports

Public Comments • By David Cooper and Ben Zipperer • June 1, 2018

Submitted via email to wagepolicy@panynj.gov.

Board of Commissioners
The Port Authority of New York and New Jersey
4 World Trade Center
150 Greenwich Street
New York, NY 10007

Re: Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy Airport, and Newark Liberty International Airport

Dear Members of the Board of Commissioners of the Port Authority of New York and New Jersey,

The Economic Policy Institute (EPI) submits these comments in support of the Port Authority's Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts at LaGuardia, John F. Kennedy, and Newark Liberty airports. EPI is a nonprofit, nonpartisan think tank created in 1986 to include the needs of low- and middle-income workers in economic policy discussions. EPI conducts research and analysis on the economic status of working America, proposes public policies that protect and improve the economic conditions of low- and middle-income workers, and assesses policies with respect to how well they further those goals.

The Port Authority's minimum wage policy is a well-designed and important policy for maintaining the safe and effective operation of the New York metropolitan region's airports. By establishing a gradually rising

wage floor for contracted airport workers that will reach \$19.00 an hour in 2023, the Port Authority is setting a standard that will help the airports' contracted service providers to attract and retain a skilled workforce, cut down on costly and potentially dangerous turnover, and help ensure the smooth operation of critical pieces of regional and national infrastructure. Strong wage standards, such as those adopted by the Port Authority, will be increasingly important as the health of the labor market continues to improve and employers face fiercer competition to recruit and retain staff.

A large body of research has shown that raising wages generally, and setting high minimum wage standards specifically, leads to meaningful reductions in employee turnover or "churn" among affected workers. Extensive additional research documents the links between higher wages and improved productivity.

One reason higher minimum wages reduce turnover is that, after a raise, workers stay at their current job longer, as they are less likely to search and find even higher paying jobs. A second reason is that, after a minimum wage increase, it becomes more cost-effective for employers to invest in their current employees rather than lay them off and hire new, untrained workers.

The most comprehensive analysis of the turnover-reducing effects of higher minimum wages—by professors Arindrajit Dube, T. William Lester, and Michael Reich, published in the *Journal of Labor Economics* in 2016—finds strong evidence for both of these channels (Dube, Lester, and Reich 2016). Using nearly 200 minimum wage changes resulting from state-level and federal minimum wage increases, the study finds that raising the minimum wage significantly reduces worker turnover. Employees with the sharpest reductions in turnover are those who would otherwise stay employed at their workplace for only a short amount of time. As a result of reduced worker turnover, wage increases cause the workforce to become more experienced at their jobs, the study also finds.

These findings have been confirmed by other studies on the minimum wage in the U.S. and elsewhere. For example, San Francisco's adoption of a citywide minimum wage in 2004 led to "substantial increases in job tenure and in the proportion of full-time workers among fast-food restaurants" (Dube, Naidu, and Reich 2007). In their 2015 study of federal minimum wage increases in Georgia and Alabama, Barry T. Hirsch, Bruce E. Kaufman, and Tetyana Zelenska found that one "channel of adjustment" to higher wages is reduced worker turnover (Hirsch, Kaufman, and Zelenska 2015).

These findings regarding reduced turnover and minimum wage increases have been also been confirmed by studies of the effect of living wage policies that govern the pay of local government contractors, and specifically studies of the effects of wage standards at airports. The Los Angeles Living Wage Ordinance, which covers contractors and other companies receiving subsidies or permits through the city, reduced low-wage worker turnover and absenteeism (Fairris 2005). A comprehensive study of the San Francisco Airport living wage found "dramatically reduced turnover," with the strongest reductions experienced by the firms that raised wages the most to comply with the policy (Reich, Hall, and Jacobs 2005).

Airports have a particular interest in reducing turnover, as airport staff face heightened

responsibility to ensure safety, security, and efficiency in their work. Studies of airport security have noted that high turnover rates are a significant contributor to poor performance by airport security screeners. Two such studies come from the U.S. Government Accountability Office (GAO), formerly the General Accounting Office. In the earlier study, GAO concluded that high turnover among airport screeners has been a long-standing and growing problem that negatively affects performance, and that "a key factor in the rapid turnover is the low wages screeners receive" (GAO 2000). In a later audit of safety on airport runways and ramps, GAO surveyed aviation experts who noted that "high job turnover among ramp employees is also part of the problem" in reducing ramp accidents, and that "poor pay attracts a group of ramp workers that exhibit high turnover rates" (GAO 2007).

Lowering turnover, and thereby increasing worker tenure on the job, leads to higher productivity as workers have time to develop their skills and become more proficient in their jobs. At the same time, studies have also shown that higher wages can lead to additional improvements in productivity, independent of increased tenure. A large body of scholarly research shows that higher wages reduce absenteeism, attract better-performing workers, and motivate employees to work harder and provide better quality service (Wolfers and Zilinsky 2015). Higher wages also reduce the exposure of workers to financial problems due to poverty and income insecurity that would otherwise depress productivity (Mani et al. 2013). Finally, higher wages can also increase the efficiency of managers or owners of firms by acting as a shock that compels managers to identify cost savings or remedy longer-term problems (Hirsch, Kaufman, and Zelenska 2015).

As the overall labor market continues to improve, there will be fiercer competition among employers to recruit and retain staff, particularly in the low-wage labor market. At the same time, employers are often reluctant to offer wage raises sufficient enough to prevent problems with vacancies or recruitment of high-quality workers (Manning 2003; Naidu, Posner, and Weyl 2018). A stronger minimum wage floor helps to solve this problem. By raising wages at the bottom, the minimum wage policy for nontrade labor service contracts at LaGuardia, John F. Kennedy, and Newark Liberty airports will help airport employers to reduce turnover for these positions and will also make it easier for them to recruit for these jobs when necessary.

Relatedly, the clear phase-in of the airports' minimum wage policy—a gradual, six-year implementation—may also help reduce churn. Low-wage workers experience significantly higher rates of job churn than higher-wage workers (Cooper, Mishel, and Zipperer 2018). This is not surprising since even small nominal hour wage increases (from switching jobs) can equal meaningful increases in pay for workers with low total earnings. Yet with predictable pay increases scheduled for several years into the future, there is less incentive to seek a different job—certainly within the airport, but potentially elsewhere as well, as future pay increases at other locations would be less certain. Furthermore, the clear, gradual phase-in allows time for employers to adjust to new, higher wages. The phase-in additionally provides more certainty to employers about their labor costs several years into the future, allowing them to make longer-term investment plans that are not subject to unpredictable changes in wages.

Wage standards such as this one are most effective when they are universal and when they provide predictable pay and consistent income. A uniform minimum wage standard across all workers is more transparent for both workers and employers. As a consequence, the standard will be easier to enforce and less prone to lead to wage violations. Were different minimum wage standards applied to different classes of employees, it would be more difficult for employees and regulators to ensure wage payments are correct. It is well known, for example, that lower minimum wage standards for tipped workers increase the difficulty of enforcement and make these workers particularly susceptible to wage theft (Cooper and Kroeger 2017).

The Port Authority's minimum wage policy will improve the operation of the New York and New Jersey metropolitan region's airports. The wage increase to \$19.00 by 2023 will help to attract and retain a skilled workforce, reducing the costs and dangers associated with high rates of turnover. Ensuring that this policy is applied universally will maximize its positive effects—providing simplicity and predictability for airport service provider workers, the firms that employ them, and the regulators who will enforce this rule.

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Board of Commissioners Port Authority of New York and New Jersey 4 World Trade Center, 150 Greenwich Street New York, New York 10007

> Re: Comments to "Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy International Airport, and Newark Liberty International Airport"

Dear Members of the Board of Commissioners:

This letter is submitted by United Parcel Service, Inc. to comment on the Port Authority's proposal to raise the minimum wage for all employees at JFK, LaGuardia, and Newark Liberty International airports (the "Rules"), adopted by the Board of Commissioners at its March 22, 2018, meeting. The Port Authority acknowledges in these Rules "that there may be circumstances which warrant an exception to the Rules, which exception may be granted by the Port Authority, for good cause, at its sole absolute discretion." We ask that the following exceptions are incorporated into the final Rules.

### **Exception for Employees Covered by Collective Bargaining Agreements**

Companies and unions and the employees they represent use an arms-length bargaining process governed by federal law to negotiate and implement collective bargaining agreements ("CBAs") for the very reason these Rules have been introduced – to ensure fair wages and benefits for all union employees. The Rules do not recognize this pool of employees (or their employers), and would unilaterally change the terms and conditions that have been carefully negotiated and implemented. Unions and employers have spent long and valuable time negotiating CBAs that include many "terms and conditions" of employment for the employees--and fair and realistic wages are just one aspect of those agreements.

In addition, the Rules would cause other inequities for union employees and their employers. For example, large companies with airport employees may also have employees at other worksites in New Jersey and New York. The Rules, however, would only impact union employees at one location (i.e., airports) and not other worksites in New Jersey and New York. Inequity arises because union employees at the airports could potentially receive a different wage than was collectively negotiated for all union employees in this region—even though the cost of living for an airport employee may be the same (or even less) than a similarly situated co-employee who works nearby, but not at the airport. Thus, the Rules as written change a key term of the CBA

Board of Commissioners, PANYNJ May 17, 2018 Page Two

for just one portion of the union workforce—even though the union and multi-site employer had negotiated fair wages and other benefits for *all* the employees across these two States.

### The Total Value of an Employee's Compensation Package Should Be Counted by the Rules

It is safe to say that employees consider more than wages when valuing a job, and it is also safe to say that "benefits" offer significant financial value to a job. Accordingly, the Rules should ensure that benefits are "counted" as part of a fair "living" wage. If that is not done, companies could off-set any wage increase mandated by the Rules by reducing other benefits they pay for. In addition, many union employees often enjoy a wide array of financially valuable benefits, including premium healthcare insurance, pensions, and educational benefits that may far exceed the value of a small increase in their wage. Therefore, the *total value* of an employee's compensation, including the value of benefits, should be should be considered in determining the living wage.

### Conclusion

We believe the above concerns should be addressed by the Board prior to the enactment of the Rules. An exception for employees covered by CBAs, and consideration of all benefits received by employees, will both protect the integrity of collectively negotiated compensation packages, and it will also allow for creative (and competitive) employment opportunities by encouraging companies to offer different menus of benefits (along with wages) in their search for a stable and productive workforce.

Sincerely,

Axel Carrion

Director- UPS Public Affairs

Azel Courin

We Connect the World

Via email: (wagepolicy@panynj.gov)

June 7, 2018

Mr. Kevin O'Toole Chairman Board of Commissioners Port Authority of New York & New Jersey

Dear Chairman O'Toole:

RE: Comments Regarding Unauthorized Minimum Wage Mandate

Airlines for America (A4A) is the trade association of the leading US passenger and cargo airlines, <sup>1</sup> all of which serve John F. Kennedy International Airport, LaGuardia Airport, and Newark Liberty International Airport providing safe, affordable services to residents and businesses throughout the tri-state area. Airlines are proud economic drivers in the local area, supporting over 700,000 jobs in New York and New Jersey. Airlines carry 130 million passengers, along with approximately 3 million tons of cargo in and out of the three airports each year.

A4A strongly opposes the Port Authority of New York and New Jersey's (the Port or PANYNJ) proposed minimum wage mandate (MWM) for airport workers, and urges the Port Commission to withdraw it. It is legally defective, and there are substantial policy concerns that weigh against imposing a wage mandate *on just one industry*.

A minimum wage standard should benefit all employees in New York and New Jersey. A4A members fully comply with all state minimum wage laws, and our members do not take a position on what the statewide minimum should be. However, whatever rate the state government might set, that rate should apply to all employees and employers in the jurisdiction. Creating a patchwork of minimum wages that favor some employees over others in the same locality based solely on their worksite is bad public policy. It distorts the job market, and effectively becomes a hidden tax on airline passengers.

<sup>&</sup>lt;sup>1</sup> A4A members are: Alaska Airlines, American Airlines Group, Atlas Air, Inc., Federal Express Corporation, Hawaiian Airlines, Inc., JetBlue Airways Corp., Southwest Airlines Co., United Continental Holdings, Inc., and United Parcel Service Co. Air Canada is an associate member.

The MWM will generate wage inequality and winners and losers within the states of New Jersey and New York. The employees affected by the MWM number about 70,000, which is about 0.6% of the 13.5 million employees in the states of New York and New Jersey. From a public policy standpoint, there is no rational justification for establishing a separate minimum wage for such a tiny percentage of the workforce, especially when the job functions do not differ in any material way from jobs performed by workers excluded from the MWM. Under the MWM, two workers could live in the same household in Brooklyn, one with a job cleaning planes at the airport and the other cleaning offices in the financial district of Manhattan. Both would have the same cost of living in Brooklyn, but the airport employee, at \$19 per hour, would receive 25% more pay than the Manhattan office cleaner. The disparities would also extend within the PANYNJ itself, as Stewart Airport is apparently not covered by the minimum wage proposal.

The PANYNJ Airports are already the most expensive group of airports in the country for airline passengers. According to Federal Aviation Administration reports, Newark is the most expensive major airport in the country and JFK is number two. LaGuardia is close behind at number five. (See attached chart.)

At Newark Liberty Airport, the Passenger Airline Cost (PAC) is approximately \$33 per enplaned passenger. That is almost five times as high as Atlanta and Charlotte, and 75% to 100% higher than nearby northeastern airports such as Washington Dulles, Philadelphia, and BWI. These higher costs have to be accounted for in some manner, either by being passed on to passengers who traverse the PANYNJ airports or in the form of reduced service. Raising the minimum wage at the PANYNJ airports to a level that is 50% to 130% higher than the minimum wages at Philadelphia, Atlanta, BWI, Dulles, Boston, and other east coast cities is simply another cost to be borne by the passengers.

Aside from the negative policy and economic consequences of adopting the proposed MWM, the MWM is legally unsound:

The PANYNJ lacks the legal authority to regulate wages of third parties. The PANYNJ was created in 1921 by a bi-state compact (the "Compact") entered into between the states of New York and New Jersey, and approved by Congress. The Compact grants limited specific powers to the PANYNJ. The Compact permits the PANYNJ to "effectuate, establish, acquire, construct, rehabilitate, improve, maintain and operate air terminals." But the Compact does not authorize the PANYNJ to regulate the wages of airlines, airline contractors and other third-party employees who work within the airports but not for the Port.

