



**The City of New York**  
**BUSINESS INTEGRITY COMMISSION**  
100 Church Street · 20th Floor  
New York · New York 10007  
Tel. (212) 437-0500

Elizabeth Crotty  
*Commissioner and Chair*

July 31, 2025

***IMPORTANT NOTICE:***  
***Workers' Rights Information MUST Be Provided to Employees***  
***Updated BIC Poster Available***

To All Trade Waste Licensees and Registrants:

You are required, per Local Law 56 of 2019, **to post conspicuously and provide directly to employees** engaged in operating vehicles or handling waste, the following information:

- The maximum number of hours employees are permitted to work in a 24-hour period
- The minimum wage
- Any required worker safety trainings
- Information regarding what safety equipment must be provided by employers
- A description of how to contact BIC to file a complaint
- A list of additional governmental agencies that accept complaints about violations of workers' rights and their contact information, including the New York State Attorney General, the New York State Department of Labor, and the United States Department of Labor

The poster attached to this notice and posted on [BIC's website here](#) **includes the required information and is available to use for your convenience.** It will also be available in additional languages including Spanish on BIC's website in the next few weeks.

Please be advised that proof of compliance with the requirement to post such information for trade waste workers ***may be requested by BIC investigators at the time of a facility visit.***

Thank you for your attention to this matter.



# 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](https://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](https://labor.ny.gov)

**New York Attorney General**  
Call 800-771-7755  
Visit [ag.ny.gov](https://ag.ny.gov)

July 2025

## 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](https://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**

