



**SEIU
TEXAS**

UNITE. FIGHT. WIN.

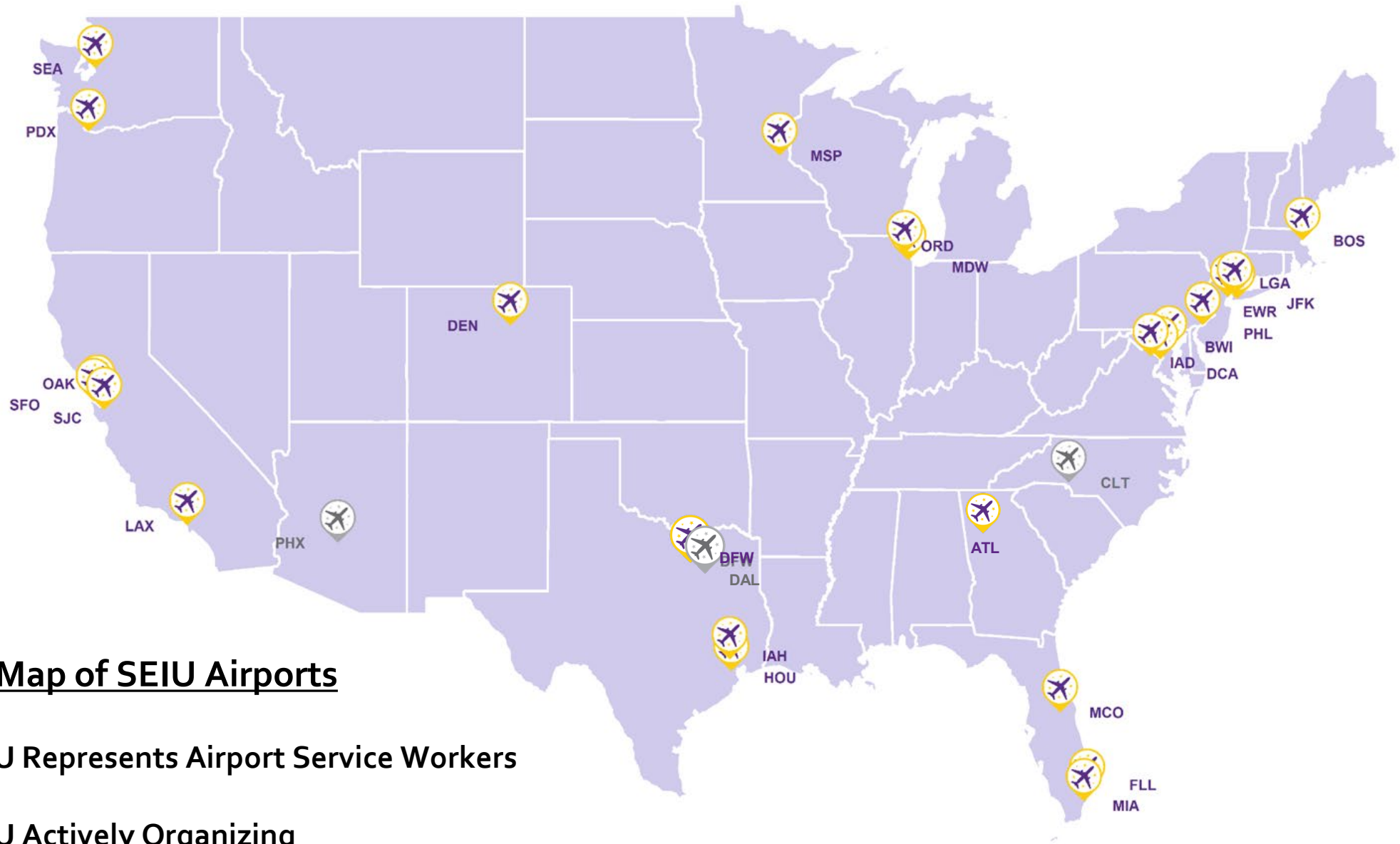
April 2026

Who We Are

SEIU Texas represents over 8,000 janitorial, multiservice, airport, and healthcare workers throughout Texas.

SEIU currently represents over 42,500 airport service workers across the country. SEIU has won wage increases and other working improvements for nearly 200,000 airport service workers across the country.

Airport service workers nationwide are joining together to demand living wages, critical benefits like paid leave and affordable healthcare and a voice on the job through a union.



