

Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO

REVISED

*This Version Includes All Amendments Adopted  
on Second Reading in the Second House*

LLS NO. 24-0292.01 Jennifer Berman x3286

SENATE BILL 24-075

SENATE SPONSORSHIP

**Priola and Rodriguez**, Bridges, Cutter, Gonzales, Hinrichsen, Jaquez Lewis, Marchman,  
Michaelson Jenet, Sullivan

HOUSE SPONSORSHIP

**Bacon and Ricks**,

Senate Committees

Business, Labor, & Technology  
Appropriations

House Committees

Business Affairs & Labor  
Appropriations

A BILL FOR AN ACT

101 CONCERNING REQUIREMENTS FOR TRANSPORTATION NETWORK  
102 COMPANIES, AND, IN CONNECTION THEREWITH, REQUIRING  
103 TRANSPORTATION NETWORK COMPANIES TO COMPLY WITH  
104 TRANSPARENCY REQUIREMENTS AND DEACTIVATION AND  
105 SUSPENSION PROCEDURES AND MAKING AN APPROPRIATION.

Bill Summary

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill requires a transportation network company (TNC) operating in the state to provide various disclosures to the TNC's drivers

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing law.*  
*Dashes through the words or numbers indicate deletions from existing law.*

HOUSE  
2nd Reading Unamended  
May 5, 2024

SENATE  
3rd Reading Unamended  
April 26, 2024

SENATE  
Amended 2nd Reading  
April 25, 2024

regarding payments that a consumer makes to the TNC and the amount that the TNC then pays to a driver.

On or before May 1, 2025, a TNC is required to develop a driver deactivation policy describing the TNC's procedures for deactivating a driver from the TNC's digital platform.

The TNC is required to disclose to drivers its driver deactivation policy.

On a semiannual basis commencing August 1, 2026, a TNC is required to disclose to the division of labor standards and statistics (division) in the department of labor and employment information regarding transportation tasks completed and any deactivations of drivers during the previous reporting period.

The division may impose fines against a TNC for violations of the bill. A person aggrieved by a TNC's violation of the bill may file a civil suit against the TNC seeking damages or injunctive relief.

The director of the division may adopt rules to implement the bill.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1. In Colorado Revised Statutes, add 8-4-126 as**  
3 **follows:**

4 **8-4-126. Transportation network companies - disclosures to**  
5 **drivers - deactivation and suspension policies - disclosures to division**  
6 **- definitions - enforcement - rules. (1) Definitions. AS USED IN THIS**  
7 **SECTION, UNLESS THE CONTEXT OTHERWISE REQUIRES:**

8 **(a) "AVAILABLE PLATFORM TIME" MEANS THE PERIOD WHEN A**  
9 **DRIVER IS ACTIVE ON A TRANSPORTATION NETWORK COMPANY'S DIGITAL**  
10 **PLATFORM WHILE AWAITING A TRANSPORTATION SERVICES REQUEST TO**  
11 **COME THROUGH THE DIGITAL PLATFORM.**

12 **(b) "COMMISSION" MEANS THE PUBLIC UTILITIES COMMISSION**  
13 **CREATED IN SECTION 40-2-101.**

14 **(c) "CONSUMER" MEANS AN INDIVIDUAL WHO USES A DIGITAL**  
15 **PLATFORM TO ORDER TRANSPORTATION SERVICES FROM A TNC.**

16 **(d) (I) "CONSUMER PLATFORM TIME" MEANS THE PERIOD OF TIME**

1 WHEN A DRIVER IS TRANSPORTING ONE OR MORE CONSUMERS OR RIDERS  
2 ON A RIDE.

3 (II) "CONSUMER PLATFORM TIME", FOR SHARED RIDES, MEANS THE  
4 PERIOD OF TIME COMMENCING WHEN THE FIRST CONSUMER OR RIDER  
5 ENTERS A DRIVER'S VEHICLE AND ENDING WHEN THE LAST CONSUMER OR  
6 RIDER EXITS THE DRIVER'S VEHICLE.

7 (e) (I) "DEACTIVATE" OR "DEACTIVATION" MEANS CONDUCT THAT  
8 A TNC ENGAGES IN TO RESTRICT A DRIVER'S ACCESS TO THE TNC'S  
9 DIGITAL PLATFORM FOR SEVENTY-TWO HOURS OR MORE.

10 (II) "DEACTIVATE" OR "DEACTIVATION" INCLUDES BLOCKING A  
11 DRIVER'S ACCESS TO A DIGITAL PLATFORM, SUSPENDING A DRIVER, OR  
12 CHANGING A DRIVER'S STATUS FROM ELIGIBLE TO INELIGIBLE TO PROVIDE  
13 TRANSPORTATION SERVICES FOR A TNC FOR SEVENTY-TWO HOURS OR  
14 MORE.

15 (f) "DIGITAL PLATFORM" MEANS AN ONLINE APPLICATION, AN  
16 INTERNET SITE, OR A SYSTEM, EITHER OF WHICH A TNC USES TO  
17 FACILITATE, MANAGE, OR FACILITATE AND MANAGE TRANSPORTATION  
18 SERVICES.

19 (g) (I) "DISPATCH PLATFORM TIME" MEANS THE PERIOD OF TIME  
20 BETWEEN A DRIVER'S RECEIPT OF A REQUEST FOR A TRANSPORTATION TASK  
21 THROUGH THE TNC'S DIGITAL PLATFORM AND THE TIME WHEN EITHER THE  
22 DRIVER PICKS UP A CONSUMER OR RIDER OR WHEN A CONSUMER OR THE  
23 DRIVER CANCELS THE RIDE.

24 (II) "DISPATCH PLATFORM TIME", FOR SHARED RIDES, MEANS THE  
25 PERIOD OF TIME BETWEEN A DRIVER'S RECEIPT OF THE FIRST REQUEST FOR  
26 A TRANSPORTATION TASK AND THE FIRST CONSUMER OR RIDER PICKUP.

27 (h) "DRIVER" MEANS A TRANSPORTATION NETWORK COMPANY

1 DRIVER AS DEFINED IN SECTION 40-10.1-602 (4).

2 (i) "DRIVER PAY BEFORE EXPENSES" MEANS THE TOTAL MONTHLY  
3 AMOUNT THAT A TNC REMITS TO A DRIVER, DISAGGREGATED TO SHOW:

4 (I) PAY FOR TRANSPORTATION TASKS;  
5 (II) PASS-THROUGHS;  
6 (III) BONUS OR INCENTIVE PAY; AND  
7 (IV) TIPS.

8 (j) (I) "DRIVER SUPPORT ORGANIZATION" OR "ORGANIZATION"  
9 MEANS A MEMBERSHIP-BASED AND MEMBER-LED NONPROFIT OR LABOR  
10 ORGANIZATION:

11 (A) WITH A PRINCIPAL PURPOSE TO SUPPORT DRIVERS AND THAT  
12 HAS CONSISTENTLY OPERATED IN COLORADO FOR AT LEAST FOUR YEARS  
13 WITH THAT PURPOSE;

14 (B) THAT IS NOT FUNDED, DIRECTLY OR INDIRECTLY, EXCESSIVELY  
15 INFLUENCED, OR CONTROLLED BY A TNC; AND

16 (C) THAT IS NOT AFFILIATED WITH ANY OTHER ENTITY THAT IS  
17 FUNDED, DIRECTLY OR INDIRECTLY, EXCESSIVELY INFLUENCED, OR  
18 CONTROLLED BY A TNC.

19 (II) AS USED IN THIS SUBSECTION (1)(j):

20 (A) "EXCESSIVE INFLUENCE" INCLUDES RECEIVING THE IDENTITIES  
21 OR CONTACT INFORMATION OF DRIVERS FROM A TNC.

22 (B) "FUNDED, DIRECTLY OR INDIRECTLY" DOES NOT INCLUDE  
23 RECEIVING FUNDS PURSUANT TO SUBSECTION (6) OF THIS SECTION OR A  
24 DUES DEDUCTION AS DESCRIBED IN SUBSECTION (7) OF THIS SECTION.

25 (k) "DRIVER TIPS BEFORE EXPENSES" MEANS THE TOTAL MONTHLY  
26 AMOUNT OF TIPS THAT CONSUMERS PAY A TNC, THAT ARE INTENDED AS  
27 PAYMENT TO THE DRIVER, AND THAT THE TNC REMITS TO THE DRIVER.