The Compact further provides that "additional powers...may hereafter be delegated to and imposed upon [the PANYNJ] from time to time by the action of the legislature [as] concurred in by the legislature of the other." N.J.S.A. 32:1-8; N.Y. Unconsol. Laws §6408. However, "[t]he unilateral imposition of additional duties on the authority...is impermissible absent express authorization in the Compact or joint legislation of the two creator states." *Ballinger v. Del. River Port. Auth.*, 172 N.J. 586, 594 (2002)

In the context of labor and employment, the Third Circuit Court of Appeals has found that bistate entities have limited powers, even with regard to an entity's own employees. The Third Circuit has expressly ruled that a bi-state agency lacked the power to collectively bargain with its employees absent an additional grant of power from the states of Pennsylvania and New Jersey. See *Int'l Union of Operating Eng'rs*, *Local 542 v. Del. River Joint Toll Bridge Comm'n*,

Mr. Kevin O'Toole June 6, 2018 Page 3

311 F.3d 273, 281 (3d Cir. 2002). If a bi-state agency's powers over its own employees must be narrowly construed, that is doubly true for the employees of third parties.

The MWM is Preempted under New York and New Jersey Law. New York's Minimum Wage Act (New York Lab. § 650 et seq.), sets the minimum wage standards for employees within New York State. In New York, if a local law conflicts with state law and prohibits what the state law permits, then the local law is preempted. In Wholesale Laundry Bd. of Trade, Inc. v. City of New York, 17 A.D.2d 327 (N.Y. App. Div. 1962), the court invalidated a New York City Minimum Wage Law that would have mandated a higher minimum wage for covered workers than what was required under the state's minimum wage law. Id. at 329. Nothing in New York law suggests that the New York legislature granted the Port the power to set minimum wages even though municipalities and localities are precluded from doing the same.

In New Jersey, political subdivisions are permitted to establish wage rates for the <u>vendors and contractors</u> of the political subdivision. N.J. State Ann. § 34:11-56a4. However, the airlines and airline service providers are not contractors of the PANYNJ, so that limited exception cannot apply here.

The Airline Deregulation Act Preempts the MWM. When Congress deregulated the airline industry, it included a broad preemption provision that prohibits state or local regulation "related to a price, route, or service of an air carrier." 49 U.S.C. §41713(b)(1). The provision is "deliberately expansive" and "conspicuous for its breadth." *Morales v. Trans World Airlines, Inc.*, 504 U.S. 374, 383–84 (1992). While there are limited exceptions for laws and regulations of general application – such as a *statewide* minimum wage that covers all employers and employees – the proposed MWM clearly is not a law of general application, so the exception does not apply.

As noted above, the MWM targets airline employees at airports and others who supply services to airlines, and would apply to less than 0.6% of the workers in the two states. As such, the narrowly targeted MWM is legally deficient because it is aimed specifically at only the airline industry and clearly relates to airline prices and services.

#### Conclusion

The proposed MWM is poor public policy, exceeds the Port's legal authority and is preempted by federal law. It discriminates against the vast majority of New York and New Jersey workers without justification and, ultimately, its burden will be borne in some fashion by New York and New Jersey consumers.

Accordingly, A4A urges the Commissioners to withdraw the MWM resolution.

Respectfully,

Rob DeLucia

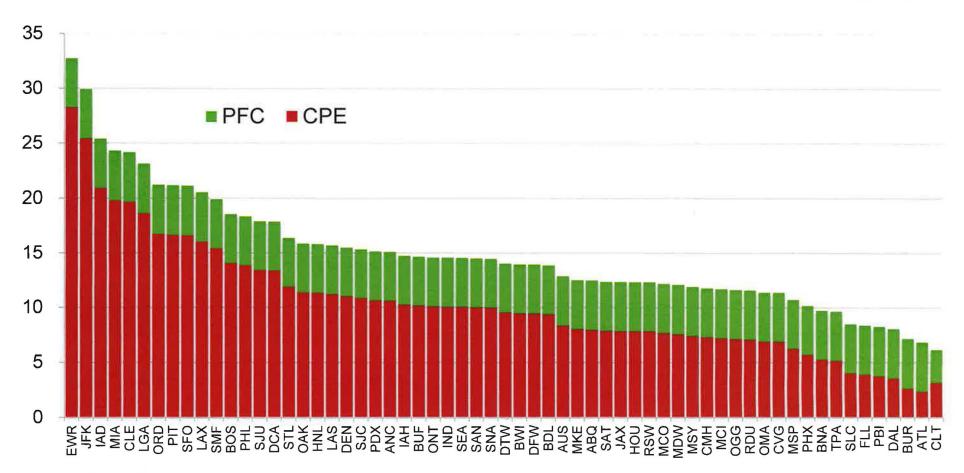
Vice President – Labor & Employment, and

Associate General Counsel

obert Ale Sacia

# Airport Costs Are One of Several Determinants of Air Service Levels and Airfares

Passenger Airline Cost\* per Enplaned Passenger (including PFCs) at Busiest U.S. Airports



\*Passenger airline landing fees; terminal arrival fees, rents and utilities; terminal area apron charges/tiedowns; federal inspections fees; and other passenger aeronautical fees Source: FAA Form 5100-127 (Sect. 16.5 Passenger Airline CPE) for large and medium airports from https://cats.airports.faa.gov/Reports/rpt127.cfm as of Oct. 24, 2017





# THE ASSEMBLY STATE OF NEW YORK ALBANY

CHAIR
Puerto Rican/Hispanic Taskforce
CO-CHAIR
Taskforce on Demographic Research
and Reapportionment
COMMITTEES
Cities
Energy
Environmental Conservation
Insurance
Transportation
MEMBER
Black, Puerto Rican, Hispanic
and Asian Legislative Caucus

The Port Authority of NY & NJ 4 World Trade Center 150 Greenwich Street, 22nd Floor New York, NY 10007

Submitted via e-mail to: wagepolicy@panynj.gov

June 6, 2018

# NY STATE ASSEMBLY MEMBER MARCOS CRESPO Comment to Port Authority in Support of Raising Wages for NY/NJ Airport Workers

Dear Port Authority Board of Commissioners:

I am writing to urge you to approve the Port Authority Resolution passed in March to raise wages to \$19 an hour by 2023 for all airport service workers at John F. Kennedy, LaGuardia and Newark Airports.

As the main sponsor of a bill in the New York State Assembly that would raise wages for subcontracted

transportation center workers (the Safe Transportation Jobs and Fair Employment Rules, or STAFER Act A.7886/S. 6451), I have met with many airport service workers and understand the expertise, stability, and value that they bring to their jobs.

New York and New Jersey's airports are some of the most heavily trafficked in the world. While passengers come and go, service workers report unattended luggage, clean planes in between flights, direct traffic, transport the elderly and disabled, and much more. These workers are our eyes and ears on the ground, and yet, they are paid poverty wages.

When workers struggle to get by and rely on taxpayer funded programs to survive, the entire community is affected. The airports experience high turnover, leading to gaps in service and security for customers, and the public ends up footing the bill by absorbing the costs associated with poverty jobs. This causes the local economy to suffer.

As a legislator who represents a Bronx district in which many airport workers live, I can see firsthand the impact that low wages can have on the community. Our major transportation centers can only be economic engines for the

community when they provide good, family sustaining jobs. And for far too long, airlines have been squeezing every last penny out of customers while simultaneously reporting record-breaking profits – this disparity must end.

I urge you to give the security officers, baggage handlers, cabin cleaners, wheelchair attendants, and other low-wage airport service workers employed by airlines or sub-contractors, what they deserve: basic dignity and respect on the job, starting with \$19/hour by 2023. And, in the interest of creating a uniform standard, all workers should receive the full wage, whereby employers should not be permitted to take tip credits. This will help improve the safety, security, and readiness of our airports, benefiting us all.

Sincerely,

Marcos A. Crespo

Member of Assembly

85th District







The Port Authority of New York and New Jersey Corporate Offices 4 World Trade Center 150 Greenwich Street New York, NY 10007

April 27, 2018

Dear Executive Director Cotton, Chairman O'Toole and Port Authority Commissioners,

We are writing to commend you for unanimously supporting the resolution to increase wages for the Port Authority's airport workers to \$19.00 per hour by September 2023. We support this resolution and hope that it is enacted into policy at the June 28<sup>th</sup> board meeting.

This is an achievement that will create more stable long-term jobs for airport workers, improve the quality of service for airport passengers and increase airport security and safety.

We agree with Executive Director Cotton, as he put it in his introductory remarks, that "the Port Authority...requires a motivated, stable and well-trained workforce for our airports." This wage policy goes a long way towards achieving that for Newark, JFK and LaGuardia airports.

We also want to commend the Port Authority for listening to our concerns that airline catering workers risked being excluded from the policy. The Port Authority leadership and senior staff was always receptive and highly engaged in working with us to reach a solution that would ensure that catering workers, who provide a critical service to the airport system, were no longer going to be left behind.

Finally, we look forward to working closely with the Port Authority in upgrading our airports for the 21<sup>st</sup> century. We are eager to work proactively to improve customer service and improve the safety and security at the Port Authority's airports.

Sincerely,

Stuart Appelbaum RWDSU, President

Stuart appelbaren

Alvin Ramnarain RWDSU Local 1102, President Bill Granfield UNITE HERE Local 100, President

UNITE HERE, President

D. R. Jaylor

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D. Taylor

Rick Cotton
Executive Director
The Port Authority of New York & New Jersey
4 World Trade Center, 150 Greenwich Street
New York, NY 10007

Kevin O'Toole Chairman, Board of Commissioners The Port Authority of New York & New Jersey 4 World Trade Center, 150 Greenwich Street New York, NY 10007

Port Authority Board of Commissioners The Port Authority of New York & New Jersey 4 World Trade Center, 150 Greenwich Street New York, NY 10007

June 8, 2018

Dear Executive Director Cotton, Chairman O'Toole and Commissioners of the Port Authority,

Thank you for voting in favor of a resolution that sets the stage for increasing the minimum wage for Port Authority airport workers to \$19 by 2023. This policy will be truly life-changing for New York and New Jersey residents who work at Newark, JFK and LaGuardia airports. It will also increase the quality of service and security at our airports by creating a more stable, qualified and skilled workforce.

I fully support this resolution and hope that it passes into policy without any major changes.

# Sincerely

Diane Savino, NY State Senate
Tony Avella, NY State Senate
Brian Benjamin, NY State Senate
Gustavo Rivera, NY State Senate
Marisol Alcantara, NY State Senator
Toby Ann Stavisky, NY State Senate
Jose Peralta, NY State Senator
Jeffrey Dinowitz, NY State Assembly
Edward C. Braunstein, NY State Assembly
Daniel O'Donnell, NY State Assembly
Brian Barnwell, NY State Assembly
William Colton, NY State Assembly
William Colton, NY State Assembly
Michael Blake, NY State Assembly
Ben Kallos, NYC City Council
Brad Lander, NYC City Council

Paul Sarlo, NJ State Senate
Troy Singleton, NJ State Senate
Joe Vitale, NJ State Senate
Richard Codey, NJ State Senate
Joe Danielsen, NJ State Assembly
Annette Chaparro, NJ State Assembly
Wayne DeAngelo, NJ State Assembly
Jamel Holley, NJ State Assembly
Valerie Vainieri Huttle, NJ State Assembly
Robert J. Karabinchak, NJ State Assembly
Mila M. Jasey, NJ State Assembly
Thomas P. Giblin, NJ State Assembly
Daniel Benson, NJ State Assembly



#### **MEMORANDUM**

**TO:** THE BOARD OF COMMISSIONERS OF THE PORT AUTHORITY OF NEW YORK AND NEW JERSEY

FROM: HÉCTOR FIGUEROA, PRESIDENT, 32BJ SEIU

**SUBJECT:** COMMENTS ON THE PROPOSED "RULES FOR IMPLEMENTATION OF MINIMUM WAGE

POLICY FOR NON-TRADE LABOR SERVICE CONTRACTS – LAGUARDIA AIRPORT, JOHN F. KENNEDY INTERNATIONAL AIRPORT AND NEWARK LIBERTY INTERNATIONAL AIRPORT"

**DATE:** 6/8/2018

Thank you for the opportunity to present comments on the proposed "Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy International Airport and Newark Liberty International Airport" ("Rules").

We applaud the Port Authority for proposing these Rules, which will make a transformational difference in the lives of the over 38,500 out of nearly 46,000 men and women providing covered services under the proposed Rules, who will see their wages increase as a result of the proposed Rules. Experience from a growing list of airports has demonstrated that lifting up wage standards reduces employee turnover and raises quality standards without leading to increased passenger fares. In the interest of promoting uniformity and ensuring the full benefits of raising wage standards, we further encourage the Port Authority to amend the Rules to require employers to pay all covered employees the full minimum without being permitted to take a tip credit.

# The Modest Wage Increases Workers Have Attained are Insufficient and Have Diverged Across the Hudson

These comments are informed by 32BJ's organizing and representation activities with service workers at LaGuardia Airport, JFK International Airport (JFK Airport) and Newark Liberty International Airports (Newark Airport) over the last six years. We currently represent more than 8,000 workers at the three airports. During that time, we have been advocating for more robust compensation standards. In 2013, many workers at the airports were making just around the minimum wage (minimum wage in both

<sup>&</sup>lt;sup>1</sup> Researchers at Economic Roundtable estimated the number of workers covered by the proposed Rules as well as the number of workers who would see a wage increase as a result of the proposed Rules. Patrick Burns, Halil Toros, and Dan Flaming, Restoring Altitude: Economic Impacts of the Port Authority of New York and New Jersey Minimum Wage Proposal, Economic Roundtable, at 6-7, forthcoming June 2018.

states was \$7.25<sup>2</sup> in 2013). A 2012 study by the Women of Color Policy Network reported that "[t]he median wage for contracted passenger service workers across the three airports is \$8.00 per hour, and the most frequently reported wage was \$7.25 per hour—the Federal minimum wage". In 2014, the Port Authority of New York and New Jersey adopted Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts at LaGuardia, John F. Kennedy International and Newark Liberty International Airports, lifting wages for a significant group of service workers at the airport to \$10.10.<sup>4</sup>

New York's statutory minimum wage has increased above the Port Authority's Minimum Wage Policy, so workers in the New York airports only are currently covered by a \$13 minimum wage requirement an hour and are on a path to \$15, under the law. New Jersey has not yet increased its' minimum wage above the indexed Port Authority minimum wage, which is currently \$10.45 and only being increased based on change in Consumer Price Index An analysis of our member data indicates that the most frequently reported wage at the New York airports in 2017 was the State minimum wage of \$13 and the most frequently reported wage at Newark Airport in 2017 was the then-applicable Port Authority minimum of \$10.20. This means there is a widening gap between what workers at Newark are making and what workers at LaGuardia and JFK are making. In addition, on the New York side, the purpose of the 2014 Rule--elevating wages above the statutory minimum to secure better services-- has been completely undermined.

