



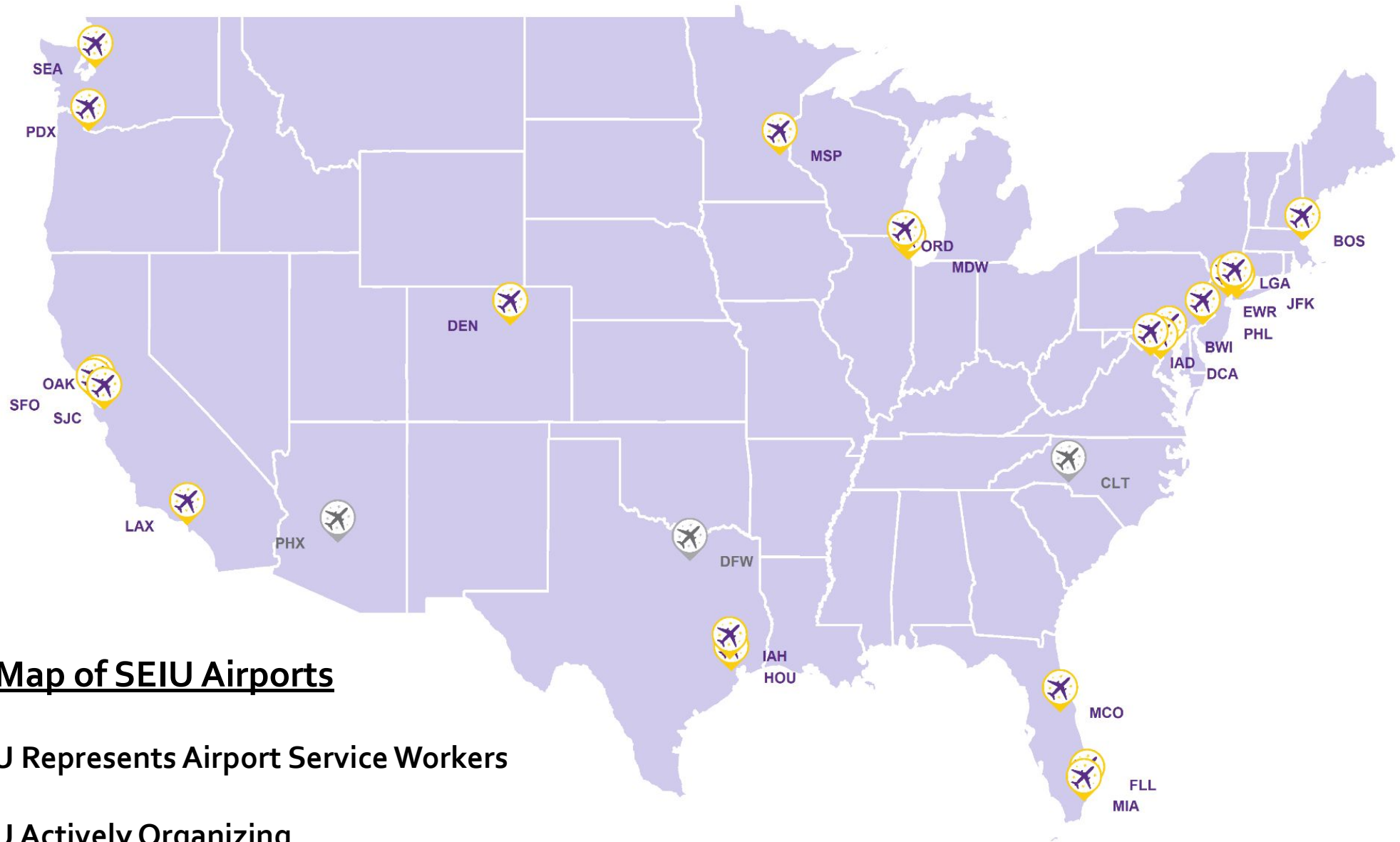
March 20, 2023

Who We Are

SEIU Texas represents over 6,000 janitorial, multiservice, airport, and healthcare workers throughout Texas.

