



**The City of New York**  
**BUSINESS INTEGRITY COMMISSION**  
100 Church Street · 20th Floor  
New York · New York 10007  
Tel. (212) 437-0500 · Fax (646) 500-7096  
[www.nyc.gov/bic](http://www.nyc.gov/bic)

Noah D. Genel  
*Commissioner and Chair*

December 13, 2019

**COMMISSION DIRECTIVE**

Dear Licensees and Registrants:

Local Law 56 of 2019 requires all trade waste licensees and registrants to disseminate directly to their employees engaged in operating vehicles or handling waste, and to post conspicuously, the following information:

- (i) the maximum number of hours such employees are permitted to work in a twenty-four hour period;
- (ii) the minimum wage such employees must be paid;
- (iii) any required worker safety trainings for such employees;
- (iv) information regarding what safety equipment must be provided by employers;
- (v) a description of how to contact the Commission to lodge a complaint; and
- (vi) a list of additional governmental agencies that accept complaints about violations of workers' rights, including the New York State Attorney General, the New York State Department of Labor, and the United States Department of Labor, and contact information for such agencies.

Enclosed for your convenience is a document that includes the required information. In addition to posting this information conspicuously, you are also required to disseminate this information directly to your employees who operate vehicles or handle waste.

Sincerely,

A handwritten signature in blue ink, appearing to read "Noah D. Genel".

Noah D. Genel  
Commissioner and Chair



# Trade Waste Workers Have 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

- Through December 31, 2019, the minimum wage is **\$13.50** per hour for employers with 10 or fewer workers, and **\$15.00** per hour for employers with more than 10 workers.
- Starting on January 1, 2020, 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/summary-hours-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](http://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](http://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](http://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](http://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](http://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](http://www.nyc.gov/bic):