1           (l) "IRS BUSINESS MILEAGE DEDUCTION RATE" MEANS THE  
2 FEDERAL INTERNAL REVENUE SERVICE'S PREVAILING MILEAGE  
3 COST-DEDUCTION RATE FOR BUSINESS USE.

4           (m) "PASS-THROUGH" MEANS A SUM THAT A TNC PAYS A DRIVER  
5 TO COVER COSTS, SUCH AS TOLLS, THAT THE DRIVER INCURS WHILE  
6 PERFORMING WORK THROUGH A TNC'S DIGITAL PLATFORM.

7           (n) "RIDER" HAS THE SAME MEANING AS "TRANSPORTATION  
8 NETWORK COMPANY RIDER" AS DEFINED IN SECTION 40-10.1-602 (5).

9           (o)(I) "SUSPEND" OR "SUSPENSION" MEANS CONDUCT THAT A TNC  
10 ENGAGES IN TO BLOCK OR RESTRICT A DRIVER'S ACCESS TO THE DIGITAL  
11 PLATFORM FOR A PERIOD OF LESS THAN SEVENTY-TWO HOURS.

12           (II) "SUSPEND" OR "SUSPENSION" INCLUDES:

13           (A) BLOCKING A DRIVER'S ACCESS TO THE DIGITAL PLATFORM;

14           (B) SUSPENDING A DRIVER; OR

15           (C) CHANGING A DRIVER'S STATUS FROM ELIGIBLE TO INELIGIBLE  
16 TO PROVIDE TRANSPORTATION SERVICES FOR THE TNC FOR LESS THAN  
17 SEVENTY-TWO HOURS.

18           (p) "TIP" MEANS A GRATUITY THAT A CONSUMER:

19           (I) INDICATES THROUGH A DIGITAL PLATFORM AS INTENDED FOR  
20 DIRECT PAYMENT TO A DRIVER; OR

21           (II) WOULD REASONABLY EXPECT TO BE PAID IN FULL TO A DRIVER.

22           (q) "TRANSPORTATION NETWORK COMPANY" OR "TNC" HAS THE  
23 MEANING SET FORTH IN SECTION 40-10.1-602 (3); EXCEPT THAT THE TERM  
24 DOES NOT INCLUDE A TNC THAT:

25           (I) EITHER SERVES RIDERS AT LEAST SEVENTY-FIVE PERCENT OF  
26 WHOM ARE UNDER THE AGE OF EIGHTEEN OR EARNS AT LEAST NINETY  
27 PERCENT OF THE TNC'S REVENUE FROM CONTRACTS WITH A PUBLIC OR

1 PRIVATE SCHOOL, THE FEDERAL GOVERNMENT, THE STATE, OR AN AGENCY  
2 OR A POLITICAL SUBDIVISION OF THE FEDERAL GOVERNMENT OR OF THE  
3 STATE;

4 (II) HAS AT LEAST NINETY PERCENT OF THE TNC'S DRIVERS IN  
5 COMPLIANCE WITH THE COMMISSION'S RULES PROMULGATED PURSUANT TO  
6 SECTION 40-10.1-608 (3)(a);

7 (III) ATTESTS THAT THE TNC MEETS THE REQUIREMENTS SET  
8 FORTH IN SUBSECTIONS (1)(q)(I) AND (1)(q)(II) OF THIS SECTION AND  
9 SUBMITS AN ATTESTATION TO THE COMMISSION ON OR BEFORE JANUARY  
10 1, 2025, AND WITH EACH PERMIT RENEWAL APPLICATION SUBMITTED TO  
11 THE COMMISSION PURSUANT TO SECTION 40-10.1-606; AND

12 (IV) DISCLOSES TO A DRIVER THE DESTINATION AND EXPECTED  
13 COMPENSATION FOR A RIDE BEFORE THE DRIVER ACCEPTS THE RIDE FOR  
14 ALL TRANSPORTATION TASKS PROVIDED THROUGH THE TNC'S DIGITAL  
15 PLATFORM.

16 (r) "TRANSPORTATION SERVICES" HAS THE SAME MEANING AS  
17 "TRANSPORTATION NETWORK COMPANY SERVICES" AS DEFINED IN SECTION  
18 40-10.1-602 (6).

19 (s) "TRANSPORTATION TASK" MEANS A DRIVER'S PROVISION OF  
20 TRANSPORTATION SERVICES TO A CONSUMER OR TO ONE OR MORE RIDERS  
21 FOR WHOM A CONSUMER ORDERS TRANSPORTATION SERVICES THROUGH  
22 A TNC'S DIGITAL PLATFORM.

23 (2) **Effective date.** (a) ON OR BEFORE MAY 1, 2025, A  
24 TRANSPORTATION NETWORK COMPANY SHALL DEVELOP A DEACTIVATION  
25 AND SUSPENSION POLICY IN ACCORDANCE WITH SUBSECTION (3) OF THIS  
26 SECTION.

27 (b) ON AND AFTER JUNE 1, 2025, A TNC:

1           (I) SHALL COMPLY WITH THE DEACTIVATION AND SUSPENSION  
2 REQUIREMENTS SET FORTH IN SUBSECTION (3) OF THIS SECTION; AND

3           (II) IS SUBJECT TO ENFORCEMENT BY THE DIRECTOR PURSUANT TO  
4 THIS ARTICLE 4.

5           **(3) Deactivation and suspension policy - disclosure - rules.**

6 (a) ON OR BEFORE MAY 1, 2025, A TRANSPORTATION NETWORK COMPANY  
7 SHALL INFORM EACH DRIVER OF THE TNC'S DEACTIVATION AND  
8 SUSPENSION POLICY AND THE TYPES OF VIOLATIONS THAT MAY WARRANT  
9 DEACTIVATION OR SUSPENSION. THE TNC'S DEACTIVATION AND  
10 SUSPENSION POLICY MUST:

11           (I) STATE THAT THE DEACTIVATION AND SUSPENSION POLICY IS  
12 ENFORCEABLE AS A TERM OF THE TNC'S CONTRACT WITH A DRIVER;

13           (II) CLEARLY LIST THE CIRCUMSTANCES THAT CONSTITUTE A  
14 VIOLATION THAT MAY WARRANT DEACTIVATION OR SUSPENSION UNDER  
15 THE DEACTIVATION AND SUSPENSION POLICY AND INDICATE THE SPECIFIC  
16 CONSEQUENCES FOR EACH LISTED VIOLATION, INCLUDING THE  
17 CONSEQUENCES RESULTING IN:

18           (A) DEACTIVATION OR SUSPENSION AND THE SPECIFIC NUMBER OF  
19 DAYS OR RANGE OF DAYS FOR A DEACTIVATION OR SUSPENSION; OR

20           (B) ANY OTHER SANCTION;

21           (III) DESCRIBE FAIR, OBJECTIVE, AND REASONABLE PROCEDURES  
22 FOR NOTIFYING A DRIVER OF A SUSPENSION OR A DEACTIVATION AND THE  
23 REASON FOR THE SUSPENSION OR DEACTIVATION. THE PROCEDURES NEED  
24 NOT REQUIRE THAT THE TNC PROVIDE THE DRIVER WITH A REASON FOR  
25 THE SUSPENSION OR DEACTIVATION IF THE SUSPENSION OR DEACTIVATION  
26 IS THE RESULT OF AN ALLEGATION OF ASSAULT OR OTHER EGREGIOUS  
27 MISCONDUCT, INCLUDING AN ALLEGATION OF SEXUAL MISCONDUCT.

1           (IV) CONSISTENT WITH SUBSECTION (5) OF THIS SECTION,  
2           DESCRIBE FAIR, OBJECTIVE, AND REASONABLE PROCEDURES FOR THE  
3           RECONSIDERATION OF A DEACTIVATION DECISION CONSISTENT WITH THE  
4           REQUIREMENTS OF SUBSECTION (4) OF THIS SECTION AND THE PROCESS BY  
5           WHICH A DRIVER MAY REQUEST A DEACTIVATION RECONSIDERATION WITH  
6           THE TNC.