According to the Airport Workers United website, SEIU currently represents over 36,000 airport service workers across the country. SEIU has won wage increases and other working improvements for over 150,000 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

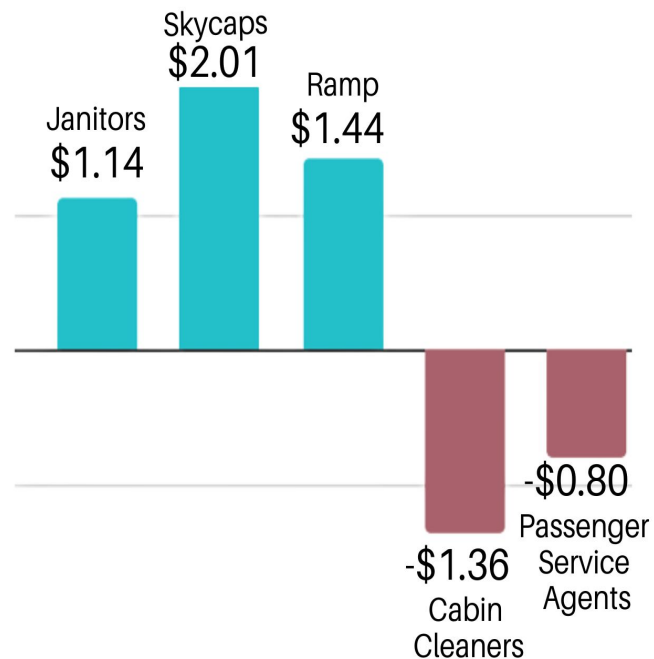
 SEIU Represents Airport Service Workers

 SEIU Actively Organizing

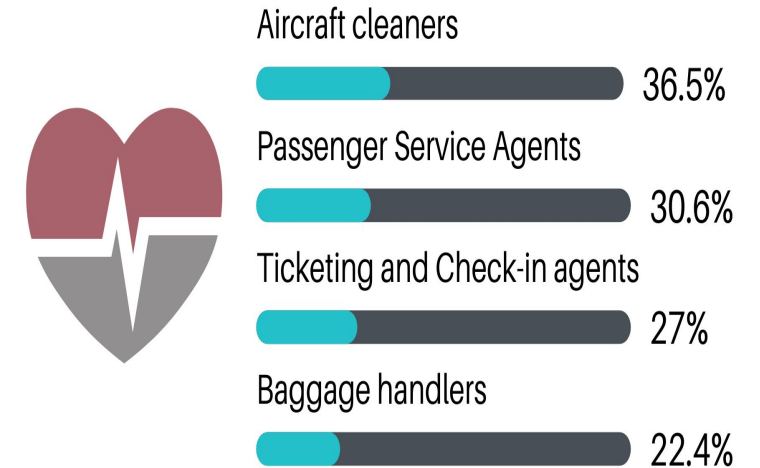
Airport service workers are underpaid and underprotected

- Airport service workers perform important, but often unseen work like getting baggage on and off planes, helping passengers with disabilities travel safely through the airport, cleaning airplane cabins while performing safety inspections and securing terminals.
- But many are underpaid, underprotected, and overworked.

20 years of stagnant airport worker wages
Inflation-adjusted wage changes 2001-2021



Airport service workers with employer-provided health insurance



Travel chaos has been dominating headlines for months now, from record flight cancellations during summer travel peaks to mountains of lost luggage during the holiday travel season. Meanwhile, many airlines have been raking in record profits.

TRAVEL TURBULENCE

DFW Airport logs one of worst records for flight delays and cancellations in U.S., report says

By John Egan Nov 8, 2021 | 5:16 pm

FLIGHT DELAYS

More than 600 DFW flights canceled amid cold front

BY SUNNY TSAI | TEXAS

UPDATED 12:45 PM CT FEB. 23, 2022 | PUBLISHED 7:27 AM CT FEB. 23, 2022

TEXAS — As another cold front blasts through the Dallas-Fort Worth area before heading to the Gulf of Mexico, airlines are canceling flights and delaying arrivals.

AIRLINES

Nearly 1,700 Flights Canceled Out of DFW Airport and Dallas Love Field on Wednesday

Flight delays and cancellations are mounting Wednesday as the winter storm persists into a third day with sleet, freezing rain and snow.

By Jenny Rudolph

Source Fort Worth Star-Telegram (TNS)

Feb. 2, 2023

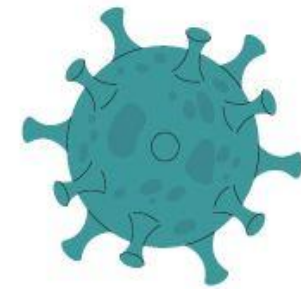
Billions of our public dollars are invested in our nation's aviation system every year

**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.

- Over 5,100 contracted service workers work at DFW Airport*
- DFW Airport service workers can make as low as \$10 per hour;
- Many DFW Airport service workers don't have affordable healthcare, paid sick leave, or aren't currently represented by a union