-

Wage Rates The data included the wage rates for all workers at the airport in the dataset. Segmenting the workers into their work location (the three airports) and their job classification, the researcher determined the most reported wage rate for each job classification at the three airports and for the entire workforce overall at each airport. Since the data from the V3 database is derived from employer data, it is possible that some wage rates are from 2017 and have not been updated by the employers to reflect the wage increases that went into effect in early 2018. It is worth noting that the most reported wage rate among all workers at each airport is the applicable minimum wage at the respective airport.

<sup>&</sup>lt;sup>2</sup> https://www.dol.gov/whd/state/stateMinWageHis.htm

<sup>&</sup>lt;sup>3</sup> C. Nicole Mason and Lisette Garcia, Above Board: Raising Standards for Passenger Service Workers at the Nation's Busiest Airports (Women of Color Policy Network, 2012), available at <a href="http://www.seiu32bj.org/wp-content/uploads/2012/09/Above-Board.pdf">http://www.seiu32bj.org/wp-content/uploads/2012/09/Above-Board.pdf</a>.

<sup>4</sup> https://www.panynj.gov/airports/minimum-wage-rules.html

<sup>&</sup>lt;sup>5</sup> https://labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm

<sup>&</sup>lt;sup>6</sup> Port Authority of New York and New Jersey, Newark Liberty International Airport, Minimum Wage WAge Policy for Non-Trade Labor Service Contracts, Wage Legel Notice, , Effective 2/1/2018, *available at* <a href="https://www.panynj.gov/airports/pdf/Wage">https://www.panynj.gov/airports/pdf/Wage</a> Level Notice EWR Effective 02012018.pdf

<sup>&</sup>lt;sup>7</sup> A 32BJ researcher was given access to a dataset comprised of information about 32BJ members working at the three Port Authority airports in New Jersey and New York (LaGuardia, JFK and Newark) that is maintained through our V3 database. The data covered the time period from October 2017 to May 2018. Our understanding is that much of the data comes from data employers collect and maintain about their employees and share with the union through the V3 system.

#### Recruitment and Retention of Workers Continue to be Challenges at the Airports

Based on our experience representing workers at the airport and engaging with employers, we know that airport work presents unique challenges for workers because of the particular demands of the work, security regulations and the remote location of the airports. These challenges, together with an overall tight labor market, create recruitment and retention problems. Employers have complained to us about the difficulties recruiting and retaining new employees. Given the difficulties of the jobs, one employer has reported that new workers often quit within the first week.9

Workers need to be able to deal with customer demands, effectively assist those with special needs such those who are sick or elderly, and they need to ensure compliance with security regulations. Given the particular security concerns associated with airports, workers are expected to be always on alert for security risks, in addition to fulfilling their general job responsibilities. 10 Workers are constantly being monitored by TSA, Port Police, and the National Guard. 11 This creates additional tension and pressure between supervisors and workers, often involving disrespectful treatment of workers by their supervisors. 2 Workers also experience verbal abuse from passengers. Security officers in particular have to deal with angry passengers or airline clients. 13

The additional skills required to perform under these conditions do not come with additional compensation. A person could work at a fast food restaurant in New York City and be covered by the same minimum wage requirements as those applicable to workers at JFK and LaGuardia airports, and at a higher minimum standard than what is required at Newark Airport.

Moreover, they would not have to go through the extensive badging process required at the airports. In order to work at secure areas in the airports, workers must have Security Identification Display Area (SIDA) badges. This means they have to undergo a badging and exam process and pay \$30 to be fingerprinted for their badges. <sup>14</sup> Many workers have difficulty passing the SIDA Test due in some cases to language barriers and in some cases to the challenge of taking a test on an unfamiliar computer. 15 Employers report that people do not want to go through the SIDA badging process just to earn minimum wage.16

The process of obtaining a badge takes about 6 weeks. <sup>17</sup> Some employers hire applicants and assign them to non-secure locations until they obtain their badges. Applicants for security jobs must simply

<sup>&</sup>lt;sup>8</sup> Statement of Dylan Valle, 32BJ Airport Coordinator, dated June 7, 2018, included as Attachment A, at 1.

<sup>&</sup>lt;sup>9</sup> *Id*.

<sup>&</sup>lt;sup>10</sup> *Id*.

<sup>&</sup>lt;sup>11</sup> Id.

<sup>&</sup>lt;sup>12</sup> Id.

<sup>&</sup>lt;sup>13</sup> *Id*.

<sup>&</sup>lt;sup>14</sup> Id.

<sup>&</sup>lt;sup>15</sup> *Id.*, at 2.

<sup>&</sup>lt;sup>16</sup> *Id.*. at 2.

<sup>&</sup>lt;sup>17</sup> Id.

wait 6 weeks before starting work. 18 Not all applicants ultimately receive their badges. We have heard that 3 out of 5 applicants don't pass the application process and get the SIDA badge. 19 If workers ultimately do not receive a badge, they are terminated.<sup>20</sup>

The badging process creates additional obstacles to recruiting sufficient workers. Given the low wage nature of the jobs, employers recruit from economically developing areas and rely on WorkForce One as a source of candidates.<sup>21</sup> We have heard that applicants have a disproportionate number of arrests, which presents challenges in the badging process. An applicant has to provide a disposition of the arrest, which is obtained from the police department and is a cumbersome process. This means, for example, someone who was arrested as a teenager for an open beer would have a difficult time receiving a badge to work at the airport.<sup>22</sup>

The remote location of the airports makes it even harder to recruit and retain workers. The commute is difficult: workers often have to take multiple buses, then possibly an AirTrain, go through security to punch in at one terminal, and then possibly go through security at another terminal to report to their post.<sup>23</sup> JFK workers report taking the bus to Lefferts because the AirTrain is free at Lefferts. This is the least expensive route even though it adds 30 minutes to their commute, because workers can avoid paying \$10 roundtrip to take the JFK Airtrain.<sup>24</sup> At Newark, most workers take the bus from Elizabeth or Newark. LaGuardia airport workers also take the bus. Since construction is so bad at LaGuardia, their commute can take up to 2 hours.<sup>25</sup> This adds a significant amount of additional, uncompensated time that workers must commit to what are effectively minimum wage jobs. In fact, employers often say to us "why would anyone do this job when they can easily go work at a fast food restaurant for the same minimum wage?"<sup>26</sup>

Given the remote location of the airports, workers are not able to leave for meal breaks, and those working in secure areas are not able to bring in their own food and drink. This leaves some workers with only overpriced food and drink options at the airports.<sup>27</sup> In addition, workers may be too far away from the nearest break rooms. For example, cabin cleaners can't leave a plane when it is far away on the tarmac to go to the break room in the terminal for a 30 minutes break. Sometimes workers just skip their breaks.<sup>28</sup>

<sup>19</sup> Id.

<sup>&</sup>lt;sup>18</sup> Id.

<sup>&</sup>lt;sup>20</sup> Id.

<sup>&</sup>lt;sup>21</sup> *Id.*, at 2-3.

<sup>&</sup>lt;sup>22</sup> *Id.* at 3.

<sup>&</sup>lt;sup>23</sup> Id.

<sup>&</sup>lt;sup>24</sup> *Id.* at 4.

<sup>&</sup>lt;sup>25</sup> Id.

<sup>&</sup>lt;sup>26</sup> Id. at 1-2.

<sup>&</sup>lt;sup>27</sup> Id.

<sup>&</sup>lt;sup>28</sup> *Id.*, at 4

Airport workers' schedules can be burdensome and erratic. Mandatory overtime is common. When a flight is delayed or a team is short staffed, workers can be required to stay on the job.<sup>29</sup> Wheelchair workers and cabin cleaners' schedules are particularly impacted by flight delays. For example, a worker may be scheduled to work 5 hours. But if a flight is late, management will ask them to stay for another two hours to work the flight. They may not know how long their shift will last.<sup>30</sup>

In addition to this, jobs at the airport are dangerous. This past September, a worker at Newark was hit by a propeller and died.<sup>31</sup> Recently a wheelchair agent at LaGuardia was injured when pushing a passenger on to an elevator. He was moving on to the elevator backwards as he was trained. He did not notice that when the elevator door opened the elevator car was not there. He moved backwards and fell down the elevator shaft.<sup>32</sup> More broadly, workers report back and shoulder pain from heavy lifting as well as risks associated with being exposed to blood borne pathogens.<sup>33</sup>

#### **Turnover is a Serious Problem at the Airports**

Given the situation described above, it comes as little surprise that turnover is a serious problem at the airports. An analysis of our membership data reveals a 12-month, across-the-board average turnover rate of 65.1%.<sup>34</sup> The average turnover rate associated with one of the employers was as high as 90.4%.<sup>35</sup> One employer at the airport whose employees we do not represent has informed us that its turnover rate is 160%.<sup>36</sup>

We have seen the way high turnover plays out in the context of "flips" when service contractors lose contracts to competing contractors. In one case, an outgoing contractor was able to absorb 40 workers into another account at the airport after a flip. It was striking to see that the contractor had so many

<sup>30</sup> *Id.* at 2

<sup>34</sup>A 32BJ researcher was given access to a dataset comprised of information about 32BJ members working at the three Port Authority airports in New Jersey and New York (LaGuardia, JFK and Newark) that is maintained through our V3 database. The data covered the time period from October 2017 to May 2018. Our understanding is that much of the data comes from data employers collect and maintain about their employees and share with the union through the V3 system.

Workers at the airport are given a letter code for "Current Employment Status"; A for active, L for on leave and T for terminated. Using this, the researcher determined a turnover rate for the 8 month period at the airport by dividing the number of workers terminated over the time period by the number of current active members (including those on leave). Since the time period was not a full 12 month year, the researcher estimated a monthly termination figure and used that to estimate what the 12-month turnover rate would be. The data also included information on the employers and job classifications performed at the airport and the researcher determined turnover rates for these subsets as well.

<sup>&</sup>lt;sup>29</sup> Id.

<sup>&</sup>lt;sup>31</sup> *Id.*, at 5

<sup>&</sup>lt;sup>32</sup> Id.

<sup>33</sup> Id

<sup>&</sup>lt;sup>35</sup> *Id*.

<sup>&</sup>lt;sup>36</sup> Statement of Dylan Valle, at 1

vacancies to fill.<sup>37</sup> The incoming contractor then tried to move workers from their other accounts in order to staff up the new contract. This left the incoming contractor with open positions.<sup>38</sup> If contractors cannot pull from other accounts, they can face challenges getting workers hired and badged in time. In one case, an incoming contractor was unable to hire enough people after a month of taking on the new contract and it lost the account. This was even after offering \$16 an hour to attract applicants.<sup>39</sup> In fact, workers often leave after a flip. Their schedules can change, work locations can change, and the management changes. Schedule changes cause particular hardship for employees who work two jobs. They need to keep a certain schedule in order to keep both jobs.<sup>40</sup>

## Lifting Wage and Benefits Standards Decreases Turnover and Improves Service Quality and Security

High turnover is a problem that has been observed at a number of other airports and has driven the establishment of living wage standards at airports around the country.

A June, 2014 memo written by airport staff at the Seattle Tacoma International Airport (SEA) linked low wages paid by passenger service contractors to annual turnover as high as 80% in some companies operating at the airport. The memo found that turnover has a direct link to problems with safety and security, noting that newer workers are almost twice as likely to be cited for security violations as more experienced workers. The memo concluded "that reduced turnover and increased employee satisfaction will result in an employee base with more experience that, when substantially reinforced with training, will in turn lead to safer and more secure Airport operations. As

When extending the Broward County Living Wage Ordinance to apply to service workers at the airports, the Board of County Commissioners relied on a Florida International University study, in which the authors observed:

[I]ncreased wages and benefits are associated with lower turnover (Dale-Olsen 2006). Lower turnover translates into more experienced workers, with more opportunities for training and learning on the job, which can lead to better work performance (Reich et al. 2003).<sup>44</sup>

<sup>&</sup>lt;sup>37</sup>*Id.*. at 3

<sup>&</sup>lt;sup>38</sup> Id.

<sup>&</sup>lt;sup>39</sup> *Id*.

<sup>&</sup>lt;sup>40</sup> Id.

<sup>&</sup>lt;sup>41</sup> Minimum Requirements for Aeronautical Workers with Safety and Security Responsibilities at Seattle-Tacoma International Airport. Staff Briefing. Port of Seattle. June 26, 2014, p. 7-8.

https://meetings.portseattle.org/portmeetings/attachments/2014/2014\_07\_01\_SM\_6a\_memo\_overview.pdf 
42 Minimum Requirements for Aeronautical Workers with Safety and Security Responsibilities at Seattle-Tacoma International Airport. Staff Briefing. Port of Seattle. June 26, 2014, p 9.

http://www.portseattle.org/About/Commission/Meetings/2014/2014 07 01 SM 6a memo overview.pdf

43 Minimum Requirements for Aeronautical Workers with Safety and Security Responsibilities at Seattle-Tacoma

International Airport. Staff Briefing. Port of Seattle. June 26, 2014, p. 1.

http://www.portseattle.org/About/Commission/Meetings/2014/2014\_07\_01\_SM\_6a\_memo\_overview.pdf

44 Research Institute on Social and Economic Policy at Florida International University, Estimating the Potential

Research Institute on Social and Economic Policy at Florida International University, *Estimating the Potential Economic Impacts of a Broward County Living Wage Expansion at Broward County's Fort Lauderdale/ Hollywood International Airport*, at page 11 (September 1, 2015), available at,

<sup>&</sup>lt;a href="http://205.166.161.204/docs/2015/CCCM/20150917">http://205.166.161.204/docs/2015/CCCM/20150917</a> 457/20263 Additional%20Material%20Item%20%2334%20

Following extension of the Broward County Living Wage Ordinance of the Living Wage Law to airport workers, turnover rates decreased. Our analysis of data provided by Eulen, the second largest contractor at Hollywood-Ft Lauderdale International Airport (FLL), shows that following the extension of the Living Wage to apply to airport service workers at Ft Lauderdale-Hollywood International Airport, Eulen saw a 36% decrease in turnover, from 47% in 2015 to 30% in 2016.

