



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
- 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:

