

COMMITTEE ON CONSUMER AND WORKER PROTECTION

1

CITY COUNCIL
CITY OF NEW YORK

----- X

TRANSCRIPT OF THE MINUTES
OF THE

COMMITTEE ON CONSUMER AND
WORKER PROTECTION
VOTE*

----- X

Monday, July 14, 2025

Start: 10:24 a.m.

Recess: 10:31 a.m.

HELD AT: Council Chambers - City Hall

B E F O R E: Hon. Julie Menin, Chair

COUNCIL MEMBERS:

Shaun Abreu
Gale A. Brewer
Amanda Farias
Shekar Krishnan
Chi A. Ossé
Julie Won

COMMITTEE ON CONSUMER AND WORKER PROTECTION
A P P E A R A N C E S
(NONE)

2 SERGEANT WOOD: Good morning, good
3 morning, this is a microphone check for the Committee
4 on Consumer and Worker Protection. Today's date is
5 July 14, 2025. This recording is being done in the
6 Chamber, and it is done by Ginelle Yearwood.

7 (PAUSE)

8 SERGEANT AT ARMS: Good morning, good
9 morning, and welcome to the New York City Council
10 Vote for the Committee on Consumer and Worker
11 Protections. At this time, please silence all
12 electronic devices and do not approach the dais.

13 Chair Menin, you may begin.

14 CHAIRPERSON MENIN: [GAVEL] Good morning.
15 My name is Julie Menin, Chair of the Committee on
16 Consumer and Worker Protection. Welcome to our vote
17 on proposed Introduction Numbers 737-A, 738-A, 859-A,
18 1133-A, and 1135-A.

19 First of all, I want to recognize my
20 fellow Committee Members who are here: Council Member
21 Krishnan, Council Member Brewer, Majority Leader
22 Farías, and Council Member Abreu.

23 In recent years, e-commerce has
24 transformed the way New Yorkers shop for food,
25 groceries, and other products. Delivery services were

gaining traction before the COVID-19 pandemic, but the pandemic supercharged their growth as consumers embraced online shopping and delivery as a safe and convenient alternative to in-store shopping.

Although the pandemic has subsided, the use of delivery services has not. Many delivery services rely on independent contractors to complete deliveries. While contracted delivery work offers flexibility, and it's an important avenue for employment—for immigrant New Yorkers in particular—many delivery workers have felt exploited by poor conditions and pay.

When delivery services classify their workers as “independent contractors” instead of full-time employees, they're not required to pay delivery workers minimum wage, overtime, or other benefits such as health insurance.

Delivery workers have also objected to the long distances they must travel for deliveries, the danger of completing delivery routes that take them across bridges and through tunnels, and the lack of bathroom access when working.

In 2021, the Council passed a package of legislation to provide better wages and working

conditions for third-party food delivery workers, the largest segment of contracted delivery workers, with an estimated 60,000 workers.

Among other protections, these laws require the delivery services to provide delivery workers the opportunity to set a maximum distance per trip and the ability to decline to accept trips over bridges or tunnels, establish a minimum pay rate for third-party food delivery workers, and required the food delivery applications include the provision in contracts with restaurants requiring them to make their toilet facilities available for delivery workers use, as long as the delivery worker seeks to access the facilities while picking up a food or beverage order for delivery.

This legislation has had a tremendously positive effect on delivery workers. One of the most significant impacts was on pay. In the second quarter of 2024, third-party food delivery worker pay per hour averaged \$19.88, a 279% increase from the same quarter a year prior, when the minimum pay standard had not gone into effect.

However, the delivery worker legislation only covered those workers who contract with third-

party food delivery platforms. The focus on delivery from food service establishments left workers contracted by other businesses, such as grocery delivery and other courier services, without those very same protections. For example, a worker would be entitled to minimum pay to deliver a frozen pizza from Morton Williams for DoorDash, but would not be entitled to minimum pay if they use the exact same bike to deliver a frozen pizza from Fairway for Instacart.

The bills we are voting on today will expand the protections we've afforded food delivery workers to all contracted delivery workers.

Introduction 1133-A, sponsored by Council Member Gutiérrez, would expand delivery worker protections to cover all contracted delivery workers who deliver goods for a delivery service.

