

Airport Workers Wage Program of Metropolitan Washington Airports Authority

Minimum Base Wage Rates

\$11.55/hr

Starting January 1, 2018

\$12.15/hr

Starting January 1, 2019

\$12.75/hr

Starting January 1, 2020

In the years following 2020, the Base Wage Rate will be adjusted for changes in the cost of living.

**This poster is to be placed at employee work sites
where employees can readily see it.**

COVERED EMPLOYEES	Employees who regularly work on Reagan National or Dulles International Airport for on-Airport businesses that provide commercial aviation support services to airlines or concession services to the public are covered by the Airport Workers Wage Program.
REGULAR WORK PAY	Regular work in a workweek by covered employees is to be compensated at no less than the "Base Pay Rate" in effect when the work is performed. The Base Pay Rate, which increases annually, is described above in this notice.
OVERTIME WORK PAY	Overtime work in a workweek by covered employees is to be compensated at no less than 1.5 times the applicable Base Pay Rate.
TIPPED EMPLOYEE PAY	Covered employees who receive tips as part of their compensation and meet certain conditions – "tipped employees" – are to be paid direct wages by their employer at no less than \$2.13 per hour for hours worked. Generally, if the combination of the average tips per hour received by employees in a workweek and the per hour direct wages paid by their employer for the week is less than the applicable Base Wage Rate, the employer is to make up the difference.
COMPLAINTS	Covered employees who believe they have been paid wages at less than the applicable Base Wage Rate may request their employer and, if necessary, MWAA to review those wages for compliance with the Airport Workers Wage Program. Employers of covered employees may not retaliate against employees for having asked that their wages be reviewed for compliance with the Airport Workers Wage Program.
ADDITIONAL INFORMATION	Information and materials regarding the Airport Workers Wage Program are posted on the MWAA website at http://www.MWAA.com/workerswageprogram .