



NEW YORK CITY BUSINESS INTEGRITY COMMISSION (BIC) TRADE WASTE WORKER RIGHTS

Per Local Law 56 of 2019, for all employees that operate vehicles and/or handle waste, BIC trade waste licensees & registrants are required to disseminate directly and to post conspicuously the following information:

MINIMUM WAGE



- You must be paid for every hour you work
 - MAY include work before and/or after your scheduled shift and time spent traveling during the workday

Minimum Wage in New York City:

- \$16.50** per hour as of January 1, 2025
- Increasing by **\$0.50 per hour** on January 1, 2026
- Beginning in 2027, the minimum wage will increase annually related to the Consumer Price Index.
- For more information and to see minimum wage rates outside of NYC visit:**
<https://dol.ny.gov/minimum-wage-0>

HOURS



Overtime:

- Your employer must pay **at least 1 ½ times** your regular rate of pay **for hours worked over 40**.
- For some drivers and helpers, the Motor Carrier Exemption to the Fair Labor Standards Act may apply. For more information see:
<https://www.dol.gov/whd/regs/compliance/whdfs19.htm>

Maximum Number of Hours:

- NON-DRIVERS:**
 - There are no restrictions on the number of hours you are allowed to work within a 24-hour period.
- DRIVERS:**
 - After a required off-duty period of 10 or more consecutive hours, you may only drive a maximum of 11 hours during a 14-hour period after coming on duty.
 - This rule may not apply to all drivers.
 - For more information see:**
<https://www.fmcsa.dot.gov/regulations/hours-service/summary-hours-service-regulations>

FOR MORE INFORMATION ON WAGE AND HOUR RIGHTS OR TO FILE A COMPLAINT, CONTACT:

**U.S. Department of Labor
Wage and Hour Division in NYC**
Call 212-264-8185

**U.S. Department of Labor
Wage and Hour Division**
Call 866-487-9243
Visit dol.gov/whd

**New York State Department of Labor
NYC District Office**
Call 212-775-3880

**NYS Department of Labor
Wage & Hour Division**
Call 888-469-7635
Visit labor.ny.gov

New York Attorney General
Call 800-771-7755
Visit ag.ny.gov

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WORKER SAFETY, TRAINING, & EQUIPMENT



Workers Have the Right To:

- A workplace free of known health and safety hazards
- Receive information and training about job hazards
- Personal protective equipment provided by your employer
- See any Occupational Safety and Health Administration (OSHA) citations issued to your employer
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions
- File a complaint with OSHA within 30 days

File an OSHA Complaint:

Call 800-321-6742
Visit [osha.gov](https://www.osha.gov)

For more information see:

<https://www.osha.gov/SLTC/personalprotectiveequipment/standards.html> and
<https://www.osha.gov/Publications/osha2254.pdf>

NYC PAID SAFE & SICK LEAVE



If you work in NYC for more than 80 hours a year, you can **earn up to 40 hours of safe and sick leave each year** to use for yourself or to help anyone you consider family.

For more information see:

<https://www.nyc.gov/assets/dca/downloads/pdf/about/PaidSickLeave-FAQs.pdf>

Or Contact **NYC Department of Consumer and Worker Protection (DCWP)**

Call 311
Visit nyc.gov/workers



CHECK U.S. DEPARTMENT OF LABOR AND OSHA WEBSITES DIRECTLY FOR THE MOST UP-TO-DATE INFORMATION ABOUT FEDERAL STANDARDS AND REGULATIONS

SUBMIT A COMPLAINT DIRECTLY TO BIC:



BIC Main : **(212) 437-0500**
Complaints: **(212) 437-0600**