7           (b) IN ADDITION TO THE REQUIREMENTS SET FORTH IN SUBSECTION  
8           (3)(a) OF THIS SECTION, A TNC'S DEACTIVATION AND SUSPENSION POLICY  
9           MUST BE:

10           (I) SPECIFIC ENOUGH FOR A DRIVER TO UNDERSTAND WHAT  
11           CONSTITUTES A VIOLATION OF THE POLICY AND HOW TO AVOID VIOLATING  
12           THE POLICY;

13           (II) MADE AVAILABLE TO A DRIVER IN AN ELECTRONIC FORMAT  
14           THAT IS READILY ACCESSIBLE BY:

15           (A) PROMINENTLY DISPLAYING THE POLICY AND E-MAILING THE  
16           POLICY TO A NEW DRIVER AT THE TIME THAT THE DRIVER APPLIES TO WORK  
17           AS A DRIVER FOR THE TNC;

18           (B) E-MAILING THE POLICY TO ALL DRIVERS ENGAGED ON THE  
19           DIGITAL PLATFORM AT LEAST FOURTEEN DAYS BEFORE THE POLICY  
20           BECOMES ENFORCEABLE; AND

21           (C) POSTING THE POLICY ONLINE, IN THE DIGITAL PLATFORM, OR  
22           IN ANOTHER LOCATION THAT IS AVAILABLE TO THE PUBLIC ON AN ONGOING  
23           BASIS FOR AT LEAST FOURTEEN DAYS BEFORE THE POLICY BECOMES  
24           ENFORCEABLE;

25           (III) MADE AVAILABLE IN ENGLISH, SPANISH, ARABIC, AND UP TO  
26           THREE ADDITIONAL LANGUAGES COMMONLY SPOKEN BY TNC DRIVERS IN  
27           THE STATE, AS DETERMINED BY THE DIRECTOR BY RULE; AND



1           (IV) SENT TO THE DIVISION IN EACH REQUIRED LANGUAGE AND  
2           MADE PUBLICLY AVAILABLE ON THE INTERNET FOR AT LEAST FOURTEEN  
3           DAYS BEFORE THE POLICY BECOMES ENFORCEABLE. FOR ANY  
4           AMENDMENTS MADE TO A TNC'S DEACTIVATION AND SUSPENSION POLICY,  
5           THE TNC SHALL COMPLY WITH THE REQUIREMENTS OF THIS SUBSECTION  
6           (3).

7           (c) A TNC SHALL NOT DEACTIVATE OR SUSPEND A DRIVER UNLESS  
8           THE DEACTIVATION OR SUSPENSION IS CONSISTENT WITH THE TNC'S  
9           DEACTIVATION AND SUSPENSION POLICY, OR AMENDED DEACTIVATION  
10          AND SUSPENSION POLICY, AS WRITTEN AND DISTRIBUTED IN ACCORDANCE  
11          WITH THIS SUBSECTION (3).

12          (4) **Deactivation - notice.** (a) WITHIN TWENTY-FOUR HOURS  
13          AFTER A TNC SUSPENDS A DRIVER, THE TNC SHALL PROVIDE A WRITTEN  
14          DISCLOSURE TO THE DRIVER IN THE DEFAULT LANGUAGE THAT THE DRIVER  
15          HAS SELECTED IN THE TNC'S DIGITAL PLATFORM. THE WRITTEN  
16          DISCLOSURE MUST DESCRIBE THE BASIS FOR THE SUSPENSION AND  
17          PROVIDE:

18                 (I) SUFFICIENT INFORMATION FOR THE DRIVER TO REASONABLY  
19                 UNDERSTAND THE REASONS FOR THE SUSPENSION; AND

20                 (II) A DESCRIPTION OF THE STEPS THAT THE DRIVER MAY TAKE, IF  
21                 ANY, TO REMEDY THE ALLEGED VIOLATION OF THE TNC'S DEACTIVATION  
22                 AND SUSPENSION POLICY.

23                 (b) WITHIN TWENTY-FOUR HOURS AFTER A TNC DEACTIVATES A  
24                 DRIVER, THE TNC SHALL PROVIDE A WRITTEN DISCLOSURE TO THE DRIVER  
25                 IN THE DEFAULT LANGUAGE THAT THE DRIVER HAS SELECTED IN THE  
26                 TNC'S DIGITAL PLATFORM. THE WRITTEN DISCLOSURE MUST DESCRIBE THE  
27                 BASIS FOR THE DEACTIVATION AND PROVIDE:

1           (I) SUFFICIENT INFORMATION FOR THE DRIVER TO REASONABLY  
2           UNDERSTAND THE REASONS FOR THE DEACTIVATION;

3           (II) A DESCRIPTION OF THE STEPS THAT THE DRIVER MAY TAKE, IF  
4           ANY, TO REMEDY THE ALLEGED VIOLATION OF THE TNC'S DEACTIVATION  
5           AND SUSPENSION POLICY;

6           (III) A STATEMENT OF THE DRIVER'S RIGHT TO CHALLENGE THE  
7           DEACTIVATION THROUGH THE TNC'S INTERNAL DEACTIVATION REVIEW  
8           PROCESS OUTLINED IN SUBSECTION (5)(a) OF THIS SECTION AND A LINK TO  
9           A DESCRIPTION OF THAT INTERNAL PROCESS; AND

10           (IV) THE AVAILABILITY OF DRIVER SUPPORT SERVICES AT THE  
11           DRIVER SUPPORT ORGANIZATION CERTIFIED PURSUANT TO SUBSECTION  
12           (6)(a) OF THIS SECTION, A NOTICE THAT THE CERTIFIED DRIVER SUPPORT  
13           ORGANIZATION IS INDEPENDENT OF ANY TNC, AND CONTACT  
14           INFORMATION FOR THE CERTIFIED DRIVER SUPPORT ORGANIZATION.

15           (c) A TNC SHALL SEND THE DISCLOSURES REQUIRED IN  
16           ACCORDANCE WITH THIS SUBSECTION (4) TO A DRIVER THROUGH THE  
17           TNC'S DIGITAL PLATFORM AND VIA E-MAIL OR OTHER MECHANISM THAT  
18           REMAINS ACCESSIBLE TO THE DRIVER FOR AT LEAST ONE YEAR.

19           (5) **Deactivation - internal process - reconsideration -**  
20           **investigations - reports.** (a) A DRIVER WHO HAS BEEN DEACTIVATED  
21           MAY, WITHIN THIRTY CALENDAR DAYS AFTER RECEIVING A WRITTEN  
22           NOTICE OF DEACTIVATION PURSUANT TO SUBSECTION (4)(b) OF THIS  
23           SECTION, CHALLENGE THE DEACTIVATION WITH THE TNC PURSUANT TO  
24           THE TNC'S INTERNAL DEACTIVATION REVIEW PROCESS.

25           (b) A TNC SHALL CONDUCT AN INTERNAL DEACTIVATION  
26           RECONSIDERATION OF A CHALLENGED DEACTIVATION WITHIN FOURTEEN  
27           CALENDAR DAYS AFTER THE DRIVER MAKES THE WRITTEN REQUEST FOR

1 DEACTIVATION RECONSIDERATION; EXCEPT THAT THE TNC MAY NOTIFY  
2 THE DRIVER IN WRITING OF A CONTINUANCE OF THE DEACTIVATION  
3 RECONSIDERATION IF THE DRIVER HAS NOT PROVIDED SUFFICIENT  
4 EVIDENCE OR DOCUMENTATION FOR CONSIDERATION BY THE TNC OR IF  
5 CIRCUMSTANCES OUTSIDE OF THE TNC'S CONTROL REQUIRE ADDITIONAL  
6 TIME TO RECONSIDER THE CHALLENGED DEACTIVATION.

7 (c) A TNC'S INTERNAL DEACTIVATION REVIEW MUST:

8 (I) REQUIRE CONSIDERATION OF ALL RELEVANT, AVAILABLE  
9 INFORMATION;

10 (II) BE CONDUCTED IN GOOD FAITH; AND

11 (III) APPLY EVENHANDEDLY THE TNC'S DEACTIVATION POLICY,  
12 CONSISTENT WITH THE TNC'S INTEREST IN SAFE AND EFFICIENT  
13 OPERATIONS.