The Report of the Ad Hoc Committee on Labor Issues for the Metropolitan Washington Airports Authority Board of Director recommending adoption of an Airport Workers Wage Policy that would be applicable to Airline Service Providers and Concessionaires operating at Reagan National and Dulles International Airports observed that numerous reports have shown that:

compensation programs which increase the wage levels of low-paid workers beyond the level mandated by federal or state law... have been shown to reduce employee turnover, thereby producing over time a more stable workforce with longer-term, more experienced workers; the programs also have been shown to improve employee job performance and the quality of service delivered by employees.<sup>45</sup>

A comprehensive study of the impacts of the adoption of a Quality Standards Program including establishment of a living wage standard at San Francisco International Airport (SFO) demonstrated a significant reduction of worker turnover following the adoption of that policy.

Turnover fell by an average of 34 percent among all surveyed firms and 60 percent among firms that experienced average wage increases of 10 percent or more. The greatest reduction in turnover occurred among airport security screeners, from 94.7 percent a year in April 2000 to 18.7 percent fifteen months later, an 80 percent decrease. Cabin cleaning firms reported a 44 percent reduction in turnover, and ramp workers a 25 percent reduction.<sup>46</sup>

A review of the literature exploring the impact of wages and turnover on safety and security at airports has demonstrated the connections between increased wages, worker motivation, higher productivity and improved quality of services.<sup>47</sup> For example, studies have supported the "idea of efficiency wages: when wages are higher, workers are less likely to quit, are willing to work harder, and are more

#### 09.17.15.pdf>

<sup>45</sup> Report of Ad Hoc Committee on Labor Issues to the Airports Authority Board of Directors, April 2017, at 9, available at

http://www.mwaa.com/sites/default/files/archive/report on labor issues of board of directors ad hoc comm ittee on labor issues.pdf.

<sup>&</sup>lt;sup>46</sup> Michael Reich, Peter Hall, and Ken Jacobs, "Living Wages and Economic Performance: The San Francisco Airport Model," Institute of Industrial Relations, University of California, Berkeley, March 2003, <a href="http://laborcenter.berkeley.edu/pdf/2003/sfo">http://laborcenter.berkeley.edu/pdf/2003/sfo</a> mar03.pdf

<sup>&</sup>lt;sup>47</sup> Amanda Gallear, The Impact of Wages and Turnover on Security and Safety in Airports: A Review Of The Literature, U.C. Berkeley Center for Labor Research and Education, *available at* <a href="http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf">http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf</a>.

committed to the firm, and these effects often pay for the wage increase by reducing costs related to turnover and absenteeism."<sup>48</sup> This is consistent with statements made by airport workers.

With \$19 wage increase, it will help boost the morale of workers, including myself, which will encourage us to work harder, help each other and work towards the same goal—that is to make our airports safe, ready and strong. - Alberto, terminal cleaner at JFK International Airport

During my 25 years on the job, though, I've seen a lot of turnover at Newark Airport because my colleagues and I have not been paid enough. Now, with a \$19-an-hour wage, these hot jobs will be in demand. In fact, it won't just be a job: it'll be a path toward a career.

With a wage raise, I could fulfill my dream of homeownership and take care of all my bills on time. Those are great incentives for me to work even harder. If you pay people more, they'll want to work harder. People will want to do their best not to lose those jobs. - Camika, dispatcher at Newark Liberty International Airport

This increased motivation has been found to improve worker productivity and performance. "The studies reviewed collectively find that higher wages reduce turnover and related costs, motivate employees to work harder, attract more productive workers, reduce disciplinary problems and absenteeism, and allow firms to put fewer resources towards employee monitoring." <sup>49</sup> The findings from Reich, Hall and Jacobs' study of SFO described the reporting by both workers and employers of the impacts of the increased standards:

Workers felt that more skills were required of them, that they worked harder at their jobs, and that the pace of work had increased. Employers reported improvements in work performance (35%), morale (47%) and customer service (45%). They also reported reductions in absenteeism (29%), fewer disciplinary issues (44%) and problems with equipment maintenance (29%). Some employers noted they had increased skill requirements and had stricter hiring policies. Lower turnover and increased performance helped to defray the increased labor costs at the affected firms. <sup>50</sup>

An extensive body of research has developed over the years establishing the correlation between increased wages and reduced turnover and looking at the implications for safety and security at airports<sup>51</sup> In a report issued prior to the 9/11 attacks, the General Accounting Office (now renamed Government Accountability Office) identified rapid turnover linked to low wages as a key factor reducing the effectiveness of security screeners contracted out by airlines.<sup>52</sup> In that report, the GAO found that

<sup>&</sup>lt;sup>48</sup> *Id.*, at 3.

<sup>&</sup>lt;sup>49</sup> Id.

<sup>&</sup>lt;sup>50</sup> *Id*.

<sup>&</sup>lt;sup>51</sup> See, Amanda Gallear, The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature, UC Berkeley Labor Center, for the San Francisco Airport Commission (October 18, 2017), available at <a href="http://laborcenter.berkeley.edu/the-impact-of-wages-and-turnover-on-security-and-safety-in-airports/">http://laborcenter.berkeley.edu/the-impact-of-wages-and-turnover-on-security-and-safety-in-airports/</a>

<sup>&</sup>lt;sup>52</sup> "Aviation Security: Slow Progress in Addressing Long-Standing Screener Performance Problems." GAO. March

"[f]rom May 1998 through April 1999, turnover averaged 126 percent among screeners at 19 large airports, with 5 airports reporting turnover of 200 percent or more and 1 reporting turnover of 416 percent". 53

# **Experience from Other Airports Demonstrates that Living Wages Have Not Impacted Fares**

Over the past few years, a growing number of airports throughout the country have adopted compensation standards<sup>54</sup>. Airports in Miami (MIA)<sup>55</sup>, Los Angeles (LAX)<sup>56</sup>, and San Francisco (SFO)<sup>57</sup> have had airport living wage policies in effect for nearly two decades. A list of selected airport living wage policies is attached to these comments (Attachment B). On July 1, 2019, the minimum compensation standard for Los Angeles airport employees will be \$18.99.<sup>58</sup>

An examination of fare trends over time at airports that have had living wage policies in place for nearly two decades shows that fares at those airports have closely followed national trends. The following series of charts illustrate changes in average domestic passenger fares over time, comparing national averages with the averages at the three airports. The vertical green lines represent the point in time when a living wage standard was adopted at each airport. The charts demonstrate that fare patterns at living wage airports follow the same trend patterns as the national average.

16, 2000. <a href="http://www.gao.gov/assets/110/108314.pdf">http://www.gao.gov/assets/110/108314.pdf</a>; "Aviation Security: Vulnerabilities Still Exist in the Aviation Security System." GAO. April 6, 2000. <a href="http://www.gao.gov/assets/110/108370.pdf">http://www.gao.gov/assets/110/108370.pdf</a> "Aviation Security: Long-Standing Problems Impair Airport Screeners' Performance." GAO. June 28, 2000, pg 7. <a href="http://www.gao.gov/assets/160/156968.pdf">http://www.gao.gov/assets/160/156968.pdf</a>

San Jose <a href="https://www.flysanjose.com/sites/default/files/ALWO/ALWO%20REGULATIONS-sep2012.pdf">https://www.flysanjose.com/sites/default/files/ALWO/ALWO Wage 2018.pdf</a>; Low Angeles <a href="https://bca.lacity.org/Uploads/lwo/LAWA%202017%20Wage%20Chart%20draft%203.20.18.pdf">https://bca.lacity.org/Uploads/lwo/LAWA%202017%20Wage%20Chart%20draft%203.20.18.pdf</a>; San Francsco <a href="https://media.flysfo.com/media/Quality-Standards-Program-2016.pdf">https://media.flysfo.com/media/Quality-Standards-Program-2016.pdf</a>, <a href="https://media.flysfo.com.s3.amazonaws.com/media/sfo/about-sfo/Quality-Standards-Program Notice 2018.pdf">https://media.flysfo.com.s3.amazonaws.com/media/sfo/about-sfo/Quality-Standards-Program Notice 2018.pdf</a>, <a href="https://sfgov.org/olse/health-care-accountability-ordinance-hcao">https://media.flysfo.com/s3.amazonaws.com/media/sfo/about-sfo/Quality-Standards-Program Notice 2018.pdf</a>, <a href="https://www.mwaa.com/about/airport-workers-wage-program">https://www.mwaa.com/about/airport-workers-wage-program</a>; <a href="https://www.mwaa.com/about/airport-workers-wage-program">https://www.mwaa.com/abo

<u>dade county/codes/code of ordinances?nodeId=PTIIICOOR CH2AD ARTIINGE S2-8.9LIWAORCOSECOCOEM</u>; Broward County

http://www.broward.org/Purchasing/Documents/2018%20Living%20Wage%20Rate%20Poster.pdf,
https://library.municode.com/fl/broward\_county/codes/code\_of\_ordinances?nodeId=PTIICOOR\_CH26PE\_ARTVIILI
WA; Massport http://www.massport.com/media/2713/minutes-11-16-17.pdf

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october-september-2018.pdf, https://library.municode.com/fl/miami -

<sup>°</sup> Id

<sup>&</sup>lt;sup>55</sup> Miami Dade <a href="https://www.miamidade.gov/smallbusiness/library/reports/living-wage-notice-october-september-2018.pdf">https://www.miamidade.gov/smallbusiness/library/reports/living-wage-notice-october-september-2018.pdf</a>, <a href="https://library.municode.com/fl/miami\_">https://library.municode.com/fl/miami\_</a>-

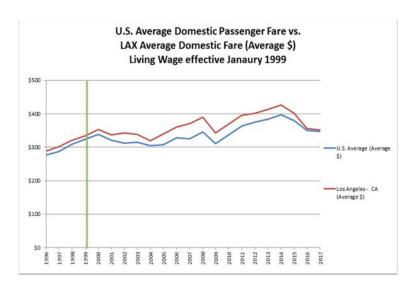
Low Angeles <a href="https://bca.lacity.org/Uploads/lwo/LAWA%202017%20Wage%20Chart%20draft%203.20.18.pdf">https://bca.lacity.org/Uploads/lwo/LAWA%202017%20Wage%20Chart%20draft%203.20.18.pdf</a>

<sup>&</sup>lt;sup>57</sup> San Francsco <a href="https://media.flysfo.com/media/Quality-Standards-Program-2016.pdf">https://media.flysfo.com/media.flysfo.com/media/Quality-Standards-Program -2016.pdf</a>, <a href="https://media.flysfo.com.s3.amazonaws.com/media/sfo/about-sfo/Quality Standards Program Notice 2018.pdf">https://media.flysfo.com/media/Quality-Standards-Program-2016.pdf</a>, <a href="https://sfgov.org/olse/health-care-accountability-ordinance-hcao">https://sfgov.org/olse/health-care-accountability-ordinance-hcao</a>

<sup>&</sup>lt;sup>58</sup> https://bca.lacity.org/Uploads/Iwo/LAWA%202017%20Wage%20Chart%20draft%203.20.18.pdf

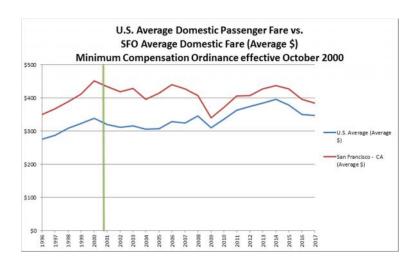


Bureau of Transportation Statistics, Average Domestic Airline Itinerary Fares by Origin City, available at https://www.transtats.bts.gov/AverageFare/
Section 2-8.9 of the Code of Miami-Dade County governs the Living Wage Code, available at http://www.municode.com.



Bureau of Transportation Statistics, Average Domestic Airline Itinerary Fares by Origin City, available at <a href="https://www.transtats.bts.gov/AverageFare/">https://www.transtats.bts.gov/AverageFare/</a>.

Minimum Compensation Ordinance Declaration, City and County of San Francisco, General Services Agency, Office of Labor Standards Enforcement, available at https://sfgov.org/oca/sites/default/files/MCO\_Declaration\_6\_16.pdf.



Bureau of Transportation Statistics, Average Domestic Airline Itinerary Fares by Origin City, available at https://www.transtats.bts.gov/AverageFare/
Los Angeles Administrative Code Section 10.37 et seq., available at http://ida.lacity.org/pdfs/form/LWO.pdf.

The experience of airports that have had living wage policies in place for nearly two decades has shown that lifting up wages for the services workers at airports does not lead to an increase in passenger fares.

This makes sense, since post-airline deregulation, fare pricing is only very loosely related to costs. The Second Circuit Court of Appeals has observed that airline pricing is not a "matter of simple economics,"<sup>59</sup> but that "airline fare pricing is based on "yield management," a unique formula largely controlled by the forces of demand and competition, not costs."<sup>60</sup> Fourteen airlines involved in litigation before the Supreme Court provided the following description of pricing policies in their briefing:

Airlines currently employ extremely sophisticated computer programs to allocate fare on a flight-by-flight, day-by-day basis under "yield management" systems designed to ensure that each flight takes off with as many seats filled as possible. Under this system, airlines continuously analyze the demand for seats on each flight and alter the mix of different fares in order to fill the flight. The number of seats available at different fares can change up to the departure of the flight. . . . Moreover, fare adjustments are also made in order to meet competition from other airlines. <sup>61</sup>

Even if cost were to be a factor considered in pricing, the additional costs associated with the proposed wage increase at the airports would be *de minimis*. An analysis performed by researchers at Economic Roundtable projected the cost increases expected from the wage increases. The anticipated increases are likely overstated, since they do not take into account the scheduled increases in the New York State

<sup>Abdu-Brisson v. Delta Air Lines, 128 F.3d 77, 1997 U.S. App. LEXIS 28555, 74 Fair Empl. Prac. Cas. (BNA) 1849, 73
Empl. Prac. Dec. (CCH) P45,289, citing Morales v. TWA, 504 U.S. 374, 389, 112 S. Ct. 2031, 2040, 119 L. Ed. 2d 157, 171, 1992 U.S. LEXIS 3254, \*30, 60 U.S.L.W. 4444, 1992-1 Trade Cas. (CCH) P69,828, 92 Cal. Daily Op. Service 4585, 92 Daily Journal DAR 7347, 6 Fla. L. Weekly Fed. S 306.
Id.</sup> 

<sup>&</sup>lt;sup>61</sup> *Id.*, citing Pls. 'Addendum at 29, U.S. Supreme Ct. Resp. Br. in Morales at 29-30.

minimum wage and the likely increase in the New Jersey State minimum wage. These calculations also do not account for employer savings through reduced turnover.

