



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

March 20, 2023

COMMISSION DIRECTIVE
REQUIRED INFORMATION FOR TRADE WASTE WORKERS

Licensees and registrants must provide trade waste employees with information regarding:

1. Driver compliance with BIC investigators

- Please advise drivers that they may be stopped by BIC during their operations. **Failure to comply with requests from BIC investigators is a violation of BIC's rules.**
- Repeated failure to obey lawful orders could result in revocation or suspension of your license or registration (*see* Admin Code. § 16-513, and 17 RCNY § 1-09(c)).

2. Workers' rights

- You are required to **post conspicuously AND directly provide** workers' rights information to employees who operate vehicles or handle waste (*see* 17 RCNY § 8-01).
- The information that must be posted and provided includes maximum work hours permitted, minimum wage, worker safety trainings, safety equipment, and contact information for governmental agencies that accept complaints about violations of workers' rights.

3. Corruption reporting to BIC

- You are directed to provide employees with information on reporting corruption to BIC.
- **Attached here for your convenience are two documents that include the required information on workers' rights and corruption reporting to share with employees.**

Failure to comply with this directive is a violation of the Commission's rules, 17 RCNY § 1-09, and you may be subject to fines up to \$10,000 for each such violation, and could adversely affect your licensing or registration status or future renewal applications.

Sincerely,

A handwritten signature in blue ink that reads "Elizabeth Crotty".

Elizabeth Crotty
Commissioner and Chair



Trade Waste Workers Rights

In accordance with Local Law 56 of 2019, the NYC Business Integrity Commission requires all trade waste licensees & registrants to disseminate directly to employees engaged in operating vehicles or handling waste, and to post conspicuously the following information:



Wages & Hours

Minimum Wage:

- You must be paid for every hour you work, including, in some cases, work before and/or after your scheduled shift and time spent traveling during the workday.

Minimum Wage in New York City:

- The minimum wage in New York City is **\$15.00** per hour for all workers.
- If your employer is located outside New York City, different minimum wage rates may apply. For more information regarding minimum wage rates in the State of New York, see: <https://labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm>.
- For more information regarding minimum wage rates throughout the United States, see: <https://www.dol.gov/whd/minwage/america.htm>.

Overtime:

- If you work more than 40 hours in a week, 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/summaryhours-service-regulations>

For more information on wage and hour rights or to file a complaint, contact:

- New York State Department of Labor Wage & Hour Division
 - Call 888-469-7635
 - Visit labor.ny.gov
- New York State Department of Labor NYC District Office
 - Call 212-775-3880
- U.S. Department of Labor Wage and Hour Division
 - Call 866-487-9243
 - Visit dol.gov/whd
- U.S. Department of Labor Wage and Hour Division in NYC
 - Call 212-264-8185
- New York Attorney General
 - Call 800-771-7755
 - Visit ag.ny.gov

Worker Safety

Training & Equipment

Occupational Safety and Health Administration (OSHA) Requirements:

- Your workplace must be free of known health and safety hazards. You have the right to receive information and training about job hazards.
- Your employer must identify and provide appropriate personal protective equipment.

All Workers Have the Right to:

- See any 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 by phone, online, or by mail.

For more information, see:

<https://www.osha.gov/SLTC/personalprotectiveequipment/standards.html>

and

<https://www.osha.gov/Publications/osha2254.pdf>

To file a complaint, contact:

- Occupational Safety and Health Administration (OSHA)
- Call 800-321-6742
 - Visit osha.gov

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, contact:

- NYC Department of Consumer and Worker Protection
- Call 311
 - Visit nyc.gov/workers

File a Complaint with BIC

If you believe that your employer has violated your rights, you may file a complaint with BIC for possible referral to the appropriate local, state, or federal agency.

- Call BIC's complaint telephone line at 212-437-0600
- Fax your complaint to BIC at **646-500-7096**
- File your complaint online by clicking "Submit a Complaint" at www.nyc.gov/bic:





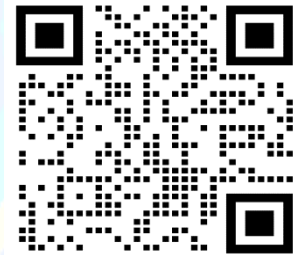
REPORT

FRAUD, CORRUPTION, UNETHICAL BUSINESS PRACTICES

IN THE COMMERCIAL WASTE HAULING INDUSTRY OR THE CITY'S PUBLIC WHOLESALE MARKETS

212-437-0600

or SCAN the QR Code



- **Keep organized crime and other forms of criminality from these industries**
- **Keep marketplaces free from corruption**
- **Provide an environment where customers and competing businesses receive fair treatment**



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BUSINESS INTEGRITY COMMISSION

