

SENATE
STATE OF MINNESOTA
NINETY-FOURTH SESSION

S.F. No. 4060

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DATE	D-PG	OFFICIAL STATUS
03/02/2026	6458	Introduction and first reading Referred to Labor
03/17/2026	6721a 6754	Comm report: To pass as amended and re-refer to State and Local Government Author added Marty

1.1 A bill for an act

1.2 relating to employment; requiring a quality service wage for covered airport or

1.3 related location workers; providing penalties; proposing coding for new law in

1.4 Minnesota Statutes, chapter 181.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. [181.174] QUALITY SERVICE WAGE.

1.7 Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have

1.8 the meanings given.

1.9 (b) "Covered airport or related location" means the Minneapolis-St. Paul International

1.10 Airport, Wold-Chamberlain Field, including all property owned by the Metropolitan Airports

1.11 Commission at Minneapolis-St. Paul International Airport.

1.12 (c) "Covered airport or related location employer" or "employer" means:

1.13 (1) any person, corporation, limited liability company, or association employing any

1.14 covered airport or related location worker in an occupation, industry, trade, business or

1.15 service; or

1.16 (2) any person who contracts with a person to perform work related to the preparation

1.17 or delivery of food for consumption on airplanes departing from a covered airport or related

1.18 location.

1.19 Covered airport or related location employer does not include the United States government;

1.20 the Metropolitan Airports Commission; or other state, county, or local political subdivision.

1.21 (d) "Covered airport or related location worker" means:

2.1 (1) any person employed to perform work at a covered airport or related location, provided
2.2 at least half of the employee's time during any workweek is performed at a covered airport
2.3 and related location; or

2.4 (2) any person who performs work related to the preparation or delivery of food for
2.5 consumption on airplanes departing from a covered airport or related location.

2.6 Covered airport or related location worker does not include independent contractors or
2.7 persons employed in an executive, administrative, or professional capacity.

2.8 (e) "Quality service wage" or "QSW" means the combined hourly wage rate and benefit
2.9 rate designated by the Metropolitan Airports Commission to be the QSW. The QSW must
2.10 be based on the determinations made by the General Services Administration pursuant to
2.11 the federal McNamara-O'Hara Service Contract Act, United States Code, title 41, section
2.12 6701 to 6707, for the applicable localities and job classifications of employees. Effective
2.13 July 1, 2026, and each July 1 thereafter, the quality service wage applicable to a covered
2.14 airport must not be less than the following:

2.15 (1) any otherwise applicable minimum wage rate established by or through the
2.16 Metropolitan Airports Commission (MAC), including through MAC contracts or licensing
2.17 agreements;

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

2.24 (3) the local guard SCA wage determination, as applicable.

2.25 Subd. 2. **Quality service wage requirements.** Beginning July 1, 2026, each covered
2.26 airport or related location employer must pay a covered airport or related location worker
2.27 a wage of not less than the quality service wage applicable to that covered airport or related
2.28 location worker.

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

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

3.3 (b) In assessing the amount of the penalty under paragraph (a), the Metropolitan Airports
3.4 Commission shall consider the size of the covered airport or related location, employer's
3.5 business, the good faith of the covered airport or related location employer, the gravity of
3.6 the violation, the history of previous violations, and the failure to comply with other
3.7 requirements.

3.8 **EFFECTIVE DATE.** This section is effective July 1, 2026.