Partial Map of SEIU Airports

 SEIU Represents Airport Service Workers

 SEIU Actively Organizing

Airports are critical to the region's wellbeing

- Economic powerhouses – billions of dollars in economic activity
- Connect people and cultures from all over the world – millions of travelers every year
- Project the city and region's image, setting it apart to attract investment, tourism, and civic pride

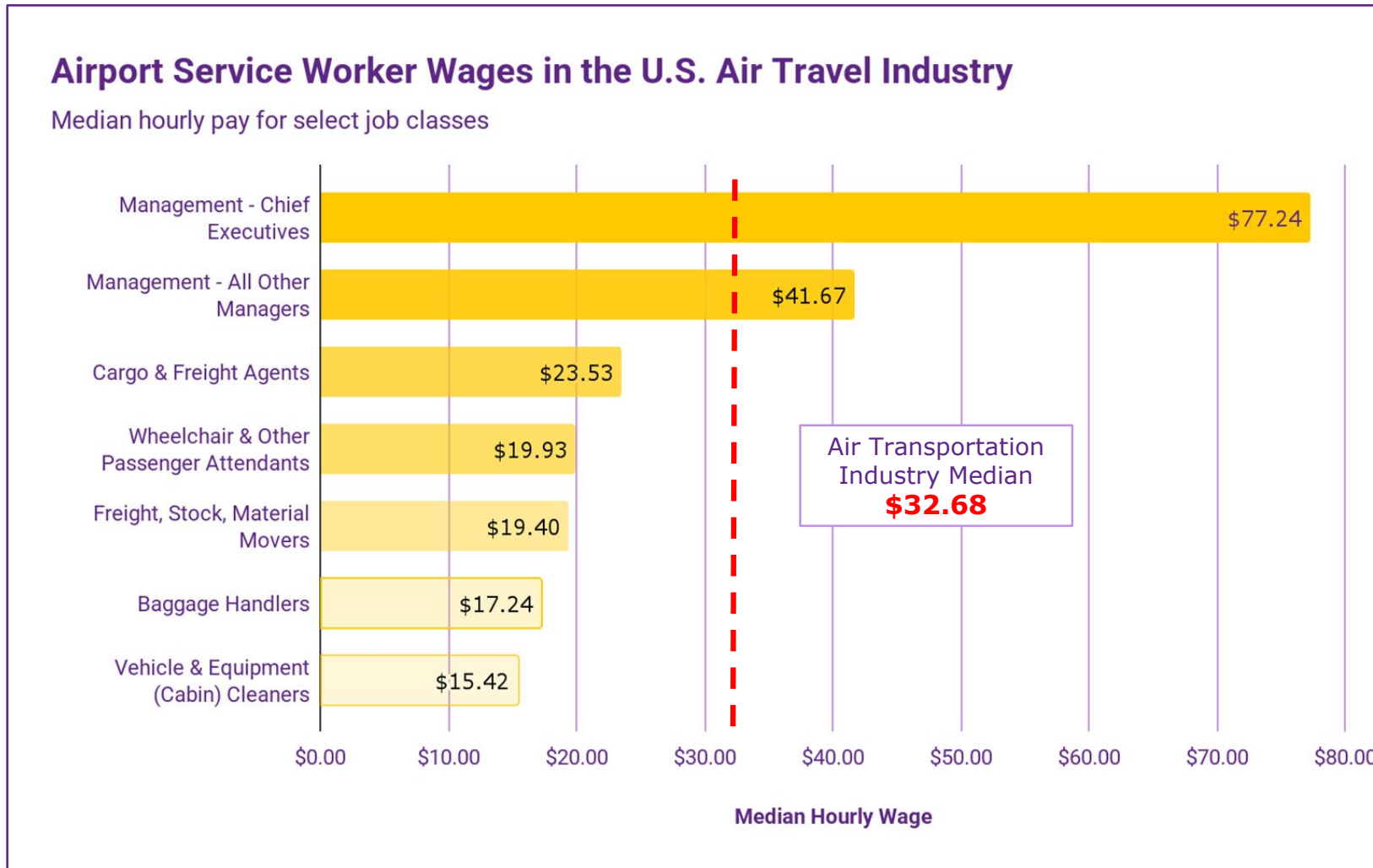


Airport service work is difficult and dangerous

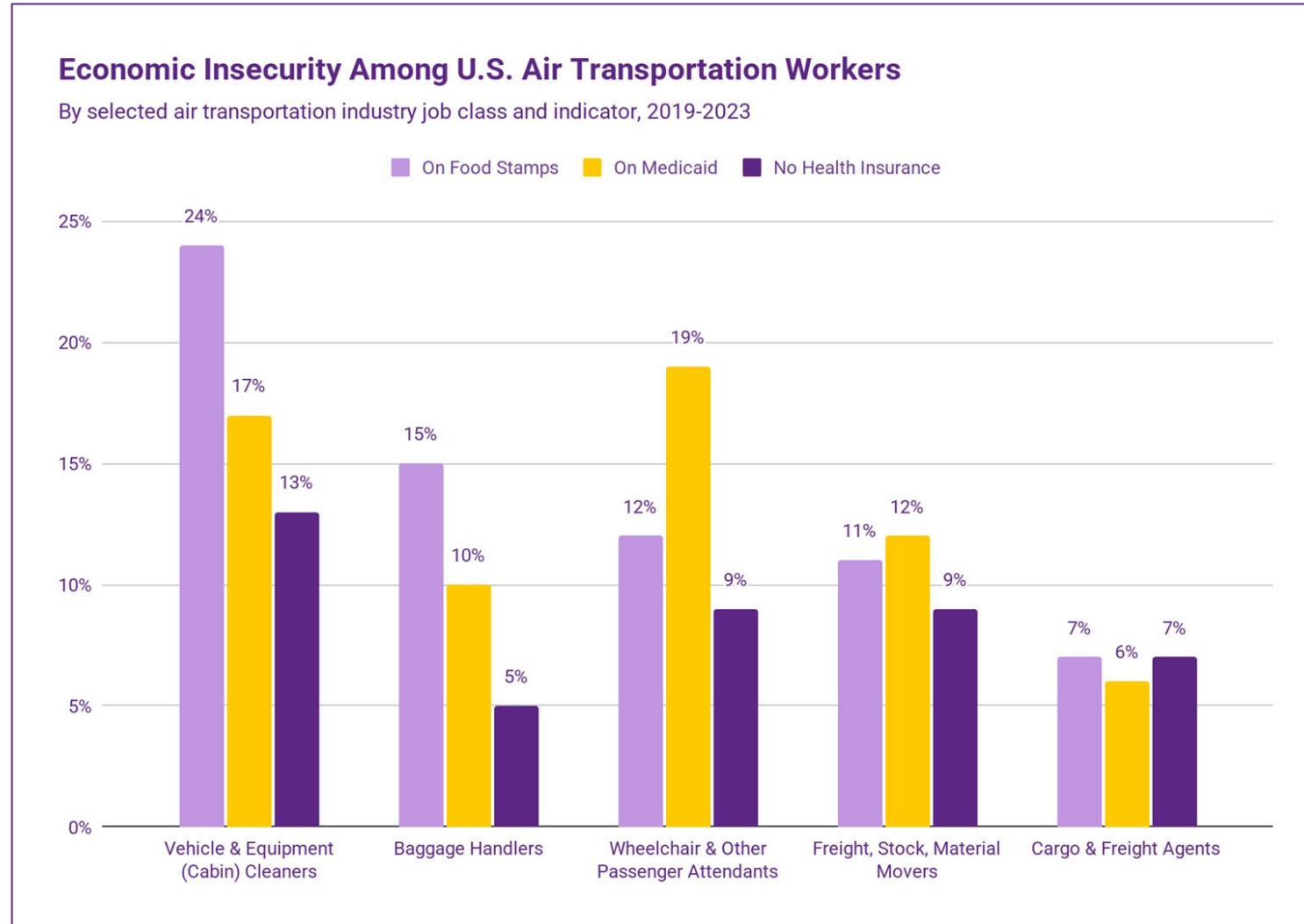
- Heavy lifting and pushing, prolonged standing, repetitive and strenuous tasks, and exposure to all weather, including extreme heat and cold.
- Several workers have been killed in accidents on the tarmac at U.S. airports in recent years.
- Assisting passengers during emergencies.



Airport service workers are underpaid and underprotected



Airport service workers are underpaid and underprotected



Livable wages make airports safer and friendlier

- A 2014 Port of Seattle study found that turnover ranged from 25% to 80% per year across employers, and newer workers were 80% more likely to receive citations for security violations.¹
- Between FY2023 and FY2024, a \$1 increase in minimum pay rates for Houston contracted airport workers reduced monthly worker turnover by 20%.²
- A study of SFO's 1999 wage increase led to improvements in customer service, employee morale, reduced grievances, reduced disciplinary issues, and reduced absenteeism.³



¹ Port of Seattle. "Minimum Requirements for Aeronautical Workers with Safety and Security Responsibilities at Seattle-Tacoma International Airport," June 26, 2014.