14 (d) THE TNC'S RESOLUTION OF A DRIVER'S CHALLENGE TO A  
15 DEACTIVATION MUST INCLUDE A WRITTEN STATEMENT THAT THE TNC  
16 SENDS THE DRIVER THROUGH THE TNC'S DIGITAL PLATFORM AND VIA  
17 E-MAIL OR OTHER MECHANISM THAT THE TNC REASONABLY EXPECTS WILL  
18 REMAIN ACCESSIBLE TO THE DRIVER FOR AT LEAST ONE YEAR. THE  
19 WRITTEN STATEMENT MUST INCLUDE:

20 (I) A DETERMINATION AFFIRMING DEACTIVATION AND INCLUDING:

21 (A) A SUMMARY OF THE REASONS FOR THE DEACTIVATION;

22 (B) A DESCRIPTION OF THE STEPS THE DRIVER MAY TAKE, IF ANY,  
23 TO REMEDY THE ALLEGED VIOLATION; AND

24 (C) INFORMATION ABOUT THE DRIVER'S RIGHT TO SEEK SERVICES  
25 FROM THE DRIVER SUPPORT ORGANIZATION CERTIFIED PURSUANT TO  
26 SUBSECTION (6)(a) OF THIS SECTION AND SPECIFIC INSTRUCTIONS ON HOW  
27 TO CONTACT THE CERTIFIED DRIVER SUPPORT ORGANIZATION, INCLUDING

1 E-MAIL AND TELEPHONE CONTACT INFORMATION; OR

2 (II) A DETERMINATION THAT THE DRIVER DID NOT VIOLATE THE  
3 TNC'S DEACTIVATION AND SUSPENSION POLICY OR THAT THE DRIVER  
4 REMEDIED ANY VIOLATION OF THE POLICY, WHICH DETERMINATION MUST  
5 BE ACCOMPANIED BY REACTIVATION OF THE DRIVER'S ACCOUNT WITHIN  
6 TWENTY-FOUR HOURS AFTER THE DETERMINATION IS MADE.

7 **(6) Driver support organization - application - certification -**  
8 **budget - TNC payments - division oversight - rules. (a) Certification**  
9 **of driver support organizations and quarterly budgets. (I) BEGINNING**  
10 **JANUARY 1, 2025, UNTIL MARCH 31, 2025, THE DIVISION SHALL ACCEPT**  
11 **APPLICATIONS FOR CERTIFICATION FROM ELIGIBLE DRIVER SUPPORT**  
12 **ORGANIZATIONS AND SHALL CERTIFY A SINGLE DRIVER SUPPORT**  
13 **ORGANIZATION FOR THE THREE-YEAR PERIOD BEGINNING OCTOBER 1,**  
14 **2025, THROUGH SEPTEMBER 30, 2028. THE DIVISION SHALL CERTIFY A**  
15 **SINGLE DRIVER SUPPORT ORGANIZATION FOR EACH SUBSEQUENT**  
16 **THREE-YEAR PERIOD AND SHALL BEGIN ACCEPTING APPLICATIONS FOR THE**  
17 **SECOND THREE-YEAR PERIOD IN JANUARY 2028.**

18 (II) (A) A DRIVER SUPPORT ORGANIZATION APPLYING FOR  
19 CERTIFICATION FROM THE DIVISION SHALL SUBMIT FOR REVIEW BY THE  
20 DIVISION A PROPOSED ANNUAL BUDGET. THE DRIVER SUPPORT  
21 ORGANIZATION CERTIFIED BY THE DIVISION SHALL ALSO SUBMIT FOR  
22 REVIEW BY THE DIVISION A PROPOSED ANNUAL BUDGET FOR EACH YEAR OF  
23 THE ORGANIZATION'S THREE-YEAR CERTIFICATION CYCLE.

24 (B) A DRIVER SUPPORT ORGANIZATION'S PROPOSED ANNUAL  
25 BUDGET SUBMITTED PURSUANT TO SUBSECTION (6)(a)(II)(A) OF THIS  
26 SECTION MAY BE USED ONLY FOR EDUCATING TNC DRIVERS AND  
27 SUPPORTING DRIVERS REGARDING DEACTIVATIONS IN ACCORDANCE WITH

1 SUCH ORGANIZATION'S AUTHORITY AND RESPONSIBILITIES SET FORTH IN  
2 SUBSECTION (6)(b) OF THIS SECTION.

3 (C) A DRIVER SUPPORT ORGANIZATION'S PROPOSED TOTAL ANNUAL  
4 BUDGET MUST NOT EXCEED SEVEN CENTS PER TRANSPORTATION TASK  
5 BASED ON THE PREVIOUS YEAR'S TOTAL TRANSPORTATION TASKS FOR ALL  
6 TNCs OPERATING IN THE STATE, AS ADJUSTED FOR INFLATION BY THE  
7 DIRECTOR.

8 (III) IN CONSIDERING WHETHER AN ORGANIZATION IS A DRIVER  
9 SUPPORT ORGANIZATION AS DEFINED IN SUBSECTION (1)(j) OF THIS  
10 SECTION, WHETHER THE ORGANIZATION QUALIFIES FOR CERTIFICATION,  
11 AND WHETHER TO APPROVE THE ORGANIZATION'S PROPOSED ANNUAL  
12 BUDGET, THE DIVISION:

13 (A) SHALL CONSIDER EVIDENCE SUBMITTED BY THE  
14 ORGANIZATION AND ANY EVIDENCE SUBMITTED BY THE PUBLIC,  
15 INCLUDING ANY EVIDENCE SUBMITTED BY OTHER DRIVER SUPPORT  
16 ORGANIZATIONS; AND

17 (B) MAY REQUEST FROM THE ORGANIZATION OR FROM ANY TNC  
18 THE NUMBER OF DRIVERS THAT THE ORGANIZATION SERVED IN THE STATE  
19 IN THE PREVIOUS YEAR AND WHETHER THE DRIVER SUPPORT  
20 ORGANIZATION HAS, DIRECTLY OR INDIRECTLY, RECEIVED SUPPORT FROM  
21 A TNC.

22 (IV) THE DIVISION MAY APPROVE, REJECT, OR REQUIRE REVISION  
23 AND RESUBMISSION OF AN APPLICATION FOR CERTIFICATION OR APPROVAL  
24 OF A PROPOSED ANNUAL BUDGET.

25 (V) THE DIVISION SHALL POST EACH DRIVER SUPPORT  
26 ORGANIZATION'S CERTIFICATION APPLICATION AND PROPOSED ANNUAL  
27 BUDGET ON THE DIVISION'S WEBSITE. THE DIVISION SHALL NOT CERTIFY AN

1 ORGANIZATION OR APPROVE A PROPOSED ANNUAL BUDGET UNTIL AT  
2 LEAST THIRTY DAYS AFTER THE DIVISION HAS POSTED THE APPLICATION OR  
3 PROPOSED BUDGET.

4 (VI) IN CONSIDERING A DRIVER SUPPORT ORGANIZATION'S  
5 PROPOSED BUDGET SUBMITTED PURSUANT TO SUBSECTION (6)(a)(II)(A) OF  
6 THIS SECTION, THE DIVISION SHALL CONSIDER THE ORGANIZATION'S  
7 RECORD OF SERVING DEACTIVATED DRIVERS. UPON APPROVING THE  
8 CERTIFIED DRIVER SUPPORT ORGANIZATION'S PROPOSED ANNUAL BUDGET,  
9 THE DIVISION SHALL DIRECT EACH TNC TO REMIT A QUARTERLY SHARE OF  
10 THE CERTIFIED DRIVER SUPPORT ORGANIZATION'S APPROVED ANNUAL  
11 BUDGET TO THE CERTIFIED DRIVER SUPPORT ORGANIZATION WITHIN  
12 FIFTEEN DAYS AFTER THE END OF EACH CALENDAR QUARTER.

13 (VII) THE CERTIFIED DRIVER SUPPORT ORGANIZATION'S ANNUAL  
14 BUDGET MAY INCREASE DURING THE COURSE OF THE ORGANIZATION'S  
15 THREE-YEAR CERTIFICATION PERIOD BASED ON INCREASES IN  
16 TRANSPORTATION TASKS AND THE EXTENT OF SERVICES THAT THE DRIVER  
17 SUPPORT ORGANIZATION PROVIDED TO DRIVERS SERVED BY THE DRIVER  
18 SUPPORT ORGANIZATION.

19 (VIII) EACH TNC SHALL PROVIDE TO THE DIVISION THE TOTAL  
20 NUMBER OF ANNUAL TRANSPORTATION TASKS BEGINNING IN THE STATE IN  
21 THE PRECEDING YEAR WITHIN NINETY DAYS AFTER THE EFFECTIVE DATE  
22 OF THIS SECTION AND BY JANUARY 15 IN EACH FOLLOWING YEAR.

