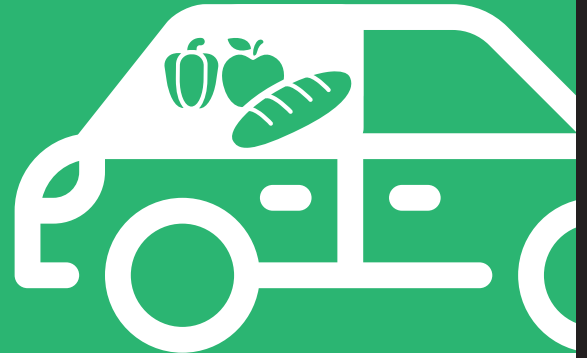


# Notice of Rights for NYC Grocery Delivery Workers



**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.



## 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](https://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.