² SEIU Texas. "Airport worker monthly turnover analysis, 2023–2024" [Unpublished internal data], 2025.

³ Ken Jacobs. "Labor standards and airport safety and security," University of California Berkeley Center for Labor Research and Education, July 2023.

Billions of our public dollars are invested in our nation's aviation system every year


**Every Year,
\$13 Billion**
of our tax dollars go to
airlines and the U.S.
commercial aviation industry




\$25 Billion
for airport and traffic
control projects that airlines
rely on included in the
Bipartisan Infrastructure Law
of 2021 over 5 years



\$54 Billion
taken by major U.S. airlines
in COVID funding



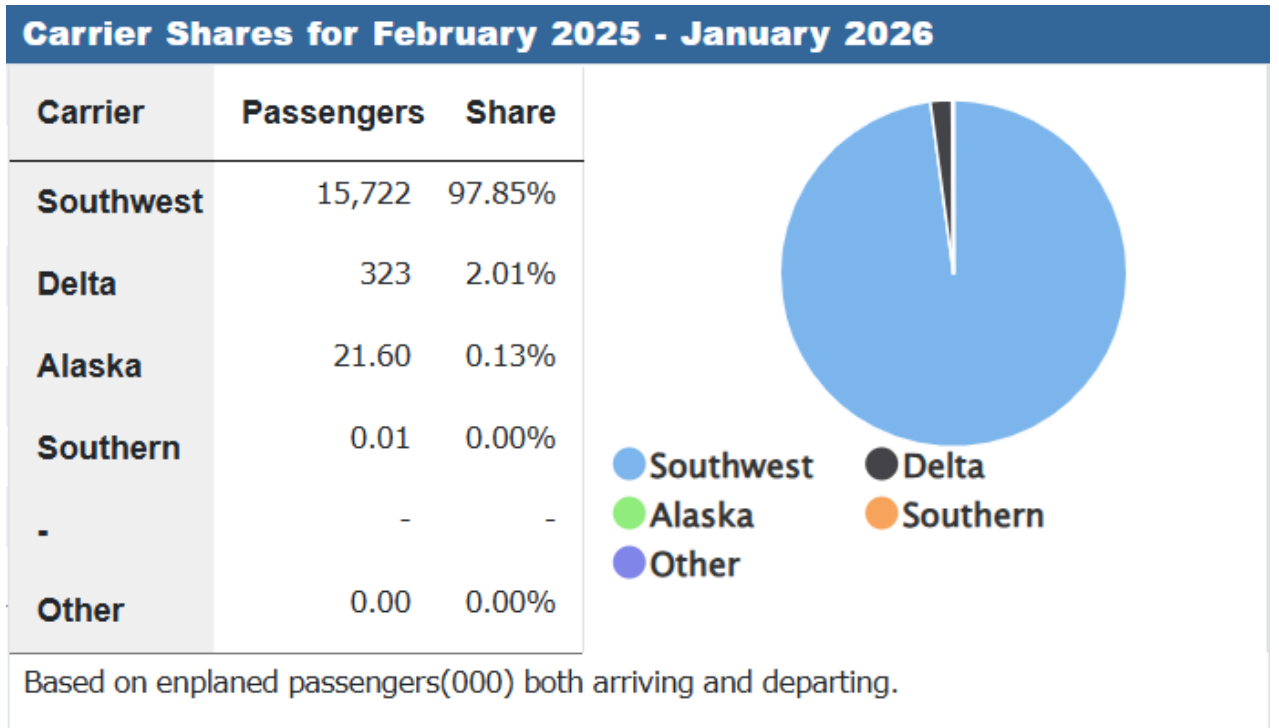
\$1 Trillion
is the estimated worth of our
nation's aviation
infrastructure, built almost
entirely with federal grants
and tax-free municipal bonds.



We must ensure that our public resources serve the public good.

Airlines keep thriving with living wages

- Southwest Airlines accounts for 98% of enplanements at DAL and DAL is their main corporate headquarters.
- Other Southwest airline hubs have already passed living wage policies, including: BWI, HOU, MDW, DEN, SJC, and OAK
- When wages for Houston airport workers increased to \$15, turnover decreased by 20%, and Hobby was named the 3rd best airport in North America the following year.