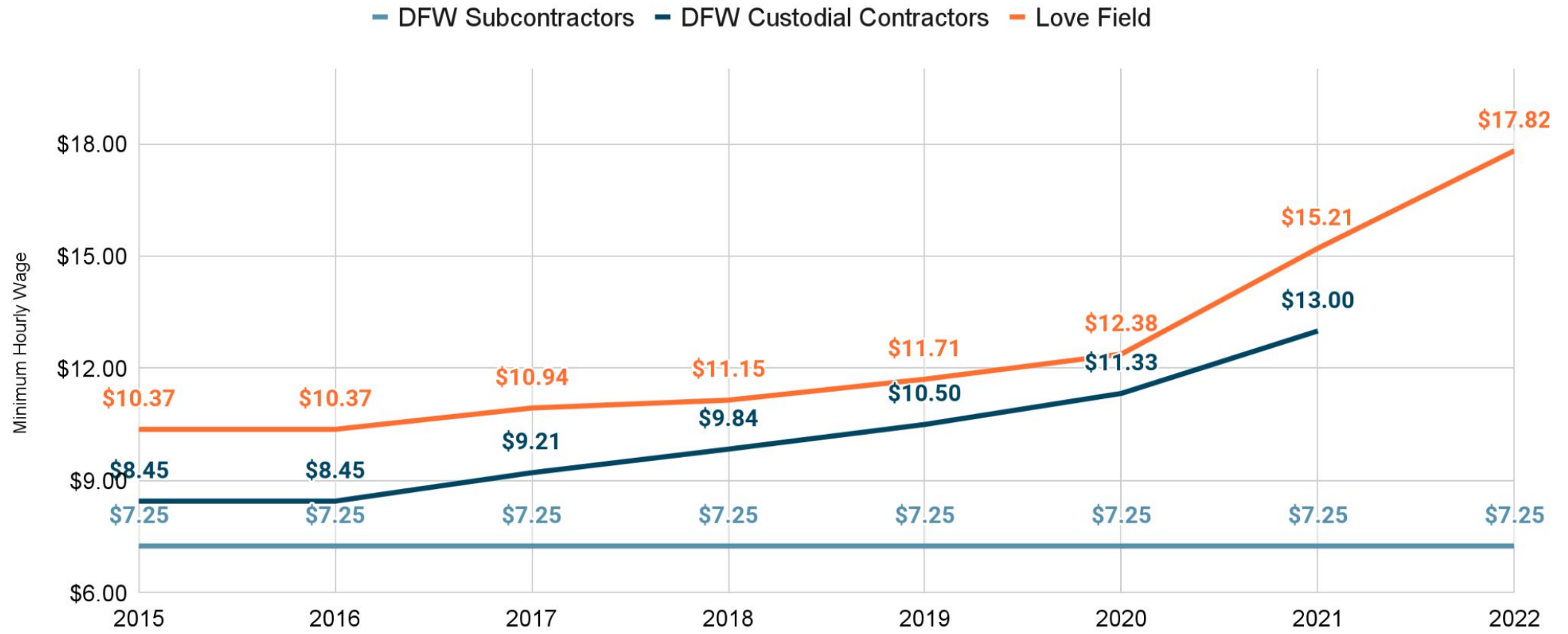
Top Employer	Worker count*
Prospect	1,113
ABM	743
Worldwide Flight Services	647
G2 Secure Staff	382
Unifi	194
Menzies	163
GAT	139
Hallmark	139
Swissport	127
.....	
Total	5,195

**DFW AIRPORT SERVICE
WORKERS ARE FALLING
BEHIND**

Wages at DFW vs. Love Field in 2022

DFW	Love Field
\$10	\$17.82
DFW Airport contracted service workers make as low as \$10 per hour in 2022	Love Field Airport service workers under general services contracts covered by the Dallas Living Wage Policy make at least \$17.82 in 2022

Minimum Wages at DFW vs. Love Field



TYPICAL MONTHLY EXPENSES FOR A SINGLE ADULT

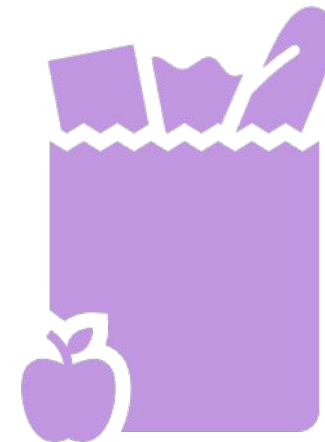
\$2,754

Housing



\$1,105

Food



\$327

Transportation



\$456

Other*



\$865

Source: MIT Living Wage Calculation for Dallas County, TX, based on 1 adult with no children.

