

Notice of Rights for NYC Grocery Delivery Workers



This notice applies to you if you work for a third-party grocery delivery service. This includes any business that offers grocery delivery services to other businesses; for example, Instacart and Shipt.



Pay

- The app must pay you at least **\$21.44** per hour (not including tips) for time you spend preparing an order and/or making deliveries. This minimum will increase on **April 1** each year.
- The app must follow additional rules that may increase pay starting July 1, 2026. The app must explain in writing how it calculates pay.
- The app must pay you all tips you earn.
- The app must pay you all earnings at least once a week, offer a no-fee option to receive payment, and give you a detailed pay statement.
- The app must tell you how much each customer tipped for each delivery and your total pay and tips for the previous day.



Routes

- The app must tell you route details before you accept a delivery. Details must include pickup address, estimated time and distance, tip, and pay.



Access

- The app must give you a free insulated food delivery bag after **6 food deliveries**.
- You have a right to use a business's bathroom when you pick up orders.

No Retaliation

It is illegal to penalize workers for exercising their rights. Contact DCWP immediately about suspected retaliation. DCWP will never ask about your immigration status.

File a Complaint

If your rights are violated, you may be owed money. To report a violation, file a complaint with the Department of Consumer and Worker Protection (DCWP).

- Visit nyc.gov/DeliveryApps
- Call **311** (212-NEW-YORK outside NYC) and ask for "Delivery Worker"

DCWP will not share your identity without your prior consent.