	Year 1 9/1/18 \$13.60 or \$12.45/hr.	Year 2 9/1/19 \$15.60/hr.	Year 3 9/1/20 \$16.20/hr.	Year 4 9/1/21 \$17.00/hr.	Year 5 9/1/22 \$18.00/hr.	Year 6 9/1/23 \$19.00/hr.
Total	\$56,922,721	\$136,318,272	\$38,351,374	\$55,962,725	\$71,492,221	\$72,588,938
Cumulative		\$193,240,993	\$231,592,367	\$287,555,092	\$359,047,313	\$431,636,251

Source: Patrick Burns, Halil Toros, and Dan Flaming, Restoring Altitude: Economic Impacts of the Port Authority of New York and New Jersey Minimum Wage Proposal, Economic Roundtable, at 15, forthcoming June 2018.

A comparison of the cumulative projected cost increases to the operating revenue for 2017 for the top six airlines at the three Port Authority of New York and New Jersey airports demonstrates that the increased costs would represent a very small percentage of that operating revenue.<sup>62</sup>

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
0.24%	0.83%	0.99%	1.23%	1.54%	1.85%

<sup>62</sup> In order to estimate the impact that the wage increases at JFK, EWR, and LGA would have on the operating revenue of the Top Six airlines (Delta Airlines, JetBlue Airways, American Airlines, Alaska Airlines, United Airlines, and Southwest Airlines) we took the following steps:

We estimated how much operating revenue the Top Six airlines (Delta Airlines, JetBlue Airways, American Airlines, Alaska Airlines, United Airlines, and Southwest Airlines) derive from their operations at JFK, LGA, EWR for 2017. We identified the Top Six airlines' 2017 overall operating revenue from their 10-K filing released in 2018. We then identified the number of revenue passenger miles (based on point of origin) for each of these airlines originating at LGA, JFK, and EWR, as well as all airports overall, based on information from the Department of Transportation's Bureau of Transportation Statistics. For each of the Top 6 airlines, we calculated what percentage of revenue passenger miles came from LGA, EWR, JFK as compared to their overall revenue passenger miles from all airports in the United States. We estimate that the operating revenue that each airline derived from JFK, LGA, and EWR is the same percentage of its revenue miles originating at these same airports for 2017.

From the Port Authority of New York and New Jersey's 2017 Annual Report, we were able to calculate the market share that each of these six airlines have at LGA, JFK, EWR, using the 2017 revenue passenger traffic data. Please note that we were unable to find the revenue passenger traffic of Alaska Airlines for their operations at JFK since they were not a top 20 carrier at the airport. We estimate that these six airlines have a total of 73.73% of the revenue passenger traffic at LGA, JFK, and EWR. Assuming that these airlines' market share is equal to the burden that each of these airlines would share for the wage increases, we applied this percentage to estimated wage increase figures provided by the Economic Roundtable in order to calculate the top six airlines' burden of the wage increase.

In sum, fare pricing has only a tenuous relationship to costs. The *de minimis* additional costs associated with the wage increases would have no impact of fare prices. Moreover, as discussed above, the projected increases are most likely overstated,

# The Policy Should Be Amended to Require Employers to Pay the Full Minimum Without Taking a Tip Credit

Employees such as skycaps and those providing wheelchair assistance services are low wage workers, and they should receive the full benefit of the proposed Rules. While the increases have made a difference, they have simply not been enough to bring workers out of poverty. The most recently published Supplemental Poverty Measure threshold for a two parent, two child household renting their home in the New York-Newark-Jersey City, NY-NJ-PA MSA was \$31,896 annually. This would translate to an hourly income of just over \$15, assuming steady, full-time work. According to the MIT living wage calculator, for the same Metropolitan Statistical Area, a 2 parent (both working), 2 child household would require \$21.45 an hour per parent to reach a living wage.

The living wage policies in other airports, such as SFO and LAX do not include provisions for tip credits. While some policies are silent with respect to tipped workers, others are more specific.<sup>65</sup> The resolution adopting the Logan Airport wage standard provides:

WHEREAS, establishing a standard minimum wage rate where Covered Employees are not reliant on receiving tips will further encourage a stable workforce and will further support the Authority's priorities of safety, security, and efficient operations at its facilities. <sup>66</sup>

The living wage ordinance applicable to SeaTac provides:

[t]ips, gratuities, service charges and commissions shall not be credited as being any part of or be offset against the wage rates required by this chapter.<sup>67</sup>

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<sup>&</sup>lt;sup>63</sup> https://www.census.gov/data/tables/2016/demo/supplemental-poverty-measure/poverty-thresholds.html, chrome-extension://bpmcpldpdmajfigpchkicefoigmkfalc/views/app.html.

<sup>64</sup> http://livingwage.mit.edu/metros/35620

<sup>&</sup>lt;sup>65</sup> A smaller number of airport living wage policies exclude tipped workers or allow tip credits to be taken. The living wage applicable to MIA specifically provides, "[t]he Living Wage shall not apply to employees performing tip related porter assistance services, including curbside check-in." The MWAA wage policy is a rare example of one that specifically allows employers of tipped workers to pay a minimum cash wage of \$2.13. *See*, Miami-Dade County Code of Ordinances, Sec. 2-8.9. - Living Wage Ordinance for County service contracts and County employees, (F)(2)(b), available at http://www.massport.com/media/2713/minutes-11-16-17.pdf, Metropolitan Washington Airports Authority, Resolution No. 17-8 Approving Amendments to Airport Authority Living Wage Program and Adopting an Airport Workers Wage Policy for Certain Businesses Operating on the Airports (3)(d), available at <a href="http://www.mwaa.com/sites/default/files/archive/board">http://www.mwaa.com/sites/default/files/archive/board</a> of directors resolution no. 17-8 - adopting an airport workers wage policy.pdf.

Massachusetts Port Authority, Amendment to Minimum Wage Policy for certain Commercial Service Operator (CSO) and Aviation Service Operator (ASO) Employees at Logan, Minutes of the meeting held on November 16, 2017, available at <a href="http://www.massport.com/media/2713/minutes-11-16-17.pdf">http://www.massport.com/media/2713/minutes-11-16-17.pdf</a>.

As discussed below, it would be particularly inappropriate for employers to be permitted to take a tip credit for employees providing wheelchair assistance services. However, the situation of skycaps has worsened as well. Passengers have not increased the amount they tip; in fact, workers report that additional bag charges have led to reductions in tips - both because passengers are bringing fewer bags with them and because they have less money left to spend after all the charges. As a result, workers performing skycap services have reported declining tip income over the years:

I earn less money in tips than I used to. Two years ago, if it was slow, I would go home with \$80/day in tips. If it is slow now, I go home with \$35-40/day in tips.

The reason why I earn less in tips is because the airlines charge for the bags. So people don't bring as many bags anymore. Also, the passengers say that because the airlines charge for the bags, they don't have anything left to tip me. They say, "I was going to give you more tip, but because I have to pay for the bag, I can't. Sorry man." - Patrick, Skycap at Newark Liberty International Airport

Moreover, new business models adopted by some companies providing skycap services have led to even more significant decreases in tip income. At JFK, there has been a move away from offering free skycap service. For example, one company at JFK charges \$4 per bag. When a passenger arrives, a skycap offers to help with his or her baggage. While the passenger is making his or her way to be checked in, a supervisor comes over and collects the fee. Once the passengers realize that they have to pay for the skycap service, they don't tip. Many passengers feel that they have already paid for the service and that the fee, or part of the fee, is going to the skycap as a tip. A skycap can only hope to get tipped after the supervisor accepts the payment<sup>68</sup>.

After the introduction of a \$2.00 per bag fee at Logan airport by American Airlines in 2005, tips to skycaps declined precipitously, leading to a number of law suits by skycaps. In one such case, *DiFiore v American Airlines, Inc.,* 646 F.3d 81, 83 (1<sup>st</sup> Cir. 2011), the court found:

The skycaps' tip income fell significantly once the new charge began. Some passengers likely thought that \$2 per bag was enough to pay and chose not to tip, but others interpreted the \$2 fee as a mandatory tip to the skycap rather than a charge paid to the airline.

<sup>&</sup>lt;sup>67</sup> SeaTac Municipal Code Sec. 7.45.050 (D) Establishing a living wage for hospitality workers and transportation workers, available at <a href="http://www.codepublishing.com/WA/SeaTac/html/SeaTac07/SeaTac0745.html#7.45.050">http://www.codepublishing.com/WA/SeaTac/html/SeaTac07/SeaTac0745.html#7.45.050</a>

<sup>&</sup>lt;sup>68</sup> Statement of Dylan Valle, at 6.

Given the Port Authority's stated interest in uniformity of standards across the airports, it would not be appropriate to allow employers to take a tip credit for some employees. This would undermine this interest in two ways.

One, given the insecurity of wage income experienced by workers such as those performing wheelchair assistance and skycap services, allowing them to be compensated by their employers at a rate less than the full minimum would put them in a more uncertain situation than other workers.

Two, as currently written, the proposed rule would undermine the important goal of uniformity across the airports. As currently written, the proposed rule leaves the amount of money tipped workers receive in their paychecks up to the minimum wage requirements in the state in which they are working. The state minimum cash wage for tipped employees in New Jersey is only the Federal cash minimum wage for tipped workers, which is \$2.13.<sup>69</sup> The NY State wage order for miscellaneous industries allows a much smaller tip allowance.<sup>70</sup> Currently large employers in New York City can take a maximum tip allowance of only \$3.20 for high-tipped employees, meaning they must pay a minimum cash wage of \$9.80. For low-tipped employees, the tip allowance is \$1.95, meaning employers must pay a minimum cash wage of \$11.05.<sup>71</sup> The result is that tipped workers in New Jersey would receive significantly less money than tipped workers in New York.

#### **Employees Providing Wheelchair Services Are in a Particularly Unique Situation**

Employees providing wheelchair assistance services are seriously disadvantaged compared to other tipped workers. Federal law and regulations require assistance to be provided to passengers with mobility impairment free of charge.<sup>72</sup> Employees providing wheelchair services are required to remain with the passengers they are assisting.<sup>73</sup> This means the employee could end up spending a significant portion of his or her shift with one passenger. It is largely a matter of chance whether or not that passenger will choose, unprompted, to tip when receiving wheelchair services.

Workers providing wheelchair assistance services are not permitted to ask for tips. They are informed that doing so is a violation of federal regulations.<sup>74</sup> In practice, the workers report low and unreliable tip income.

I have never received reliable tips. I can spend up to about two hours with just one passenger, helping them to get to their boarding gate and to their seat on the airplane. Because we are also not allowed to ask for tips, sometimes I work for hours and don't receive any money at all. - Juniya, wheelchair agent at JFK International Airport.

<sup>69</sup> https://www.dol.gov/whd/state/tipped.htm

<sup>&</sup>lt;sup>70</sup> NY State Wage Order for Miscellaneous Industries, Sec. 142-2.5(b)(2)(1)(a)(i), available at, https://www.labor.ny.gov/formsdocs/wp/CR142.pdf

<sup>&</sup>lt;sup>71</sup> Id.

<sup>&</sup>lt;sup>72</sup> See, 49 U.S.C. § 41705; 14 CFR §§ 382.31, 382.51, 382.91

<sup>&</sup>lt;sup>73</sup> §382.103

<sup>&</sup>lt;sup>74</sup> https://www.transportation.gov/sites/dot.gov/files/docs/Wheelchair and Guided Assistance Tips-Tip Sheet.pdf

People think wheelchair assistants like me get a lot of tips, which is not really true. Yes, sometimes I get a dollar or two. But most of the time, I receive no tips from passengers. I also have to spend much longer time--between an hour and an hour and a half--with a passenger. - Kamraj, wheelchair agent at JFK International Airport.

Workers have observed that international passengers are likely to be unfamiliar with tipping practices, making it even less likely that they will tip.

I am a wheelchair worker at JFK. When we get passengers in arrivals and departures, some people give tips and some people don't. I don't ask for tips, of course. Our focus is on assisting them. When the passenger finishes arrival and immigration, sometimes people have 8-10 bags, and you push those with the bags, and some people don't give the tips. Passengers that come from international flights often don't know to tip, and therefore don't tip. M.D., wheelchair agent at JFK International Airport.

Given this uncertainty, employees providing wheelchair services do not have a reliable expectation of gratuities. A policy that left them with unreliable income levels would exacerbate the challenges employers already experience in recruiting and retaining them.

Wheelchair agents' schedules are irregular and often erratic, due to flight delays. Moreover, wheelchair agents often see a reduction in hours after MLK Day when travel is slow.<sup>75</sup> At the same time, a lot is expected of wheelchair agents. They need to be able to communicate effectively with passengers, airlines, and clients as well as to effectively assist an elderly, sick, or disabled person<sup>76</sup>.

This combination of irregular schedules and high expectations together with low pay, as well as the other challenges faced by airport workers more broadly, makes it difficult for employers to recruit and retain wheelchair agents. For these reasons, we urge you to amend the final Rule to make it clear that employers are not permitted to take a tip credit for workers providing wheelchair assistance services.

#### The Proposed Rules Must be Amended to Correct an Error that Would Render them Meaningless

Finally, we would like to draw the Board's attention to a serious error that appears in the proposed Rules. As published, the proposed Rules include the following language:

The policy implemented by these Rules will not apply in instances where other applicable laws or regulations provide minimum rates for employees falling within the Policy and Rules, as demonstrated by the employer.<sup>77</sup>

<sup>76</sup> Id

<sup>&</sup>lt;sup>75</sup> Id.

<sup>&</sup>lt;sup>77</sup> http://corpinfo.panynj.gov/documents/Rules-for-Implementation-of-Minimum-Wage-Policy-for-Non-Trade-Labor-Service-Contracts/

This provision would render meaningless the minimum wage standards required under the proposed Rules. All of the workers who are meant to benefit from the proposed Rule are almost certainly covered by applicable minimum rates under, for example, the Federal Fair Labor Standards Act<sup>78</sup>, and the New York<sup>79</sup> or New Jersey<sup>80</sup> minimum wage laws. Our understanding that this is clearly an error, the provision is intended to read:

The Policy implemented by these Rules will not apply in instances where other applicable laws or regulations provide <u>higher</u> minimum rates for employees falling within the Policy and Rules, as demonstrated by the employer.

We urge you to correct this error when adopting the final Rules.

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<sup>&</sup>lt;sup>78</sup> https://www.dol.gov/whd/regs/statutes/FairLaborStandAct.pdf

<sup>&</sup>lt;sup>79</sup> NY Labor Law. Article 19

<sup>&</sup>lt;sup>80</sup> N.J.S.A. 34:11-56a et seq. WAGE AND HOUR LAW, *available at* https://www.nj.gov/labor/wagehour/lawregs/nj state wage and hour laws and regulations.html

## Dylan Valle - Statement - June 7, 2018

My name is Dylan Valle. I work for SEIU Local 32BJ where I am the Airport Coordinator. I handle labor representation and labor management for airport workers. This includes airport labor contract negotiations, contract enforcement, airport member grievances, and airport employer relations.