Introduction 1135-A, sponsored by Council Member Nurse, would require third-party grocery delivery services to pay their grocery delivery workers a minimum pay rate that would meet or exceed the minimum pay rate established by the Department of Consumer and Worker Protection (DCWP), that must be paid to food delivery workers.

2 We are also voting on three bills, all
3 sponsored by Council Member Abreu, that were prompted
4 by the third-party food delivery apps' responses to
5 the Council's historic minimum pay legislation.

6 After the minimum pay standard went into
7 effect, some of the platforms changed their apps to
8 make it harder for consumers to tip their workers.
9 Platforms have also not been transparent with their
10 workers about which method they are using to
11 calculate pay.

12 Introduction Number 737-A would establish
13 gratuity standards for food delivery workers and
14 grocery delivery workers.

15 Introduction Number 738-A would require
16 third-party food delivery services and third-party
17 grocery delivery services to solicit gratuities for
18 food delivery workers and grocery delivery workers
19 before or at the same time an online order is placed.

20 Introduction Number 859-A would require
21 delivery services to provide contracted delivery
22 workers with information underlying their pay
23 calculations.

24 I now invite Council Member Abreu to make
25 a statement on his bills.

2 COUNCIL MEMBER ABREU: Good morning, and
3 thank you, Chair Menin, for the opportunity to speak
4 in support of these bills.

5 These bills offer thoughtful, common-
6 sense options to help delivery workers and the
7 customers who want to support them by making tipping
8 and pay more transparent and accessible.

9 Tipping at checkout reminds customers
10 that they have the option to tip and that tips aren't
11 automatically included the way they are for some
12 other services. Encouraging a clear, easy opportunity
13 to tip helps foster better habits and supports
14 workers directly.

15 The pay transparency provisions are about
16 clarity, ensuring that workers can see how they are
17 pay is calculated, what they've earned, and what
18 deductions or bonuses may apply. Clearer information
19 benefits everyone, including the platforms and the
20 workers who rely on them.

21 I appreciate the work of Los Deliveristas
22 Unidos, my colleagues, and the platforms themselves
23 in continuing to engage on these issues. Together, we
24 can make these systems work better for workers,
25 customers, and businesses alike. Thank you, Chair.

1 COMMITTEE ON CONSUMER AND WORKER PROTECTION 9

2 CHAIRPERSON MENIN: Okay, thank you so
3 much. I am now going to ask the Clerk to call the
4 roll.

5 COMMITTEE CLERK: Matthew DiStefano,
6 Committee Clerk, Committee on Consumer and Worker
7 Protections; roll call vote, all items are coupled.

8 Chair Menin?

9 CHAIRPERSON MENIN: Aye on all.

10 COMMITTEE CLERK: Council Member Abreu?

11 COUNCIL MEMBER ABREU: Aye.

12 COMMITTEE CLERK: Council Member Brewer?

13 COUNCIL MEMBER BREWER: Aye on all, and I
14 want to thank those who care so much about the
15 deliveristas, the folks who are doing the Instacart.
16 It is always controversial to have this discussion,
17 but it's incredibly important, and I vote aye.

18 COMMITTEE CLERK: Council Member Farías?

19 MAJORITY LEADER FARÍAS: I vote aye.

20 COMMITTEE CLERK: Council Member Krishnan?

21 COUNCIL MEMBER KRISHNAN: Aye, and
22 congratulations, Council Member Abreu.

23 COMMITTEE CLERK: Council Member Ossé?

24 COUNCIL MEMBER OSSÉ: (MEDICAL)

25 COMMITTEE CLERK: Council Member Won?

1 COMMITTEE ON CONSUMER AND WORKER PROTECTION 10

2 COUNCIL MEMBER WON: (NO RESPONSE)

3 COMMITTEE CLERK: By a vote of 5 in the
4 affirmative, 0 in the negative, and no abstentions,
5 the items have been adopted.

6 CHAIRPERSON MENIN: Okay, [GAVEL]. Thank
7 you all.

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage and that there is no interest in the outcome of this matter.



Date: August 26, 2025