¹ Bureau of Transportation Statistics. TranStats. Retrieved from https://www.transtats.bts.gov/airports.asp?20=E&Nv42146=QNY&Nv42146_anzr=Qnyyn5,%20ogk:%20Qnyyn5%20Y18r%20Svryq&pn44vr4=SNPgf on April 13, 2026

²SEIU Texas. (2025). Airport worker monthly turnover analysis, 2023–2024 [Unpublished internal data].

³ Houston Airports. Houston Airports earns top Skytrax honors while focusing on real-world improvements. Retrieved from <https://www.fly2houston.com/airport-business/newsroom/press-releases/item/houston-airports-earns-top-skytrax-honors-while-focusing-on-real-world/>

LOVE FIELD AIRPORT SERVICE WORKERS FALLING BEHIND

Wages at Love Field in 2025

\$11/hour

Love Field airline service workers make **as little as \$11 per hour** in 2025.*

Workers on general services contracts covered by the Dallas Living Wage Policy make **at least \$23.06 per hour**.†

* Based on SEIU surveys of airport service workers.

† According to the October 1, 2025 annual update to the City of Dallas Living Wage Policy.

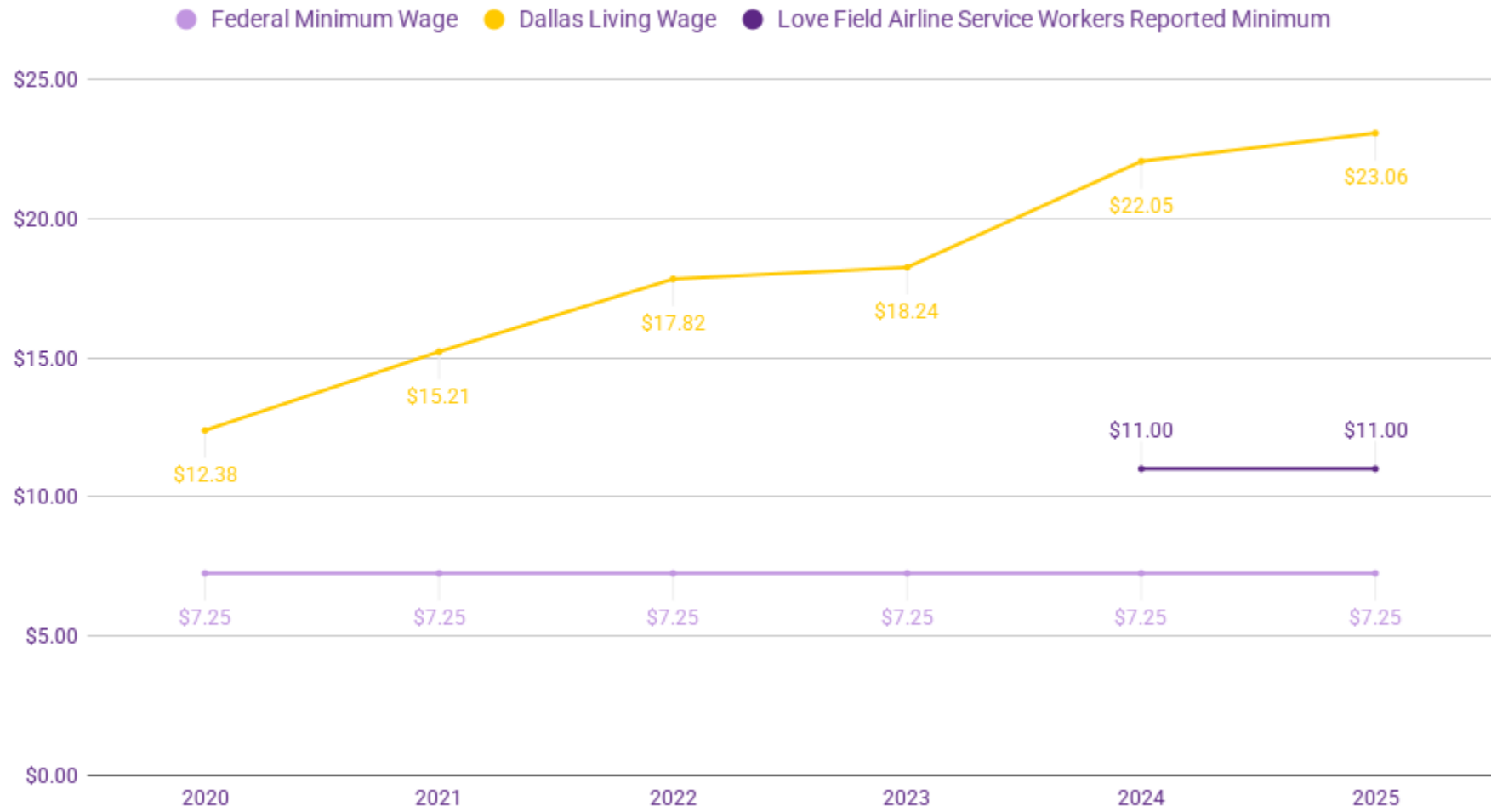
- Over 500 airport service workers work at Dallas Love Field.¹
- Love Field airline service workers make as little as **\$11 per hour.**²