23 (IX) EVERY SIX MONTHS DURING A DRIVER SUPPORT  
24 ORGANIZATION'S CERTIFICATION PERIOD, THE ORGANIZATION SHALL  
25 CERTIFY TO THE DIVISION THAT THE ORGANIZATION CONTINUES TO  
26 COMPLY WITH THE REQUIREMENTS OF THIS SECTION. TO DEMONSTRATE ITS  
27 CONTINUED COMPLIANCE, THE ORGANIZATION SHALL SUBMIT TO THE

1 DIVISION DOCUMENTATION AND INFORMATION REGARDING THE NUMBER  
2 OF DRIVERS THAT THE ORGANIZATION SERVES AND THE EXTENT OF ITS  
3 SERVICES. THE ORGANIZATION SHALL NOT SUBMIT TO THE DIVISION A LIST  
4 OF MEMBERS OR DRIVERS SERVED.

5 (X) THE DIVISION MAY REVOKE A DRIVER SUPPORT  
6 ORGANIZATION'S CERTIFICATION OR ALTER OR REVOKE THE DIVISION'S  
7 APPROVAL OF THE CERTIFIED ORGANIZATION'S BUDGET AT ANY TIME IF  
8 CLEAR AND CONVINCING EVIDENCE DEMONSTRATES THAT THE  
9 ORGANIZATION:

10 (A) IS MISALLOCATING MONEY IT HAS RECEIVED FROM A TNC  
11 PURSUANT TO SUBSECTION (6)(a)(VI) OF THIS SECTION; OR

12 (B) NO LONGER QUALIFIES ASA DRIVER SUPPORT ORGANIZATION.

13 (XI) IF A TNC ELECTS TO DESCRIBE THE PER-TRIP AMOUNT  
14 ALLOCATED TO THE DRIVER SUPPORT ORGANIZATION ANNUAL BUDGET ON  
15 A CONSUMER RECEIPT, THE TNC MAY ONLY INDICATE THAT THE  
16 DEDUCTION WILL BE USED IN PART TO SUPPORT THE STATE'S CERTIFIED  
17 DRIVER SUPPORT ORGANIZATION.

18 (XII) FOLLOWING THE COMPLETION OF EACH THREE-YEAR  
19 CERTIFICATION PERIOD, THE DIVISION MAY INCREASE THE PER-TRIP  
20 AMOUNT THAT A TNC IS REQUIRED TO PAY PURSUANT TO SUBSECTION  
21 (6)(a)(II)(C) OF THIS SECTION IF THE DIVISION DETERMINES THAT THE  
22 INCREASE IS NECESSARY TO COVER THE CERTIFIED DRIVER SUPPORT  
23 ORGANIZATION'S COSTS AND THE INCREASE DOES NOT EXCEED THE RATE  
24 OF INFLATION DURING THE PREVIOUS THREE-YEAR CERTIFICATION PERIOD.

25 (b) **Certified driver support organization - TNC notice to**  
26 **drivers - organization responsibilities.** (I) ON OR BEFORE OCTOBER 30,  
27 2025, EACH TNC SHALL PROVIDE NOTICE TO EACH DRIVER IN THE STATE

1 THE NAME OF THE DRIVER SUPPORT ORGANIZATION CERTIFIED PURSUANT  
2 TO SUBSECTION (6)(a) OF THIS SECTION. AS PART OF THE NOTICE, THE TNC  
3 SHALL ALSO INFORM DRIVERS:

4 (A) THAT THE ORGANIZATION HAS BEEN CERTIFIED AS A DRIVER  
5 SUPPORT ORGANIZATION AND HAS MET CERTAIN CRITERIA AS APPROVED  
6 BY THE DIVISION;

7 (B) THAT THE ORGANIZATION IS APPROVED BY THE STATE TO  
8 REPRESENT DRIVERS IN THE DEACTIVATION PROCESS AND EDUCATE  
9 DRIVERS, BUT THAT A DRIVER IS NOT REQUIRED TO AUTHORIZE THE  
10 ORGANIZATION TO REPRESENT THE DRIVER; AND

11 (C) OF THE ORGANIZATION'S CONTACT INFORMATION, INCLUDING  
12 PHONE NUMBER, E-MAIL ADDRESS, WEB ADDRESS, AND PHYSICAL  
13 ADDRESS.

14 (II) ON AND AFTER OCTOBER 31, 2025, EACH TNC SHALL PROVIDE  
15 THE NOTICE DESCRIBED IN SUBSECTION (6)(b)(I) OF THIS SECTION TO:

16 (A) EACH NEW DRIVER BEFORE THE DRIVER ENGAGES IN A  
17 TRANSPORTATION TASK FOR THE TNC; AND

18 (B) ANY DRIVER UPON BEING SUSPENDED OR DEACTIVATED.

19 (III) PURSUANT TO A WRITTEN AUTHORIZATION FROM A DRIVER  
20 WHO HAS BEEN DEACTIVATED, THE CERTIFIED DRIVER SUPPORT  
21 ORGANIZATION MAY REPRESENT OR SUPPORT THE DRIVER THROUGH THE  
22 PROCEDURES MADE AVAILABLE TO THE DEACTIVATED DRIVER THROUGH  
23 THE DRIVER'S CONTRACT WITH THE TNC OR OTHERWISE MADE AVAILABLE  
24 UNDER THE LAW. AN EMPLOYEE OF THE ORGANIZATION MAY PROVIDE  
25 SUCH REPRESENTATION OR SUPPORT TO A DRIVER REGARDLESS OF  
26 WHETHER THE EMPLOYEE IS AUTHORIZED TO PRACTICE LAW IN THE STATE.

27 (IV) (A) THE CERTIFIED DRIVER SUPPORT ORGANIZATION IS



1 REQUIRED TO PROVIDE REASONABLE AND FAIR REPRESENTATION TO  
2 DRIVERS BASED ON THE ORGANIZATION'S APPROVED ANNUAL BUDGET AND  
3 ITS REASONABLE ASSESSMENT OF EACH DRIVER'S CASE.

4 (B) THE ORGANIZATION SHALL NOT DENY REASONABLE  
5 REPRESENTATION TO ANY DRIVER IN ANY MANNER THAT IS ARBITRARY,  
6 DISCRIMINATORY, OR IN BAD FAITH.

7 (C) THE ORGANIZATION SHALL NOT ADVANCE FILING FEES TO  
8 DRIVERS IN ANY DISPUTE RELATED TO A DEACTIVATION RECONSIDERATION  
9 OR AN APPEAL OR ACTION ARISING FROM A DEACTIVATION.

10 (D) IN DISPUTES RELATED TO A DEACTIVATION RECONSIDERATION  
11 OR AN APPEAL OR ACTION ARISING FROM A DEACTIVATION, PREVAILING  
12 DRIVERS ARE ENTITLED TO RECOVER FILING FEES.

13 (c) **Division rules.** THE DIVISION MAY ADOPT RULES TO INTERPRET  
14 AND IMPLEMENT THIS SUBSECTION (6) AND TO ENSURE TNC'S' AND DRIVER  
15 SUPPORT ORGANIZATIONS' COMPLIANCE WITH THIS SUBSECTION (6).

16 (7) (a) **Driver support organization - voluntary dues**  
17 **deduction.** ON OR BEFORE SEPTEMBER 1, 2025, A TNC SHALL PROVIDE A  
18 DRIVER AN OPPORTUNITY TO MAKE A VOLUNTARY, PER-TRIP DEDUCTION  
19 ON THE DRIVER'S EARNINGS TO CONTRIBUTE TO THE CERTIFIED DRIVER  
20 SUPPORT ORGANIZATION IN AN AMOUNT BETWEEN ONE AND ONE HALF  
21 PERCENT OR THREE PERCENT PER RIDE IF:

22 (I) THE ORGANIZATION IS IN GOOD STANDING;

23 (II) ONE HUNDRED OR MORE DRIVERS ON A TNC'S DIGITAL  
24 PLATFORM HAVE AUTHORIZED SUCH DEDUCTION AND CONTRIBUTION TO  
25 A SPECIFIC DRIVER SUPPORT ORGANIZATION; AND

26 (III) THE DRIVER HAS EXPRESSLY AUTHORIZED THE DEDUCTION IN  
27 WRITING, WHICH WRITTEN AUTHORIZATION MUST INCLUDE, AT A MINIMUM,

1 SUFFICIENT INFORMATION TO IDENTIFY THE DRIVER AND THE DRIVER'S  
2 DESIRED PER-TRIP DEDUCTION PERCENTAGE.

3 (b) THE TNC MAY REQUIRE A DRIVER'S WRITTEN AUTHORIZATION  
4 PROVIDED PURSUANT TO SUBSECTION (7)(a)(III) OF THIS SECTION TO BE  
5 SUBMITTED BY THE DRIVER SUPPORT ORGANIZATION IN AN ELECTRONIC  
6 FORMAT.