At the New York/New Jersey airport, companies are contracted by airline and terminal clients to perform services. The contractors employ the airport workers. I am a liaison between the airport worker labor management committee and the employer. So, I work closely with workers and employers to resolve labor issues.

Employers complain to me that they have trouble recruiting and retaining new employees. Companies have different turnover rates. One employer told me that he has about 160% turnover among employees. Another employer has 30% turnover rate. An employer that has contracts at all three airports told me that about 85% of his workforce is very stable, but the remaining 15% are constantly turning over. He didn't know his turnover rate.

Employers tell me how difficult the work is. An employer told me that new workers often quit within the first week. But not only is the work hard, there are a variety of other reasons they have trouble recruiting new employees. The disrespectful treatment, long commute, and uniquely difficult demands of the job aren't worth it to earn minimum wage.

#### Unique Demands of the Job

Workers have a lot of additional security responsibilities built into their work at the airport. In addition to their general work duties, airport workers are expected to always be on alert for security risks. Management, airline clients, and security personnel such as TSA, Port Police, and the National Guard are always around making sure that individual workers are complying with security regulations. For example, if a worker is cleaning in a secured area and does not challenge someone who's ID is not visible, they could receive a BoR (Breach of Rules).

TSA audits companies a lot, putting additional pressure on companies and workers. For example, TSA will plant a gun on an airplane. If a cabin cleaner does not find it during a search, the company will be fined and the cabin cleaner will receive at BoR. This puts a lot of high expectations on supervisors, who don't receive a lot of training and are inexperienced. As a result, supervisors can be very disrespectful to workers. I hear this a lot from workers. There is constant tension between supervisors and workers.

Security officers also have to deal with angry passengers or airline clients. People can be verbally abusive to security officers, especially traffic security.

Employers say that workers don't want to work under these conditions for minimum wage. They say to me, "why would anyone do this job when they can easily go work at a fast food restaurant for the same minimum wage?" I hear this from all the employers, but especially from employers at LaGuardia and Newark airports.

Employers that provide wheelchair service have some additional difficulties recruiting. Since flights can often be late or delayed, a wheelchair agent's schedule is not regular and often erratic. For example, a worker may be scheduled to work 5 hours. But if a flight is late, management will ask them to stay for another 2 hours to work the flight. They may not know how long their shift will last. I often fight with the employers over this.

In addition, to be a wheelchair agent, a worker needs to be able to communicate effectively with passengers, airlines, and clients. They also need to be able to effectively assist an elderly, sick, or disabled person. That's a lot of scrutiny.

I know that 32BJ members that are wheelchair agents earn at least the \$13.00 New York State minimum wage or the \$10.45 Port minimum wage at Newark. They don't have the tipped credit under the 32BJ contract. But I know some contractors that are not under our union contract are taking the tipped credit. They are paying less than the New York State minimum wage.

I don't think that all turnover is the result of seasonal changes or the ebb and flow of the airline business. The flight schedule may be seasonal, but the work is not. For example, in the security business, secured locations still exist even when then are fewer flights. And terminals don't become smaller areas to clean when there are fewer flights. I think employers just use slower times of year to hire for their open positions. They don't suddenly add positions for the holiday or summer travel seasons.

Wheelchair workers often see a reduction in hours after MLK Day when travel is slow. That is one reason that a wheelchair agent might leave their job. Cabin cleaners are encouraged to take a day off, but they don't see their cut.

# **SIDA Badging**

Employers at all three airports tell me that workers also find the SIDA badging and exam process difficult. Workers must pay \$30 to get fingerprinted for the badge. Many of the workers have difficulty passing the SIDA Test because it is administered on a computer that they are not familiar with or there are language barriers. Again, employers tell me that people don't want to go through the SIDA badging process just to earn minimum wage.

Employers have a difficult time hiring and retaining new applicants because it is difficult to get them credentialed. Since the jobs only pay minimum wage,

employers often hire from areas that are economically developing. They pull from WorkForce One locations for applicants, such as Queens Bridge or Ozone Park. That's where the applicants come from.

One employer described to me how difficult it is to recruit from economically developing areas. He said that challenge is that the applicants have a disproportionate number of arrests. When a person applies for a SIDA badge, they have to provide a disposition of the arrest, which they have to get from the police department. That's a cumbersome process. So a teenager that was arrested for an open beer will have a difficult time getting a SIDA badge.

A company may hire someone to work in a non-secured area until they receive their SIDA badge, which takes about 6 weeks. Employers know that many workers will eventually be unable to get a SIDA badge and work at the airport because they don't file all the necessary paperwork to show the disposition of their arrest.

One employer told me that 3 out of 5 applicants don't pass the application process and get the SIDA badge. They hire someone to work in non-sure areas for 6 weeks while the worker waits for their badge. When the worker is denied their badge, the company has to terminate them. This is just how these businesses operate at the airport.

Security positions are different. An applicant needs a SIDA badge to guard a secured area. Again, it can take 6 weeks to get a SIDA badge. So an applicant will have to wait 6 weeks before they start their new job. During that time they might look for another job. They accept the security job at the airport if they happen to still be looking for work when they get the SIDA badge.

# **Employers Struggle to Staff New Contracts**

Contractors often lose contracts to competing contractors. This is known as a contract "flip." If the incoming contractor is smart, they will try to retain as many of the workers as possible since they already have badges and know how to do the work. They may even offer incentives. One incoming employer recently offered workers \$600 employees to stay on.

The outgoing employer often has other accounts at the airport. They can easily place the workers from the old account on a different account. They also may offer incentives to the workers to stay on these other account. I think employers have so many vacancies because of turnover, that they can easily absorb workers into other positions.

In one case, an outgoing contractor was able to absorb 40 workers into another account after a flip. I was surprised that they were able to move that many of workers into another account. It shows just how many vacancies they had. The

incoming contractor then tried to pull from their other accounts leaving them with open positions.

In another case, the incoming contractor tried to hire new workers for the new account. But they could not get the new workers credentialed in time. So they asked the airline client to delay taking over the account by one month. After one month, they were still unable to hire enough people, so they lost the contract. The incoming contractor was even offering \$16 per hour, but still could not hire enough people.

Workers often leave after a contract flips. They tell me that when contractors flip, it is very disruptive. Their schedules can change, work locations can change, and the management changes. This is especially hard if their schedules change and they need to work two jobs. They need to keep a certain schedule in order to keep the both jobs.

### **Commuting to the Airport**

Employers and employees tell me that the remote locations of the airports make getting to the airport difficult, especially at JFK airport. Workers tell me that to get to the airport, they have to take a multiple buses, then maybe the AirTrain, just to get to their job.

For example, workers at JFK often make their way by bus to Lefferts Ave to catch the Airtrain. They do this because the AirTrain is free at Lefferts. Workers say this is the least expensive route even though it adds 30 minutes to their commute. Otherwise they would have to pay \$10 roundtrip to take the JFK Airtrain.

At Newark, most workers take the bus from Elizabeth or Newark. LaGuardia airport workers also take the bus. Since construction is so bad at LaGuardia, their commute can take up to 2 hours.

Once they arrive at the airport, they have to go through security to punch in at one terminal before they take the AirTrain or bus to another terminal and go through security again. A person can take a long time before they get to their actual work location.

Since it is difficult to come and go at the airport, workers generally don't leave during their lunch breaks. As a result, they are stuck at the airport where many of the food options are very overpriced, especially for someone making minimum wage. If a person is working in a secured area, they are not allowed to bring their own food or water. They are limited to the overpriced food and water available for sale behind security - unless they have a locker, but that is rare. They may also be very far from the nearest break room and have to go through security to get there.

When I ask where workers can take their breaks, employers remind me that, "they don't control the real estate." That is to say that they have little control over if and where workers have lockers or a clean break rooms. For example, cabin cleaners can't leave a plane when it is far away on the tarmac to go to the break room in the terminal for a 30 minutes break. I hear they sometimes just skip their breaks.

Some employers tell me they don't even have a locker room or break room. So, the workers take their breaks at the food court with all the passengers around. An employer that provides wheelchair services at JFK does not allow its workers to sit in public areas during their breaks. It probably does not want clients or passengers thinking that the worker is still on the clock and perceived as being lazy.

## Workers' Lateness and Absenteeism

Since the working conditions are so difficult, the commute long, and the pay so low, workers are often late, stop showing up, or quit within the first week, leaving the employer short staffed. When this happens, other workers have to pick up the slack. If a person is late or does not come to work, the rest of the team does the work without them. The contracts with the airlines are so barebones that employers don't have floaters to fill in. One contractor has what he calls "extended zones." Workers have zones that they work in. But if someone calls out and the team is short staffed, workers' zones are extended.

Employers say they try not to discipline their workers for things like calling out too much. They know that working conditions are difficult just to earn minimum wage. Of course, employers will discipline workers for security violations, BoRs, or very egregious violations. They say that they have a hard enough time recruiting new people that they don't want to lose them. They are very forgiving. I see this in the number of grievances filed. There is a low ratio of discipline to workforce in our grievances.

Workers commonly have mandatory overtime. This can happen if a flight is late or delayed or the team is short staffed. If the employer is short staffed - not enough cabin cleaners or ticket checkers - and causes the flight the to be delayed, the airline will fine the company. This puts a lot of pressure and stress on the managers who then put pressure on the workers.

Security officers are legally required to do overtime if someone is late or does not show up. Secured areas at the airport cannot go uncovered. Most security officers stay late and do much more than they were hired to do.

Employers complain to me that they can't pass on a 100% of the overtime to the airline or terminal clients. Employers are only reimbursed for 60-70% of the wage increases. I hear this complaint from employers most consistently.

# **Injuries and Fatalities at the Airports**

The airport can be a dangerous place to work. Recently a wheelchair agent was transporting a passenger in a wheelchair to the gate. He needed to take the passenger one floor down in a freight elevator. When the elevator door opened, he backed up to get onto the elevator with the passenger. But the elevator car was in fact one floor down. The wheelchair agent fell backwards into the elevator shaft falling on to the elevator car below. The dispatcher grabbed the passenger in the wheelchair, saving the passenger from falling too. The wheelchair agent was later transported to the hospital. He has not been able to work since the accident and while likely have surgery soon.

One worker died of a heart attack at JFK. Another JFK worker died of a heart attack shortly after he got home from work.

In September, a worker at Newark was hit by propeller and died.

I hear from workers about back and shoulder pain as well as being exposed to blood born pathogens (BBPs). Lav & water are often exposed to BBPs that cause them to contract Hep C. If they are understaffed and rushing or if there is mechanical problems when they are replace the aircraft fluids, things can malfunction.

Baggage handlers describe their back injuries. On international flights, workers can lift upwards of 600 bags off a plane. This happens when they don't have enough people to get all the bags off the plane. Some workers at LaGuardia have requested weight belts to help prevent back injuries.

Wheelchair agents also complain about should and back injuries. Wheelchair agents strain their backs and shoulders because the have to push any passenger that requests service, regardless of age or weight. Passengers often put their luggage on their laps or the worker pulls the luggage behind them. Or the passenger allows a child to sit on their lap, which is very dangerous. Nobody tells the passengers they can't carry a child on their lap. That's a lot of additional weight for a wheelchair agent to push.

# **New Business Model for Skycaps**

At JFK, airlines and terminal managers have asked the skycaps to change the way they do business. They are trying to get away from offering free skycap service. Instead of offering the skycap service as a free service, companies now charge a passenger to use the service. As a result passengers don't tip as much if at all because they think that the skycap is getting paid a portion of the fee.

A company as JFK charges \$4 per bag. When a passenger arrives at the JFK, a skycap offers to help with his/her baggage. While the passenger is making their way to be

checked in, a supervisor comes over and collects the fee. He carries a four square on their phone for credit cards or he collects cash.

Once the passenger realizes that they have to pay for the skycap service, they don't tip. The impression is that the passenger has already paid for the service and that the fee, or part of the fee, is going to the skycap as a tip. A skycap can only hope to get tipped after the supervisor accepts the payment.

Under the old business model, skycaps often received \$5-10 per bag from passengers. Now passengers assume that the \$4 goes to the skycap, so they will only tip \$1. I don't know how much skycaps make per week in tips.

I think the high baggage fees that the airlines charge has also cut into the skycaps tips. Passengers don't want to pay for skycap services after paying \$50-100 in baggage fees. Passengers don't bring as much baggage as they used to either because baggage fees are so high – so they don't use skycap services.

Skycaps that work for a Newark contractor are required to fill out a tip report form. The company requires the skycap to report a certain amount in tips. Recently, a skycap told his supervisor that he was not going to report the required amount because he did not make that much. He refused to sign he form.

This new business model really is the new trend. Airlines and terminal managers don't want to subsidize this service anymore. So they tell the contractors to offset their operational costs with the fees. An airline wants to keep the skycap services because they want to appear as a premium airline. But they offset the costs by charging the passengers. A skycap can only hoped to get tipped.