**Other refers to medical, civic, and miscellaneous expenses.*

TYPICAL MONTHLY EXPENSES FOR A SINGLE ADULT

\$2,754

While a contracted service worker at DFW may make as little as **\$1,733** a month *before* tax, exclusive of tips, if she/he works 40 hours a week with a salary of \$10 per hour

Good Jobs for Good Airports Act of 2023

The Good Jobs for Good Airports Act of 2023 introduced in Congress will help ensure every airport job is a good one that allows workers to not just survive, but also support their family with good wages, affordable healthcare and critical protections like paid sick leave.

Benefits for DFW Airport Workers Under the Good Jobs for Good Airports Act

- Approximately 14,640 airport service workers at DFW Airport would be covered by the bill's provisions.
- All covered workers would be entitled to health benefits or cash payments currently worth \$4.80 per hour. At full time hours, this would be a means for workers to access meaningful health insurance.
- All covered workers would be entitled to paid time off, typically including 11 paid federal holidays and 2 weeks of paid time off after their first year.

If enacted, it is estimated that approximately 59% of covered workers (8,640) who are currently earning under \$16.20 an hour at DFW may receive a wage increase under GJGA.



For example, looking at U.S. Department of Labor Statistics data, and provided they would be covered by the provisions of the GJGA as enacted, baggage handlers, an occupation that pays as low as **\$12.34** per hour in the Dallas-Fort Worth metro area, could see their wages increase to **\$16.20**, an increase of **\$3.86**.

If enacted, it is estimated that approximately 3,480 DFW Airport service workers and their families would be lifted out of poverty by the wage increases in GJGA.

Other Unions Supporting the Good Jobs for Good Airports Act

Other unions who represent workers at multiple airports throughout the country support the proposed GJGA legislation, which would set a national standard for airport workers to have the wages and benefits necessary to support their families.



Across the country, workers are joining together to win policies at their airports or City Councils to raise wages

- The Port Authority of New York and New Jersey raised the minimum wage for workers at **EWR, LGA and JFK** to \$19 an hour in September 2023.
- The Metropolitan Washington Airports Authority (MWAA) board has adopted a resolution to increase wages for workers at **DCA and IAD** to \$16 an hour starting January 1st 2024.
- Massachusetts Port Authority (Massport) Board voted to increase the minimum wage rate for certain airport service workers at **BOS** to \$17 an hour effective January 1, 2023.
- The Philadelphia City Council raised the minimum wage to \$15.06 for **PHL** workers who are employed by airlines operating under leases with the city or those who are employed by a contractor for an airline.

Airline lease agreements must serve our communities, passengers and working people



CURRENT AIRLINE LEASES

Revenue sharing provisions in the current airline lease agreements at DFW mean airlines have been given \$482 million from passenger parking, concessions, and other fees to offset their landing fees from 2011 - 2021. That is money in airlines' pockets.



FUTURE AIRLINE LEASES?

Lease agreements are covenants between the DFW community and the airlines that use our airports. These agreements can and should ensure the airport really works for travelers, working people and the airlines, and such provisions must be included in future agreements with our community.

WORKERS IMPACTED

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

Mohammad Osman

Mohamed Osman is a Passenger Service Assistant (PSA) at Dallas-Fort Worth International Airport (DFW). He is a 55 year old Sudanese immigrant and father of four children. He immigrated to Dallas about 24 years ago and has been working at DFW for nearly 20 years. Mohamed usually works 7 days a week – sometimes from 4AM to 3PM – and can walk nearly 12 miles a day. After 20 years, Mohamed is paid \$12.50 an hour, a wage so low that he is barely able to survive and support his family.



Lashundra Randall

Lashundra Randall is an Unaccompanied Minor Escort (UM Runner) at Dallas-Fort Worth International Airport (DFW). She started working at DFW in November 2021. She is a 36 year old single mother who has 2 young children who she takes care of on her own. She doesn't have a car so she has to take the bus & train or call a car service to get to work which costs her a lot of money in transportation costs as well as about 3 hours or more per day in time away from her family.



Qiana Washington

Qiana Washington is a Baggage Service Officer at DFW Airport. She started working at DFW Airport in March of 2022. Qiana is a mother of three children, ages 13, 8, and 5 years old. Being a mother of three, if one of her children get sick, she has to take multiple days without pay to be able to take care of the. She is eligible for health benefits, they are so expensive that she would have to work more hours just to cover the cost.



DFW Airport Service Workers Are Asking For:

- City Council to set up a sub-committee to further research the issues at hand.
- City Council to move a resolution to support the Good Jobs for Good Airports bill.
- Research on leasing agreement options for airlines.