Top Employers	Workers
ABM	211
ERMC	98
Unifi	76
Members Building Maintenance	65
Menzies	56
Total	506

¹ Calculated based on July 2025 airport badge data released by FOIA. This number does not include concessions workers.

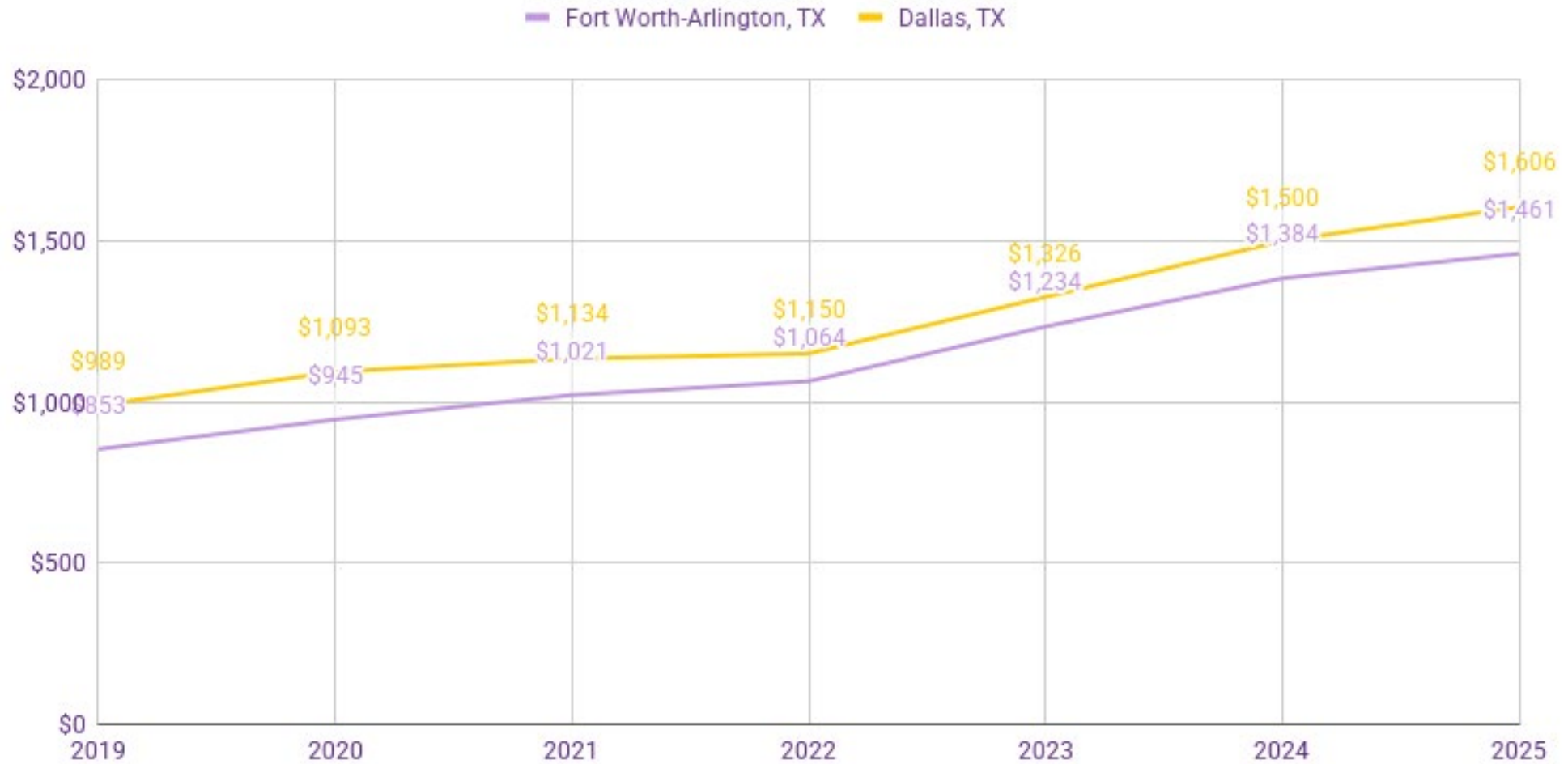
² Based on SEIU surveys of Love Field airport service workers.