Respectfully submitted:

Dylan Valle

Date

#### Attachment B

	1-Oct-17	31-Dec - 17	1-Jan-18	1-Jul-18	31-Dec -18	1-Jan-19	1-Jan-20
SFO <sup>1</sup>					\$19.74		
					(\$14.52 +		
					\$4.95		
					healthcare		
					+		
LAX <sup>2</sup>				\$18.99			
				(full cash			
				wage)			
San				\$17.10			
Jose <sup>3</sup>				(without			
				healthcare			
				)			
Miami	\$16.15						
Dade⁴	(\$12.99						
	+ \$3.16						
	healthca						
	re)						
SeaTac <sup>5</sup>				\$15.64			
NY Min		\$13.00			\$15.00		
Wage <sup>6</sup>							
Ft				\$13.98			
Lauder				(\$12.38			
dale-				+\$1.61			
Hollyw				healthcare			
ood <sup>7</sup>				) indexed			

<sup>1</sup> 

<sup>&</sup>lt;sup>1</sup> <a href="https://media.flysfo.com/media/Quality-Standards-Program-2016.pdf">https://media.flysfo.com/media/Quality-Standards-Program-2016.pdf</a> (\$.50 ahead of minimum compensation ordinance + 12 compensated days and compliance with healthcare accountability ordinance)
<a href="http://media.flysfo.com.s3.amazonaws.com/media/sfo/about-sfo/Quality Standards Program Notice 2018.pdf">http://media.flysfo.com.s3.amazonaws.com/media/sfo/about-sfo/Quality Standards Program Notice 2018.pdf</a>,
<a href="http://sfgov.org/olse/health-care-accountability-ordinance-hcao">http://sfgov.org/olse/health-care-accountability-ordinance-hcao</a>

<sup>&</sup>lt;sup>2</sup>https://bca.lacity.org/Uploads/lwo/LAWA%202017%20Wage%20Chart%20draft%203.20.18.pdf

<sup>&</sup>lt;sup>3</sup> https://www.flysanjose.com/sites/default/files/ALWO/ALWO%20REGULATIONS-sep2012.pdf; https://www.flysanjose.com/sites/default/files/ALWO/ALWO%20Wage%20Determination%20IWC%20No%20%20 4%20effective%207-1-18%20to%206-30-19.pdf

<sup>4</sup> http://www.miamidade.gov/smallbusiness/library/reports/2016-2017-living-notice.pdf

<sup>5</sup> http://www.ci.seatac.wa.us/home/showdocument?id=17723

<sup>&</sup>lt;sup>6</sup> New York State Budget Bill 2015, Part K, pg. 45-46 http://legislation.nysenate.gov/pdf/bills/2015/S6406C

<sup>&</sup>lt;sup>7</sup> http://www.broward.org/Purchasing/Do<u>cuments/2018%20Living%20Wage%20Rate%20Poster.pdf</u>

Boston			\$13.00		
Logan <sup>8</sup>					
Reaga		\$11.55		\$12.55	\$12.75
n					
Nation					
al and					
Dulles <sup>9</sup>					
Philade			\$12.00		
lphia <sup>10</sup>			indexed		

<sup>&</sup>lt;sup>8</sup> Massport Resolution adopted November 16, 2017, <a href="http://www.massport.com/media/2713/minutes-11-16-">http://www.massport.com/media/2713/minutes-11-16-</a> 17.pdf https://www.bostonglobe.com/business/2016/10/20/massport-urges-airport-contractors-pay-minimumwage/2pmkHiamapDb4AaHEbBNkN/story.html

http://www.mwaa.com/about/airport-workers-wage-program

<sup>&</sup>lt;sup>10</sup> Title 17 of the Philadelphia Code ("Contracts and Procurement"), Section 17-1305 of Chapter 17-1300 ("Philadelphia 21st Century Minimum Wage and Benefits Standard") (Minimum Wage Ordinance)

Representing Management Exclusively in Workplace Law and Related Litigation



June 5, 2018

# VIA E-MAIL - wagepolicy@panynj.gov

Board of Commissioners The Port Authority of New York and New Jersey 4 World Trade Center 150 Greenwich Street New York, NY 10007

Re: Proposed Wage Increases

# Dear Commissioners:

We write on behalf of our client, a proud partner and long-standing concessionaire of the Port Authority, which has, for many years, provided services at John F. Kennedy, LaGuardia and Newark Airports (collectively the "New York Airports") to the Port Authority. We note at the outset that our client appreciates the purposes underlying the proposal to increase wage rates payable on work performed on Port Authority premises, and the overwhelming support of those responding to your request for comments.

s highest business cost is labor. It is understandable then that, in entering into service agreements with the Port Authority, our client relied heavily on economic packages (including wages and an array of benefits) paid to its employees. These wages and benefits are set forth in formal, written, complete – and fully legally-enforceable – collective bargaining agreements ("CBAs") with the Unions who represent the employees who provide the requisite luggage cart services.

Pursuant to decades-old provisions of the National Labor Relations Act (and thousands of National Labor Relations Board decisions governing "good faith bargaining"), our client and the unions executed these CBAs after engaging in lawful, arms-length negotiations.



Board of Commissioners The Port Authority of New York & New Jersey June 5, 2018 Page 2

and the Unions agreed that the CBAs struck a balance between providing employees with fair wages and benefits, while enabling the employer to maintain a financially viable business. Our client has fully complied with all aspects of those CBAs.

The Minimum Wage Policy proposed and adopted at the Port Authority's Board of Commissioners meeting on March 22, 2018 goes well beyond what is contained in the CBAs. The impact on our client of implementing the proposed rates would not be "marginal". Rather, without a material change in the current service agreement, imposition of the proposed rates on our client would make it impossible for to continue to provide the services for which the Port Authority has contracted.

We note the May 14, 2018 letter from Michael Bissinger of Day Pitney, which sets forth strong policy and conceptual reasons why there should be an exception to the proposed wage increase for employers of unionized employees. While our client concurs in most if not all of the arguments and sentiments expressed in that letter, its concerns with the pending proposal are not philosophical, theoretical or in any way abstract. If those rates are imposed on our client, it simply will be unable to provide luggage cart services at the terms set forth in its agreement with the Port Authority.

For these reasons, respectfully objects to the proposal Minimum Wage Policy.

Very truly yours,





Roy Goldberg
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202.572.9942 DIRECT FAX
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June 11, 2018

Submitted via email to <a href="wagepolicy@panynj.gov">wagepolicy@panynj.gov</a>
Board of Commissioners
The Port Authority of New York and New Jersey
4 World Trade Center
150 Greenwich Street
New York, NY 10007

Re: Proposed Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy Airport, and Newark Liberty International Airport

Dear Members of the Board of Commissioners of the Port Authority of New York and New Jersey:

Flying Food Group, LLC ("Flying Food" or "FFG"), through undersigned counsel, respectfully but strongly objects to the above-referenced proposed "Rules for Implementation of Minimum Wage Policy for Non-Trade Labor Service Contracts – LaGuardia Airport, John F. Kennedy International Airport and Newark Liberty International Airport" (the "Proposed Rules") because of their *ultra vires* application to employees of privately-owned airline catering facilities located outside the boundaries of airports or other transportation facilities owned and operated by the Port Authority. As set forth below, the Port Authority's attempt to impose minimum wage requirements on employees not working at the airports or transportation facilities owned or operated by the Port, or making deliveries to those locations: (1) exceeds the jurisdiction and power of the Port Authority; (2) is preempted by federal law, which pervasively regulates the safety and security of meals delivered to airlines at airports such as JFK, EWR and LGA; and (3) will have the perverse effect of shuttering the catering facilities and causing the dismissal of catering company employees, rather than an increase in their wages.

Accordingly, Flying Food asks that the Port Authority reject application of the Proposed Rules to facilities external to the airports and transportation facilities owned and operated by the Port at the June 18, 2018 meeting set on this matter (and otherwise).

# THE PROPOSED RULES WOULD IMPOSE MINIMUM WAGE REQUIREMENTS ON EMPLOYEES WHO WORK OUTSIDE THE PORT AUTHORITY AIRPORTS AND TRANSPORTATION FACILITIES

The Port Authority Resolution accompanying the Proposed Rules states the Proposed Rules "are closely similar in many respects to the Rules that were issued by the Port Authority during 2015," but that "the proposed Rules cover additional categories of **Airport workers**...." (Emphasis added) However, the Proposed Rules are not, in fact, limited to **Airport workers**. Rather, the Proposed Rules would impose minimum wage requirements on multiple classes of **non-Airport workers**, specifically, employees working in catering kitchens in a large geographical area in locations external to JFK, EWR, and LGA, or any other airport or transportation facility owned or operated by the Port Authority.

As currently proposed, the minimum wage Rules would apply to any privately owned business operating within a privately owned building located within the large swath of territory (1,500 square miles) that constitutes the "Port District," provided only that the privately owned facility is engaged in activities that ultimately will result in meals being delivered to airlines at a Port-owned airport. Specifically, the minimum wage requirements apply to, among other things, "*Port District Covered Services*." Proposed Rules, at 42. This includes, without limitation, activities located within the Port District which involve "Preparing and packaging In-Flight Meals," "Inspecting In-Flight Meals, to ensure food safety and detect contraband," "Cleaning dishes, utensils, and glassware used for In-Flight Meals"; "Cleaning and operating kitchens or other nearby facilities (such as warehouses) used for the preparation, packaging, and storage of In-Flight Meals."

I. APPLICATION OF THE MINIMUM WAGE RULE TO EMPLOYEES WORKING AT PRIVATE FACILITIES EXTERNAL TO AN AIRPORT OR OTHER TRANSPORTATION FACILITY OWNED OR OPERATED BY THE PORT AUTHORITY (BUT WITHIN THE "PORT DISTRICT") EXCEEDS THE PORT AUTHORITY'S JURISDICTION AND POWERS.

The Port has regulatory authority over the airports that it owns and operates, and other "transportation facilities" as that term is used in the Compact creating the Port Authority. However, the Port's powers do not extend to privately owned property external to airports and "transportation facilities" owned and operated by the Port.<sup>1</sup>

<sup>&</sup>lt;sup>1</sup>The Port's jurisdiction to impose wage laws also does not extend to privately owned facilities that are leased by the Port which are not located on airport property.

Board of Commissioners June 11, 2018 Page 3

The Port Authority's powers are defined by (and limited to) the Compact that created the Port Authority in 1921, and the attempt by the Port now to impose minimum wage rules for personnel that work at facilities external to the airports and "transportation facilities" (and who do not make deliveries or otherwise interact with the airports) is "*ultra vires*." Articles VI and VII of the Compact set forth the scope of the Port Authority's powers. Neither Article empowers the Port Authority to impose wage requirements for employees that work outside of the airports or transportation facilities owned and operated by the Port.

Article VI of the Compact affords the Port Authority the power to "operate any terminal or transportation facility within [the Port] district . . . ." (Emphasis added) Article XXII of the Compact defines "terminal facility" to include "wharves, piers, slips, ferries, docks, dry docks, bulkheads, dockwalls, basins, carfloats, floatbridges, grain or other storage elevators, warehouses, cold storage, tracks, yards, sheds, switches, connections, overhead appliances, and every kind of terminal or storage facility now in use or hereafter designed for use for the handling, storage, loading or unloading of freight at steamship, railroad or freight terminals." In addition, Article XXII defines "transportation facility" to "include railroads, steam or electric, motor truck or other street or highway vehicles, tunnels, bridges, boats, ferries, carfloats, lighters, tugs, floating elevators, barges, scows or harbor craft of any kind, aircraft suitable for harbor service, and every kind of transportation facility now in use or hereafter designed for use for the transportation or carriage of persons or property."

Article VII of the Compact provides the Port Authority with "such additional powers and duties as may hereafter be delegated to or imposed upon it from time to time by the action of the legislature of either state [New York or New Jersey] concurred in by the legislature of the other." However, neither the New York nor New Jersey legislatures has enacted laws to authorize the Port to impose minimum wage laws for facilities external to the airport and transportation facilities owned and operated by the Port.

In conclusion, there is no law that authorizes the Port Authority to regulate wages of employees within the Port District but outside the airports and transportation facilities owned and operated by the Port (unless the employees actually make deliveries to one of the airports). Accordingly, the Port's application of the minimum wage laws to catering facilities external to the airports and transportation facilities owned and operated by the Port is in excess of the Port's jurisdiction and powers, and cannot be permitted. See, e.g., Asiana Airlines et al. v. FAA, 134 F.3d 393 (D.C. Cir. 1998) (vacating fees imposed by FAA for air traffic control as ultra vires (and ultimately awarding attorneys' fees) where the charges were improperly not confined to the actual costs incurred by FAA that were directly related to the provision of air traffic control services); Southwest Airlines Co. et al. v. TSA, 554 F.3d 1065 (D.C. Cir. 2009) (TSA lacked statutory power to impose screening fees for the airport security screening of non-passengers, e.g., meeters—and-greeters and sight-seers) because the operative

statutory language only authorized TSA to recover the costs of screening passengers and property).

# II. THE PORT AUTHORITY'S ATTEMPT TO REGULATE THE PREPARATION OF FOOD AND BEVERAGE ITEMS AT LOCATIONS EXTERNAL TO THE AIRPORT AND PORT TRANSPORTATION FACILITIES IS PREEMPTED BY FEDERAL LAW.

Application of the Proposed Rules to employees of catering facilities external to the airport and transportation facilities owned and operated by the Port Authority is also preempted by federal law, which strictly regulates the safety and security of food prepared by airline catering companies, including those located within the Port District.

The Port's stated justification for trying to impose minimum wage requirements on employees of airline catering facilities located outside the airports and transportation facilities owned and operated by the Port is that it will ensure that the food is "safe and secure" for passengers. Specifically, the Port Authority Resolution states that "[t]oday's air travelers expect that . . . no matter where it is cooked, food specifically intended for in-flight consumption will be hygienic, and prepared in a manner that ensures that food and beverage packages brought onto the airplane are safe and secure." Resolution, at 39. However, the federal government pervasively regulates the safety and security of airline meals, and state government attempts to regulate in these areas are preempted.

The Supremacy Clause of the U.S. Constitution provides that the laws of the United States "shall be the supreme Law of the land . . . anything in the Constitution or Laws of any State to the contrary notwithstanding." Article VI, cl. 2. Federal law preempts state laws not only when the federal statute expressly preempts the state law, but also where "field preemption" applies because of the pervasive regulation of the subject matter by federal law. Congressional intent to displace state law can be inferred from either "a federal interest . . . so dominant that the federal system will be assumed to preclude enforcement of state laws," or where "a framework of regulation [is] so pervasive . . . that Congress left no room for the States to complete it[.]" *Arizona v. United States*, 567 U.S. 387, 399 (2012).

1. The safety of food prepared by airline catering companies is regulated by the U.S. Food and Drug Administration ("FDA"). See, e.g., "Warning Letter 543440" from FDA to Gate Gourmet, dated March 29, 2018 (changing classification of airline catering facility in Erlanger, Kentucky from "Approved" to "Provisional" because of "serious violations" of FDA's Current Good Manufacturing Practice, Hazard Analysis, and Risk-Based Preventive Controls for Human Food (CGMP & PC) regulation, Title 21, Code of Federal Regulation Part 117 (21 C.F.R. Part 117) (finding that conditions at the

facility caused the food products "to be adulterated within the meaning of Section 402(a)(4) of the FDCA [21 U.S.C. 342(a)(4)] because they were prepared, packed, or held under insanitary conditions whereby they may have become contaminated with filth or rendered injurious to health"). The pervasive regulation by the FDA preempts regulation of wages by the two state governments (New York and New Jersey).

