

Effective January 1, 2024, New Jersey's minimum wage is \$15.13/hour for most workers. Learn more about the increase.

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Prevailing Wage Rates for Certain Airport Workers



The [New Jersey Healthy Terminals Act \("HTA"\)](#), P.L. 2021, c. 68, amends the [State Building Contract Services Act](#) and establishes a prevailing wage for certain workers at Newark Liberty International Airport and the Newark Liberty International Airport Train Station. Similar to the prevailing wage for state building contract services, the HTA bases prevailing wage determinations on the wage determinations made by the General Services Administration pursuant to the federal Service Contract Act of 1965 (41 U.S.C. § 351 et seq.).

The law applies only to employers and employees at Newark Liberty International Airport and the Newark Liberty International Airport Train Station. Although sharing the same name, the New York and New Jersey laws are significantly different. A [FAQ](#) published by the New York Department of Labor shows many of these differences.

The Department intends to publish a rule proposal in the near future to formally implement aspects of the law. For now, this page may serve as guidance to employers and employees as to the Department's interpretation of the HTA. Once the Department adopts final rules on the HTA, those rules will have the force and effect of law and will become binding.

Additionally, since the HTA amends the State Building Service Contracts Act, [N.J.S.A. 34:11-56.58 et. seq.](#), the Department encourages interested parties to review the rules it has promulgated under that law ([N.J.A.C. 12:64-1.1 to 4.6](#)). The Department has also posted a [FAQ](#) about the State Building Service Contracts Act.

Interested parties may also contact the Department's Division of Wage and Hour Compliance by telephone at 609-292-2305 or by email at wage.hour@dol.nj.gov.

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When do employers have to begin complying with the HTA?

Which employers are covered by the law?

Are any employers exempt from the law?

Are nonprofit employers exempt from coverage under the HTA?

Is there a minimum number of employees that an employer must have in order to be covered by the HTA?

Does the law apply to employers employing individuals outside of the three airport terminals, but still on the property of the Airport or Train Station?

Does the law apply to employers even if the Department has not posted rates for a given year?

How can a complaint be filed for a violation of the HTA?

Wage claims can be filed [online or by mail](#) (online is preferred).

If you choose to file your complaint by mail, please send the completed [form](#) (Form MW-31B) to:

Division of Wage and Hour Compliance
PO Box 389
Trenton, NJ 08625-0389

You can also fax a completed form to (609) 695-1174.

Related topics

? [FAQs \(State Building Service Contracts\)](#)

 [State Building Service Contracts Act](#)

 [New Jersey State Prevailing Wage Act](#)

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Department of Labor

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