7 (c) A TNC SHALL MAKE THE FIRST AUTHORIZED DEDUCTIONS  
8 FROM A DRIVER'S EARNINGS WITHIN THIRTY DAYS AFTER RECEIVING A  
9 DRIVER'S WRITTEN AUTHORIZATION AND SHALL REMIT THE AMOUNTS  
10 DEDUCTED TO THE DRIVER SUPPORT ORGANIZATION ON A MONTHLY BASIS  
11 AND NO LATER THAN TWENTY-EIGHT DAYS AFTER THE END OF THE  
12 PREVIOUS MONTH.

13 (d) A DRIVER'S WRITTEN AUTHORIZATION REMAINS IN EFFECT  
14 UNTIL THE DRIVER PROVIDES AN EXPRESS REVOCATION TO THE TNC.

15 (e) A TNC SHALL RELY ON INFORMATION THAT THE DRIVER  
16 SUPPORT ORGANIZATION PROVIDES THE TNC REGARDING A DRIVER'S  
17 WRITTEN AUTHORIZATION AND EXPRESS REVOCATION.

18 (f) UPON REQUEST BY A TNC, THE DRIVER SUPPORT  
19 ORGANIZATION SHALL REIMBURSE THE TNC FOR THE TNC'S COSTS  
20 ASSOCIATED WITH ADMINISTERING THE DEDUCTIONS AND REMITTANCE TO  
21 THE DRIVER SUPPORT ORGANIZATION.

22 (g) A DRIVER SUPPORT ORGANIZATION SHALL NOT REPRESENT OR  
23 IMPLY THAT THE EARNINGS DEDUCTIONS AUTHORIZED IN THIS SUBSECTION  
24 (7) ARE MANDATORY OR PROVIDE DIFFERING LEVELS OF SUPPORT FOR ANY  
25 DEACTIVATION IN ACCORDANCE WITH SUBSECTION (6)(b) OF THIS SECTION  
26 BASED ON WHETHER A DRIVER HAS OPTED INTO VOLUNTARY DEDUCTIONS  
27 PURSUANT TO THIS SUBSECTION (7).

1           (8) **Dispute resolution - rights.** IN ADDITION TO ANY OTHER  
2 CONSTRAINTS IMPOSED BY LAW, A TNC SHALL NOT INCLUDE IN ANY  
3 CONTRACT WITH A DRIVER IN RELATION TO ANY DEACTIVATION  
4 RECONSIDERATION OR APPEAL OR ACTION ARISING FROM A DEACTIVATION:

5           (a) A REQUIREMENT THAT DISPUTES BETWEEN THE DRIVER AND  
6 THE TNC BE ADJUDICATED OUT OF STATE; EXCEPT THAT THE TNC MAY  
7 CONDUCT ITS INTERNAL DEACTIVATION CHALLENGE PROCESS  
8 ESTABLISHED PURSUANT TO SUBSECTION (5)(a) OF THIS SECTION THROUGH  
9 CORRESPONDENCE WITH OUT-OF-STATE TNC REPRESENTATIVES SO LONG  
10 AS THE DRIVER IS NOT REQUIRED TO TRAVEL TO COMPLETE THE PROCESS;

11           (b) A WAIVER OF RIGHTS GRANTED THROUGH FEDERAL, STATE, OR  
12 LOCAL LAW, EXCEPT WITH RESPECT TO A WAIVER OF THE RIGHT TO A JURY  
13 TRIAL THROUGH AN ARBITRATION PROVISION;

14           (c) A REQUIREMENT THAT THE DRIVER PAY ANY FEE EXCEEDING  
15 THE AMOUNT THAT THE DRIVER WOULD HAVE HAD TO PAY IF BRINGING  
16 THE SAME ACTION IN FEDERAL DISTRICT COURT IN THE STATE, INCLUDING  
17 ANY FEE REDUCTION THAT THE DRIVER WOULD HAVE BEEN ELIGIBLE FOR  
18 IN FEDERAL DISTRICT COURT IN THE STATE BASED ON A DETERMINATION  
19 THAT THE DRIVER IS INDIGENT;

20           (d) A REQUIREMENT THAT THE DRIVER PAY THE TNC'S COSTS OR  
21 ATTORNEY FEES; OR

22           (e) A REQUIREMENT THAT THE DISPUTE BE ADJUDICATED,  
23 ARBITRATED, OR RESOLVED BY ANY PERSON OR ORGANIZATION THAT IS  
24 NOT A NEUTRAL THIRD PARTY.

25           (9) **Semiannual disclosures to the division.** ON AUGUST 1, 2026,  
26 AND ON A SEMIANNUAL BASIS THEREAFTER, A TRANSPORTATION NETWORK  
27 COMPANY SHALL MAKE THE FOLLOWING DISCLOSURES TO THE DIVISION:

1           (a) THE NUMBER OF DRIVER DEACTIVATIONS DURING THE  
2 REPORTING PERIOD;

3           (b) THE NUMBER OF DEACTIVATION RECONSIDERATIONS:

4           (I) REQUESTED DURING THE REPORTING PERIOD;

5           (II) THAT OCCURRED DURING THE REPORTING PERIOD;

6           (III) THAT RESULTED IN DRIVER REACTIVATION; AND

7           (IV) THAT RESULTED IN CONFIRMATION OF THE DEACTIVATION;

8           (c) FOR EACH DRIVER AFFECTED BY A DEACTIVATION EVENT  
9 LISTED IN SUBSECTION (9)(a) OR (9)(b) OF THIS SECTION, THE DRIVER'S  
10 DEMOGRAPHIC INFORMATION, WHEN AVAILABLE, INCLUDING GENDER AND  
11 GENDER IDENTITY AND THE DEFAULT LANGUAGE THE DRIVER HAS  
12 SELECTED IN THE TNC'S DIGITAL PLATFORM;

13           (d) (I) FOR A SAMPLE SIZE OF ONE THOUSANDTH OF THE  
14 TRANSPORTATION TASKS FOR WHICH A TNC DISPATCHES A DRIVER, OR AN  
15 AMOUNT LESS AS AUTHORIZED BY THE DIRECTOR BY RULE, AND PURSUANT  
16 TO A REPRESENTATIVE AND REPRODUCIBLE SAMPLING METHODOLOGY  
17 DETERMINED AND DESIGNED BY THE DIRECTOR AND IN CONSULTATION  
18 WITH THE TNCs:

19           (A) THE DRIVER'S LICENSE NUMBER OR OTHER UNIQUE NUMERICAL  
20 IDENTIFIER ASSOCIATED WITH THE DRIVER;

21           (B) WHETHER THE RIDE WAS CANCELED AND, IF SO, BY WHOM;

22           (C) THE TOTAL MILEAGE DRIVEN DURING DISPATCH PLATFORM  
23 TIME;

24           (D) THE TOTAL MILEAGE DRIVEN DURING CONSUMER PLATFORM  
25 TIME;

26           (E) THE STARTING AND ENDING ZIP CODE FOR THE  
27 TRANSPORTATION TASK;

1                   (F) THE TOTAL DISPATCH PLATFORM TIME;

2                   (G) WHETHER THE RIDE CONTRIBUTED TO DRIVER COMPLETION OF  
3                   A QUEST OR INCENTIVE THAT LED TO BONUS COMPENSATION NOT TIED  
4                   EXCLUSIVELY TO THE INDIVIDUAL TRANSPORTATION TASK;

5                   (H) THE TIME OF DAY OR NIGHT THAT THE TRANSPORTATION TASK  
6                   BEGAN;

7                   (I) THE TOTAL CONSUMER PLATFORM TIME;

8                   (J) THE TOTAL AMOUNT THAT THE CONSUMER PAID FOR THE  
9                   TRANSPORTATION TASK, DISAGGREGATED TO SHOW THE AMOUNT OF ANY  
10                  TIP; AND

11                  (K) THE TOTAL AMOUNT THAT THE DRIVER RECEIVED FOR THE  
12                  TRANSPORTATION TASK, DISAGGREGATED TO SHOW THE AMOUNT OF THE  
13                  TIP, IF ANY, AND THE AMOUNT OF ANY PASS-THROUGHS FOR TOLLS OR  
14                  OTHER ITEMS SPECIFIC TO THE TRANSPORTATION TASK.