Wages at Dallas Love Field



Fair Market Rent for a 1-Bedroom Apartment

According to the U.S. Department of Housing and Urban Development (HUD)



TYPICAL MONTHLY EXPENSES FOR A SINGLE ADULT

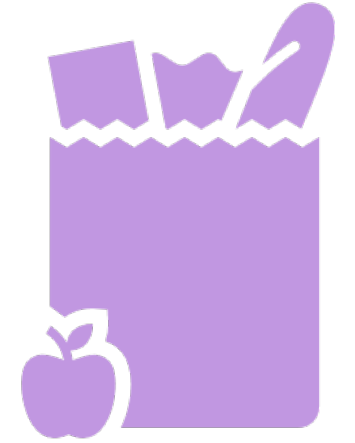
\$4,137*

Housing



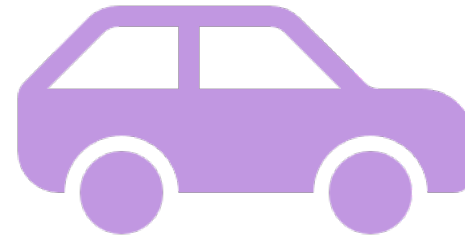
\$1,481

Food



\$335

Transportation



\$851

Medical



\$258

** Includes civic engagement, internet & mobile, taxes, and other expenses.*

Source: MIT Living Wage Calculation for Dallas-Fort Worth-Arlington, TX, based on 1 adult with a full time job and no children. Last updated February 10, 2025.

TYPICAL MONTHLY EXPENSES FOR A SINGLE ADULT

\$4,137*

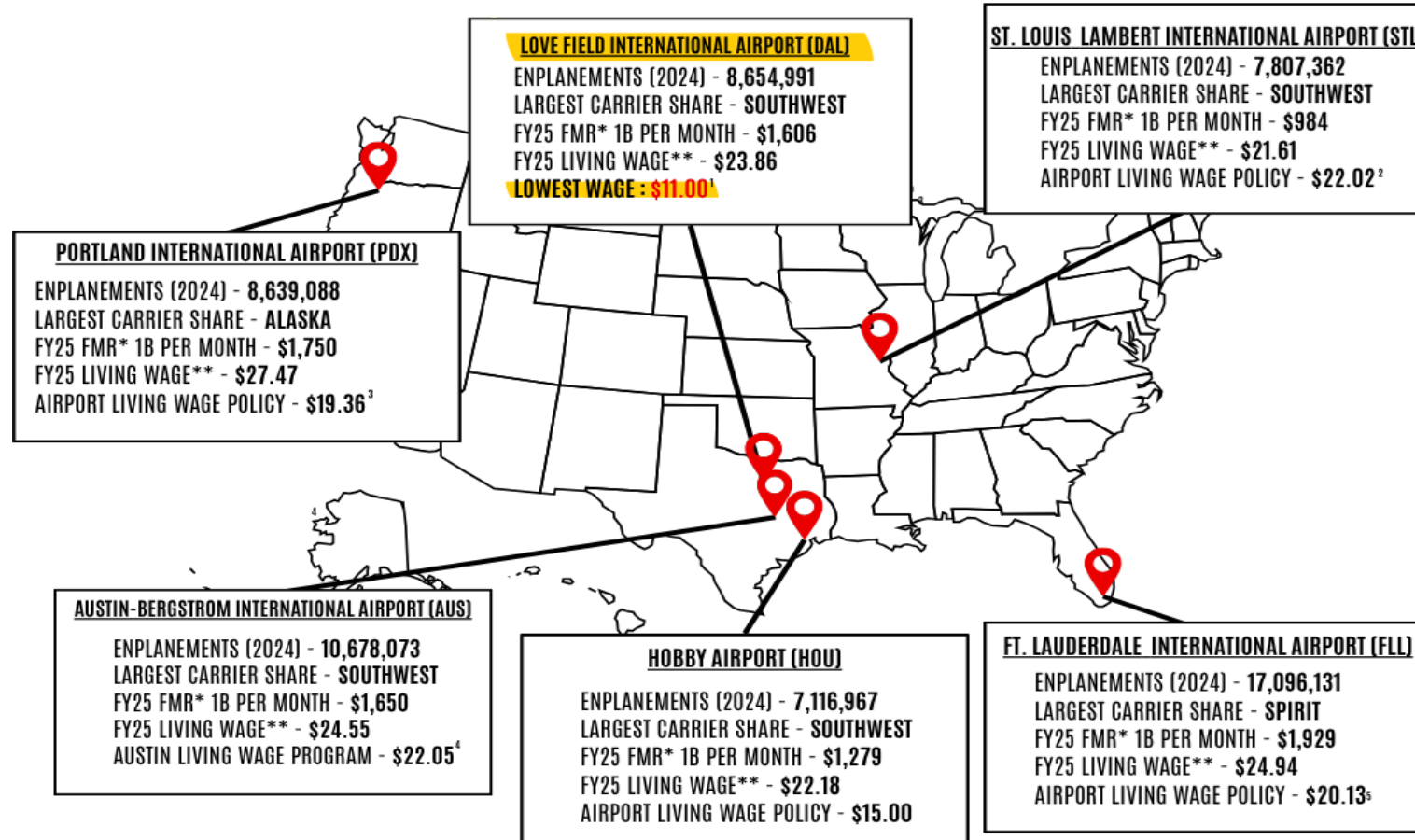
Airline-contracted service workers at **Love Field** make as little as **\$11** per hour or **\$1,906.67** a month *before taxes.*[†]