- 2. In addition, the U.S. Transportation Security Administration ("TSA") regulates the "security" of items introduced into principal airports such as JFK, EWR and LGA. TSA also closely regulates airline catering facilities, including the installation of cameras and other devices to monitor catering facility employees and ensure that nothing dangerous finds its way onto an aircraft. The extensive regulation of catering facilities by TSA preempts state law attempts to regulate the wages of the catering facility workers where, as here, the state governments acknowledge that the intent behind the law is to regulate the "security" of food delivered to airlines. See Orelski v. NCS Pearson, 337 F. Supp. 2d 695 (W.D. Pa. 2004) (the Aviation and Transportation Security Act ("ATSA"), which created the TSA, preempted state employment law claims).
- III. APPLICATION OF THE PROPOSED RULES TO CATERING FACILITIES WITHIN THE PORT DISTRICT BUT OUTSIDE AIRPORT AND TRANSPORTATION FACILITY BOUNDARIES WILL HAVE THE PERVERSE EFFECT OF CLOSING THE CATERING FACILITIES AND CAUSING THE DISMISSAL OF EMPLOYEES (RATHER THAN WAGE INCREASES).

The unfortunate truth with regard to the Proposed Rules is that if airline catering companies such as, but not limited to, Flying Food, are required to comply with the dramatically higher minimum wage requirements, they will have no option other than to close their facilities within the Port District and instead purchase prepackaged food and beverage items from facilities located outside the Port District. The airline catering business in the United States operates on razor thin margins. There is no room for the type of cost increase that the Proposed Rules would impose on the airline catering companies. The plain fact is that if the Proposed Rules become law and apply to Flying Food, it will no longer be able to prepare fresh food in a catering kitchen. The employees involved in preparing food for airlines at JFK and EWR (Flying Food does not serve air carriers at LGA) will lose their jobs because Flying Food will terminate its food-preparation operations for JFK and EWR.

In conclusion, for the reasons stated above, Flying Food asks that the Port Authority decline to adopt the portion of the Proposed Rules that would impose Board of Commissioners June 11, 2018 Page 6

minimum wages on catering facilities located outside the airports and other transportation facilities owned and operated by the Port Authority.

Sincerely,

Roy Goldberg

Roy Goldberg Counsel for FLYING FOOD GROUP, LLC

cc: Flying Food Group, LLC

The New Jersey State Chamber of Commerce 216 West State Street Trenton, NJ 08608



(609) 989-7888 www.njchamber.com

Via email: wagepolicy@panynj.gov

June 11, 2018

Mr. Kevin O'Toole Chairman Board of Commissioners Port Authority of New York & New Jersey

**RE:** Comments Regarding Implementation of Minimum Wage Policy

Dear Chairman O'Toole:

As you know, the New Jersey State Chamber of Commerce ("State Chamber") is recognized as the independent voice of business in New Jersey. With a broad based membership ranging from the Fortune 500 companies to small proprietorships, representing every corner of the state and every industry, our members provide jobs for over a million people in New Jersey. We continue to work towards promoting a vibrant business environment and economic prosperity through vision, expertise and innovative solutions.

I am writing to express our concerns regarding the proposed minimum wage mandate for airport workers that would be phased in starting in September and top out at \$19 per hour in September 2023.

As a former New Jersey State Senator and prominent member of the Senate Budget and Appropriations Committee, you recognize first-hand the fiscal challenges that our businesses and citizens are saddled with by various mandates from Trenton. For example – and most recently - our members are now required to provide paid sick leave which will impact their bottom line, along with a host of additional other compliance mandates. This is only compounded by our current State Budget discussions and the potential of some "new" taxes that will be implemented in the next few weeks on the employer community.

With regard to this proposal, our regional airports are already the most expensive group of airports in the country for airline passengers. According to the Federal Aviation Administration (FAA), NEWARK is the most expensive major airport in the country. A \$19.00 minimum wage would be the highest for any industry or locality in the nation.

Respectfully, we oppose the proposed minimum wage for airport workers. We would suggest that the Port Authority of New York & New Jersey participate in discussions with our NJ Legislative Leaders on the overall minimum wage issue, taking into account all sectors of the economy, instead of focusing on one segment of our workforce.

Thank you for taking our views into consideration.

Sincerely,

Michael A. Egenton

Michael a. Egenton

Executive Vice President - Government Relations

#### New Jersey Business & Industry Association



Michele N. Siekerka, Esq.

President and CEO

June 11, 2018

Christine Buteas Chief Government

Via email: (wagepolicy@panynj.gov)

Affairs Officer

Mr. Kevin O'Toole

Frank Robinson
Vice President

Chairman

Government Affairs

**Board of Commissioners** 

Andrew Musick Vice President Government Affairs The Port Authority of New York and New Jersey 4 World Trade Center, 150 Greenwich Street

New York, NY 10007

Michael Wallace

Vice President Government Affairs Dear Chairman O'Toole:

Nicole Sandelier Policy Analyst On behalf of our member companies that provide more than 1 million jobs in the state and make the New Jersey Business & Industry Association the largest statewide business association in the country, I am writing to respectfully oppose the Port Authority's proposal to increase the minimum wage at its airports.

Increasing the minimum wage will have a major impact on the operating costs of these important transportation facilities. The proposed \$19-an-hour wage would be the highest in the nation, regardless of region or industry. Minimum wage increases also produce a ripple effect that also raise wages for those who are higher up on the salary scale.

The additional costs of such a high minimum wage will ultimately be borne by businesses and consumers who already face some of the highest costs in the nation. In fact, Liberty International Airport in Newark is already the most expensive airport in the country, according to the Federal Aviation Administration.

Additionally, this policy could have a negative impact on the State's overall economy. Transportation is a crucial element for New Jersey's economic competitiveness. More than doubling the minimum wage for airport workers can only increase the transportation cost businesses must absorb.

In sum, such a large increase in salaries and wages is inconsistent with the efficient and effective management of the transportation facilities under the Port Authority's jurisdiction. On behalf of our member companies, I respectfully request that you do not pursue a policy of increasing the minimum wage to \$19 per hour.

Thank you for your consideration.

Millbell

Michael Wallace

Vice President



## THE CITY OF NEW YORK OFFICE OF THE COMPTROLLER SCOTT M. STRINGER

June 11, 2018

The Port Authority of NY & NJ 4 World Trade Center 150 Greenwich Street, 22nd Floor New York, NY 10007

Submitted via e-mail to: wagepolicy@panynj.gov

Dear Port Authority Board of Commissioners,

I am writing to urge you to approve the Port Authority Resolution passed in March to raise wages to \$19 an hour for all airport service workers at John F. Kennedy, LaGuardia and Newark Airports by 2023. In countless studies produced by the New York City Comptroller's Office, we have found the region's wages are not keeping up with cost of living, and hardworking New Yorkers are paying the price. We made critical strides with the Fight for \$15 to raise the minimum wage in New York, and now it's time for the next step to lift up our airport workers.

Airport service workers play a crucial role in ensuring the safe and secure operation of our major transportation hubs, and it is in New York's interest to compensate these men and women appropriately. Inadequate compensation can adversely impact airport service contractors and subcontractors, hindering their success in providing "first class" services to the traveling public. New York has an interest in providing a higher minimum wage so New Yorkers and visitors alike feel safe while navigating our local airports; to safeguard the region from security threats; and to guarantee that working families receive fair wages, which are then re-invested into the community.

New York's airports are among the largest employers in the state. Much of their staffs are contract workers who receive low wages with few meaningful benefits, forcing them to rely on taxpayer-funded programs to survive. Thousands of passenger service workers at New York airports currently earn \$13 an hour, and at Newark Liberty earn the Port Authority minimum wage of \$10.45 per hour.

If passed, this wage resolution would create significant wealth for the region, benefitting families, communities, and our city economy. According to the forthcoming report, "Restoring Altitude: Economic Impacts of the Port Authority of New York and New Jersey Minimum Wage Proposal," earning a \$19 an hour minimum wage would result in an additional \$431.6 million in increased household spending for New York and New Jersey airport workers. That spending would support over 2,700 added jobs in the regional economy, while sales to local businesses would grow by \$465.1 million. Federal tax revenue would also rise with these added sales, generating over \$43.7 million more a year for public services. State and local tax revenue would increase by \$33.7 million a year.

Workers who earn more than the minimum wage level are also likely to receive wage increases, including supervisors of affected workers and others in higher-paid occupations. This ripple effect is estimated to benefit an additional 20 percent of workers, further expanding the total economic impacts.

DAVID N. DINKINS MUNICIPAL BUILDING • 1 CENTRE STREET, 5TH FLOOR • NEW YORK, NY 10007

I am confident that this resolution would bring stability, security, and economic growth to New York, and urge you to raise wages to \$19 an hour by 2023 for all airport service workers at John F. Kennedy, LaGuardia and Newark Airports.

Sincerely,

Scott M. Stringer

New York City Comptroller







June 11, 2018

The Port Authority of New York and New Jersey Board of Commissioners -

### Testimony in Opposition to the Port Authority of New York and New Jersey's Proposed Rules for Implementation of \$19 Minimum Wage Policy for Non-Trade Labor Service Contracts

Chairman O'Toole, and other respected members of the Board of Commissioners, thank you for the opportunity to testify today. My name is Keith Stephenson and I am the Director of State and Local Government Affairs on behalf of the National Restaurant Association. The National Restaurant Association is the leading business association for the restaurant and foodservice industry nationwide, representing more than 14.7 million employees - nearly 10 percent of the nation's workforce - with one million locations across the country.

The National Restaurant Association proudly supports the mission of our partners, the New York State Restaurant Association, and the New Jersey Restaurant and Hospitality Association.

Collectively, we oppose the \$19 minimum wage proposal for the following reasons:

### Minimum Wage Increases Drive Up All Labor Costs

Nationally, only 2.7 percent of hourly employees are paid the state prescribed minimum wage. The remaining 97.3 percent are paid more than the state minimum wage. Substantially increasing the minimum wage for all workers would create a ripple effect, negatively impacting all employees and employers alike. For example, consider how a mandated \$19 minimum wage would impact two different restaurant workers at the same restaurant operating in the airport. Worker number one has served as a dishwasher for 2 months earning \$10.45 an hour. Worker number two has served as a cashier for 5 years earning \$17.00 an hour.

A mandated \$19 minimum wage would bring the pay for both workers in alignment, representing an 82 percent increase in pay for the dishwasher and a 12 percent increase for the cashier. Under this scenario, the higher paid worker would expect his or her wage to increase by the same percentage of the less experienced worker.

Labor and supply costs are already exorbitantly high within port authority managed facilities. Most restaurants will not be able to absorb these new labor costs, resulting in reduced hours for hourly employees, low employee morale, damaged employee-employer relations, and many popular branded and independent restaurants not renewing their lease agreements with the Port Authority.

Minimum wage jobs are primarily intended as entry-level positions, and for most employees, they are. Nationwide 78.2 million workers, or 58.5 percent of the workforce, are paid hourly. Of those workers, only 2.7 percent are paid the federal minimum wage. While workers under 25 make up only 20 percent of all hourly workers, they constitute half of all minimum wage earners nationally. 71 percent of workers under the age of 24 are promoted to higher paying positions or find higher paying jobs within the industry. <sup>1</sup>

### **Mandated Wage Increases Reduce Hours**

Well-intentioned increases in the minimum wage often hurt the very workers they are designed to help. Several recent studies have found that when states mandate increased wages, restaurants and other businesses are forced to lay off employees or reduce hours. A recent study that analyzed California's minimum wage increases estimates that the move to a \$15 minimum wage by 2022 will eliminate 400,000 jobs in the state. The study also found that a 10 percent increase in the minimum wage would result in a 5 percent reduction in employment in industries where a large number of workers earn close to the minimum wage. <sup>2</sup>

Many employees choose to work in the restaurant industry because of the flexibility it provides, and reductions in hours and changes in schedules may make it too difficult to balance work with other obligations such as school and childcare. In some cases, those who work less busy shifts, such as the late night shift, may see their hours reduced without an opportunity to reschedule. A study conducted by the University of Washington and commissioned by the city of Seattle, found that a minimum wage increase to \$13 an hour in 2016 caused workers to register 9 percent fewer hours and earn \$125 less each month. <sup>3</sup> While increasing the wage gave workers an extra \$3 an hour, the reduction in hours led to a net income loss of 6 percent.

<sup>&</sup>lt;sup>1</sup> National Restaurant Association, based on data from the Bureau of Labor Statistics & U.S. Census Bureau

<sup>&</sup>lt;sup>2</sup> "California Dreamin' of Higher Wages"-Economic Policy Institute, December 2017

<sup>&</sup>lt;sup>3</sup> "Minimum Wage Increases, Wages, and Low-Wage Employment: Evidence from Seattle"-National Bureau of Economic Research, June 2017

For low-income workers, a \$1,500 annual reduction in income will have a dramatic impact on their quality of life. An increase to \$19 an hour would take even more money out of their pockets.

In short, we believe raising the minimum wage to \$19.00 is bad public policy. If the commission takes the time to study the matter, we are confident you will find that many brands currently operating in the airport will not renew their contract and many jobs will be lost. A \$19 minimum wage will harm workers, operators, and consumers alike.

We implore the Port Authority to work with the business community in order to pass rules which foster business expansion and job growth, not eliminate them.

Thank you for the opportunity to testify today.

Keith Stephenson

Director of State and Local Government Affairs

**National Restaurant Association** 

202-973-5392



### **NEW JERSEY LEGISLATURE**

Majority Leader State Senate Loretta Weinberg Senator, 37th District 545 Cedar Lane Teaneck, NJ 07666 Phone: (201) 928-0100

PHONE: (201) 928-0100 Fax: (201) 928-0406 COMMITTEES
VICE CHAIR, LEGISLATIVE OVERSIGHT
CO-CHAIR, NJ LEGISLATIVE SELECT
COMMITTEE ON INVESTIGATION
JUDICIARY

Commissions
NJ Israel Commission
NJ Historical Commission
NJ Legislative Services Commission

November 27, 2018

Executive Director Cotton, Chairman O'Toole and Board of Commissioners The Port Authority of New York and New Jersey 4 World Trade Center, 150 Greenwich Street New York, NY 10007

Dear Executive Director Cotton, Chairman O'Toole and Port Authority Commissioners:

Thank you for voting unanimously in favor of a resolution to increase the minimum wage for Port Authority airport workers to \$19 per hour by 2023 at your March board meeting. This wage increase will directly affect the lives and families of the tens of thousands of people who work at JFK, LaGuardia, and Newark airports.

I am glad to hear that this new policy will cover the nearly 5,000 airline catering workers that were excluded from the Port Authority's last wage policy. Thank you for taking these workers into genuine consideration, and acting on it.

As the 60 day public comment period proceeds, I want to reiterate that I believe this wage policy as currently written means so much to NJ & NY residents. I fully support this resolution and hope that is passes into policy without any major changes.

Sincerely,

Loretta Weinberg

Loudd tounkery

Senator, District 37

LW/tb