15                  (II) TO ENSURE THE RELIABILITY OF A TNC'S SAMPLING PROCESS  
16                  USED PURSUANT TO THIS SUBSECTION (9)(d) AND THE TNC'S COMPLIANCE  
17                  WITH THE SAMPLING PROCESS, THE DIRECTOR MAY AUDIT THE TNC'S  
18                  SAMPLING PROCESS BY REQUIRING THE TNC TO PROVIDE THE DIRECTOR  
19                  THE TOTAL NUMBER OF DISPATCHED TRANSPORTATION TASKS MADE  
20                  DURING THE RELEVANT SEMIANNUAL PERIOD.

21                  (e) FOR EACH DRIVER WHO WAS ACTIVATED OR LOGGED IN TO THE  
22                  TNC'S DIGITAL PLATFORM DURING THE REPORTING PERIOD:

23                  (I) THE DRIVER'S LICENSE NUMBER OR OTHER UNIQUE NUMERICAL  
24                  IDENTIFIER ASSOCIATED WITH THE DRIVER;

25                  (II) THE TOTAL TIME THE DRIVER SPENT DURING THE REPORTING  
26                  PERIOD ON:

27                  (A) DISPATCH PLATFORM TIME; AND

- 1           (B) CONSUMER PLATFORM TIME;
- 2           (III) THE TOTAL MILES DRIVEN DURING THE REPORTING PERIOD
- 3 WHILE THE DRIVER WAS ON;
- 4           (A) AVAILABLE PLATFORM TIME;
- 5           (B) DISPATCH PLATFORM TIME; AND
- 6           (C) CONSUMER PLATFORM TIME; AND
- 7           (IV) THE TOTAL AMOUNT OF MONEY PAID TO THE DRIVER BY THE
- 8 TNC DURING THE REPORTING PERIOD, DISAGGREGATED TO SHOW:
- 9           (A) THE AMOUNT OF TIPS;
- 10          (B) THE AMOUNT OF PASS-THROUGHS;
- 11          (C) THE AMOUNT OF BONUS OR INCENTIVE COMPENSATION;
- 12          (D) THE AMOUNT OF COMPENSATION ASSOCIATED WITH
- 13 INDIVIDUAL TRANSPORTATION TASKS, EXCLUDING AMOUNTS DISCLOSED
- 14 IN SUBSECTIONS (9)(e)(IV)(A) TO (9)(e)(IV)(C) OF THIS SECTION; AND
- 15          (E) ANY OTHER AMOUNTS PAID TO THE DRIVER DURING THE
- 16 REPORTING PERIOD.

17           **(10) Public availability of TNC semiannual disclosures. THE**

18 INFORMATION THAT A TRANSPORTATION NETWORK COMPANY PROVIDES

19 THROUGH SEMIANNUAL DISCLOSURES IN ACCORDANCE WITH SUBSECTION

20 (9) OF THIS SECTION TO THE DIVISION IS A PUBLIC RECORD, AS DEFINED IN

21 SECTION 24-72-202 (6). PRIOR TO ANY DISCLOSURE OF THE INFORMATION

22 PURSUANT TO THE "COLORADO OPEN RECORDS ACT", PART 2 OF ARTICLE

23 72 OF TITLE 24, THE DIVISION SHALL:

- 24           (a) GIVE NOTICE TO THE TNC THAT PROVIDED THE DISCLOSURE
- 25 AND AFFORD THE TNC AN OPPORTUNITY TO OBJECT TO THE DISCLOSURE;
- 26 AND
- 27           (b) REDACT THE INFORMATION TO PROTECT DRIVERS' IDENTITIES

1 AND PRIVACY.

2 (11) Transparency for drivers and consumers. (a) ON AND  
3 AFTER FEBRUARY 1, 2025, AT THE TIME OF OFFERING A TRANSPORTATION  
4 TASK TO A DRIVER FOR ACCEPTANCE, A TRANSPORTATION NETWORK  
5 COMPANY SHALL ELECTRONICALLY DISCLOSE TO THE DRIVER:

6 (I) THE DISTANCE AND CARDINAL OR INTERCARDINAL DIRECTION  
7 FROM THE DRIVER'S LOCATION TO THE CONSUMER'S OR RIDER'S  
8 DESTINATION. FOR SHARED RIDES, THE RELEVANT DESTINATION IS THE  
9 DESTINATION OF THE LAST CONSUMER OR RIDER THAT THE DRIVER DROPS  
10 OFF, WHEN AVAILABLE.

11 (II) BEFORE ANY TIP IS ADDED, THE TOTAL AMOUNT OF MONEY  
12 THAT THE TNC WILL PAY THE DRIVER FOR THE TRANSPORTATION TASK,  
13 EXCLUDING ANY PASS-THROUGHS;

14 (III) THE AGGREGATE ESTIMATED MILEAGE THAT THE DRIVER WILL  
15 DRIVE DURING DISPATCH PLATFORM TIME AND CONSUMER PLATFORM TIME  
16 FOR THE TRANSPORTATION TASK;

17 (IV) THE AGGREGATE ESTIMATED TIME THAT THE DRIVER WILL  
18 SPEND DURING DISPATCH PLATFORM TIME AND CONSUMER PLATFORM TIME  
19 DURING THE TRANSPORTATION TASK; AND

20 (V) IF THE CONSUMER HAS ALREADY INDICATED A TIP AMOUNT,  
21 THE AMOUNT OF THE TIP.

22 (b) WHEN A DRIVER RESUMES AVAILABLE PLATFORM TIME AFTER  
23 COMPLETING A TRANSPORTATION TASK, A TNC SHALL ELECTRONICALLY  
24 DISCLOSE TO THE DRIVER ON A SINGLE SCREEN ON THE DIGITAL PLATFORM:

25 (I) THE TOTAL AMOUNT OF MONEY THAT THE CONSUMER PAID FOR  
26 THE TRANSPORTATION TASK BEFORE ANY TIP WAS ADDED;

27 (II) THE TOTAL AMOUNT OF MONEY PAID TO THE DRIVER FOR THE

1 TRANSPORTATION TASK BEFORE ANY TIP WAS ADDED, EXCLUDING  
2 PASS-THROUGHS, IF ANY; AND

3 (III) THE AMOUNT OF THE TIP, IF ANY.

4 (c) WITHIN TWENTY-FOUR HOURS AFTER DISCLOSING THE  
5 INFORMATION REQUIRED TO BE DISCLOSED IN ACCORDANCE WITH  
6 SUBSECTION (11)(b) OF THIS SECTION, THE TNC SHALL PROVIDE A COPY  
7 OF THE INFORMATION TO THE DRIVER BY E-MAIL OR OTHER MECHANISM  
8 THAT REMAINS ACCESSIBLE TO THE DRIVER FOR AT LEAST ONE YEAR.

9 (d) AS SOON AS THE INFORMATION IS AVAILABLE TO A TNC, AND  
10 BEFORE THE TNC OFFERS A CONSUMER THE OPTION TO TIP THE DRIVER,  
11 THE TNC SHALL ELECTRONICALLY DISCLOSE TO THE CONSUMER ON A  
12 SINGLE SCREEN ON THE DIGITAL PLATFORM:

13 (I) THE TOTAL AMOUNT OF MONEY THAT THE CONSUMER PAID OR  
14 WILL PAY FOR THE TRANSPORTATION TASK, EXCLUDING ANY TIP; AND

15 (II) THE TOTAL AMOUNT OF MONEY THAT THE DRIVER RECEIVED  
16 OR WILL RECEIVE FOR THE TRANSPORTATION TASK BEFORE ANY TIP IS  
17 ADDED, EXCLUDING PASS-THROUGHS, IF ANY.