* Includes civic engagement, internet & mobile, taxes, and other expenses.

Source: MIT Living Wage Calculation for Dallas-Fort Worth-Arlington, TX, based on 1 adult with a full time job and no children. Last updated February 10, 2025.

[†] Based on SEIU surveys of airport service workers.

Airport service workers are winning livable wages and ensuring safe and secure airports across the country.



*Fair Market Rent (FMR), U.S. Department of Housing and Urban Development (HUD). Fair Market Rents are estimates of 40th percentile gross rents for standard quality units within a metropolitan area or nonmetropolitan county. <https://www.huduser.gov/portal/datasets/fmr.html>

** Living Wage, Metro area wage needed for a single adult working full-time with no dependents to cover the costs of their basic needs where they live. Sourced from the Massachusetts Institute of Technology's Living Wage Institute. Accessed October 8, 2025.

¹ Reported by Love Field airport workers

² If an employer provides qualifying health benefits the hourly wage is \$16.66

³ The pay increase is set by the Port of Portland using a formula to determine a raise in response to cost-of-living increases.

⁴ Applies to City airport contractors' employees, not airline contractor employees.

⁵ If an employer provides qualifying health benefits, the hourly wage is \$16.19.

Don't Let Love Field Get Left Behind:



Don't "Permit" Poverty Wages at our Airports



Airport Oversight

Hundreds of airlines and contractors conduct business at our airports everyday.

To operate at the airport, airlines and contractors require permission in the form of permits and leases.



Covenants with our Community

Airline leases and contractor permits are covenants between the D-FW community and the companies that use our airports.

These agreements can and should ensure the airport works for travelers, working people, airlines, and contractors.

WORKERS IMPACTED

Who are the workers impacted by the wages and working conditions at Love Field?

Nople Tomlinson

Nople has to work two jobs and still worries every week about whether or not she'll collect enough tips to pay her rent. She also worries about physical injury from the strain of her job or getting too worn out to continue, especially since she can't afford health insurance. Nople has witnessed it happen to several of her coworkers: over time they get too worn out and can't make it up the jet bridge with passengers anymore. Combined with the workers who leave for higher paying jobs, that gives the remaining workers with even more travelers to help and makes the job even more difficult. Nople already has to wear a back brace so she's worried it might happen to her soon too. She loves her job and wants to keep doing it, that's why she wants to bring in more passenger service agents and make the job more sustainable, but for that to happen, she thinks Love Field needs a higher wage.



Ebony Abercumbia

Ebony makes \$1,700 per month as a passenger service agent and struggles to survive on it. She pays \$1,000 a month for rent and has to make the remaining \$700 stretch to cover food, gas and treatment for her lung condition. Sometimes she's forced to choose between paying the bills and putting food on the table.

Ebony has noticed that a lot of her coworkers leave for higher paying jobs elsewhere. That leaves her and her coworkers trying to take care of more customers with fewer staff. She says that wait times can get longer and customers can start getting stressed and worried. She thinks a higher wage would let more of her coworkers stay in their job and lead to a better airport for everyone.



Love Field Airport Service Workers Are Asking For...

Consideration and vote on an ordinance for Love Field to raise wages in order to increase safety and security.