18 (e) THE INFORMATION DISCLOSED TO DRIVERS AND CONSUMERS  
19 PURSUANT TO SUBSECTIONS (11)(b) TO (11)(d) OF THIS SECTION MUST BE:

20 (I) PROMINENTLY DISPLAYED ON THE SINGLE SCREEN ON THE  
21 DIGITAL PLATFORM OR IN THE E-MAIL;

22 (II) IN A FONT THAT IS LARGER THAN THE FONT USED TO PRESENT  
23 ANY OTHER INFORMATION ON THE SCREEN OR IN THE E-MAIL; AND

24 (III) PRESENTED USING DESIGN TECHNIQUES INTENDED TO DRAW  
25 THE EYE TO THE INFORMATION.

26 (f) A TNC SHALL DISCLOSE TO EACH DRIVER WHO ACTIVATED THE  
27 TNC'S DIGITAL PLATFORM DURING THE PREVIOUS MONTH VIA E-MAIL OR



1 OTHER MECHANISM THAT REMAINS ACCESSIBLE TO THE DRIVER FOR AT  
2 LEAST ONE YEAR THE FOLLOWING INFORMATION REGARDING THE DRIVER  
3 FOR THE PREVIOUS MONTH OR PREVIOUS REPORTING PERIOD IF THE TNC  
4 REGULARLY PROVIDES THE DISCLOSURES REQUIRED UNDER THIS  
5 SUBSECTION (11)(f) MORE FREQUENTLY THAN MONTHLY:

- 6 (I) DRIVER PAY BEFORE EXPENSES;
- 7 (II) DRIVER TIPS BEFORE EXPENSES;
- 8 (III) THE TOTAL TIME THAT THE DRIVER SPENT ON:
  - 9 (A) AVAILABLE PLATFORM TIME;
  - 10 (B) DISPATCH PLATFORM TIME; AND
  - 11 (C) CONSUMER PLATFORM TIME;
- 12 (IV) THE TOTAL MILES THAT THE DRIVER DROVE DURING THE  
13 DRIVER'S:

- 14 (A) AVAILABLE PLATFORM TIME;
- 15 (B) DISPATCH PLATFORM TIME; AND
- 16 (C) CONSUMER PLATFORM TIME; AND
- 17 (V) THE TOTAL AMOUNT THE DRIVER MAY BE ENTITLED TO  
18 DEDUCT FROM INCOME CALCULATED USING THE IRS BUSINESS MILEAGE  
19 DEDUCTION RATE FOR ALL MILES KNOWN TO THE TNC TO HAVE BEEN  
20 DRIVEN DURING THE DRIVER'S:

- 21 (A) AVAILABLE PLATFORM TIME;
- 22 (B) DISPATCH PLATFORM TIME; AND
- 23 (C) CONSUMER PLATFORM TIME.

24 **(12) Driver acceptance or rejection of a transportation task.**

25 ON AND AFTER FEBRUARY 1, 2025, A TRANSPORTATION NETWORK  
26 COMPANY SHALL NOT SUSPEND, DEACTIVATE, OR RETALIATE AGAINST A  
27 DRIVER BASED ON THE DRIVER'S LAWFUL ACCEPTANCE OR REJECTION OF

1 ONE OR MORE TRANSPORTATION TASKS BY HAMPERING DRIVER ACCESS TO:

2 (a) DRIVER SUPPORT;

3 (b) RIDE OFFERS; OR

4 (c) DESTINATION OR AREA PREFERENCES.

5 (13) Penalties, fines, and enforcement. (a) IF A  
6 TRANSPORTATION NETWORK COMPANY VIOLATES THIS SECTION, THE TNC  
7 MAY BE SUBJECT TO:

8 (I) MONETARY DAMAGES IN THE AMOUNT OF ONE THOUSAND  
9 DOLLARS, AS DETERMINED BY THE DIRECTOR OR BY A COURT IN A CIVIL  
10 ACTION BROUGHT PURSUANT TO SUBSECTION (13)(d) OF THIS SECTION, ON  
11 A PER-CONSUMER OR PER-DRIVER BASIS, WHICH AMOUNT THE TNC SHALL  
12 PAY TO THE CONSUMER OR DRIVER AFFECTED BY THE VIOLATION;

13 (II) A FINE OF ONE HUNDRED DOLLARS PER VIOLATION, AS  
14 DETERMINED BY THE DIRECTOR ON A PER-CONSUMER OR PER-DRIVER  
15 BASIS, WHICH AMOUNT THE TNC SHALL PAY TO THE DIVISION. THE  
16 DIVISION SHALL TRANSMIT ALL CIVIL FINES COLLECTED PURSUANT TO THIS  
17 SUBSECTION (13)(d)(II) TO THE STATE TREASURER, WHO SHALL CREDIT  
18 THE MONEY TO THE GENERAL FUND.

19 (III) INJUNCTIVE RELIEF PURSUANT TO SUBSECTION (13)(d)(II) OF  
20 THIS SECTION.

21 (b) THE DIVISION MAY INVESTIGATE ALLEGED VIOLATIONS IN  
22 RESPONSE TO COMPLAINTS FILED OR AT THE DIVISION'S DISCRETION.

23 (c) THE DIRECTOR SHALL ESTABLISH PROCEDURES FOR DRIVERS  
24 AND CONSUMERS TO SUBMIT COMPLAINTS TO THE DIVISION AND FOR THE  
25 DIVISION'S INVESTIGATIONS, HEARINGS, AND IMPOSITION OF FINES  
26 PURSUANT TO THIS SUBSECTION (13).

27 (d) (I) A PERSON AGGRIEVED BY A TNC'S VIOLATION OF THIS

1 SECTION MAY FILE A CIVIL ACTION AGAINST THE TNC IN THE DISTRICT  
2 COURT WHERE:

3 (A) THE PERSON RESIDES;

4 (B) THE VIOLATION OCCURRED; OR

5 (C) THE TNC HAS A PHYSICAL PLACE OF BUSINESS IN THE STATE.

6 (II) (A) THE PERSON FILING THE CIVIL ACTION MAY SEEK  
7 INJUNCTIVE RELIEF FROM THE DISTRICT COURT TO COMPEL THE TNC TO  
8 COMPLY WITH THIS SECTION OR MAY SEEK MONETARY DAMAGES AS  
9 SPECIFIED IN SUBSECTION (13)(a)(I) OF THIS SECTION AND ANY ACTUAL  
10 DAMAGES SUSTAINED.

11 (B) IF A PERSON PREVAILS ON ANY CLAIM RAISED IN A CIVIL  
12 ACTION BROUGHT AGAINST A TNC UNDER THIS SUBSECTION (13)(d), THE  
13 PERSON IS ENTITLED TO RECOVER COSTS AND REASONABLE ATTORNEY  
14 FEES.

15 (14) Rules. THE DIRECTOR MAY ADOPT RULES AS NECESSARY TO  
16 IMPLEMENT THIS SECTION.

17 (15) Public utilities commission's authority over TNCs.  
18 NOTHING IN THIS SECTION NEGATES, LIMITS, ALTERS, OR DISPLACES THE  
19 COMMISSION'S AUTHORITY TO REGULATE TRANSPORTATION NETWORK  
20 COMPANIES PURSUANT TO PART 6 OF ARTICLE 10.1 OF TITLE 40 OR  
21 PREVENTS A DRIVER OR CONSUMER FROM SEEKING ENFORCEMENT BY THE  
22 COMMISSION AGAINST AN ALLEGED VIOLATOR OR A REMEDY FOR A  
23 VIOLATION OF PART 6 OF ARTICLE 10.1 OF TITLE 40.

24 SECTION 2. Appropriation. For the 2024-25 state fiscal year,  
25 \$164,741 is appropriated to the department of labor and employment for  
26 use by the division of labor standards and statistics. This appropriation is  
27 from the general fund and is based on an assumption that the division will

1 require an additional 1.5 FTE. To implement this act, the division may  
2 use this appropriation for program costs related to labor standards.

3 **SECTION 3. Act subject to petition - effective date.** This act  
4 takes effect at 12:01 a.m. on the day following the expiration of the  
5 ninety-day period after final adjournment of the general assembly; except  
6 that, if a referendum petition is filed pursuant to section 1 (3) of article V  
7 of the state constitution against this act or an item, section, or part of this  
8 act within such period, then the act, item, section, or part will not take  
9 effect unless approved by the people at the general election to be held in  
10 November 2024 and, in such case, will take effect on the date of the  
11 official declaration of the vote thereon by the governor.