



Notice of Public Hearing Concerning Proposed Rules

Notice is hereby given of a public hearing to afford all interested persons an opportunity to be heard prior to the adoption of the **Delivery Network Company (DNC) and Transportation Network Company (TNC) Acts Labor Rules (DATA Labor Rules), 7 CCR 1103-19**, amendments to the **Wage Protection Rules, 7 CCR 1103-7**, and amendments to the **2025 Publication and Yearly Calculation of Adjusted Labor Compensation (2025 PAY CALC) Order, 7 CCR 1103-14**, under express authority granted to the Division of Labor Standards and Statistics, including but not limited to the State Administrative Procedure Act, C.R.S. § 24-4-103, provisions of C.R.S. Title 24, Article 92, 201, et. seq.; C.R.S. Title 8, Articles 1–6, 12, 13.3, 13.5, 14.4 and 17; C.R.S. §§ 24-50-1103, -1106(4); and § 15 of Art. XVIII of the Colorado Constitution. For details on the rulemaking process, the full text of the proposed rules, the proposed statement of basis and purpose that accompanies these rules, and the form to submit comments on these rules, visit the [DLSS Rulemaking page](http://DLSS.Rulemaking.page) (direct URL: cdle.colorado.gov/LaborRules).

For the details of all proposed rules, see the text of each proposed draft rule set (published in redlined and non-redlined form), as well as the proposed statement of basis and purpose that accompanies each set of rules.

Proposed Rules:

(1) **Delivery Network Company (DNC) and Transportation Network Company (TNC) Acts Labor Rules (DATA Labor Rules), 7 CCR 1103-19.**

- (a) [Senate Bill 24-075](#), which requires Transportation Network Companies (TNCs) to provide pay/rate disclosures to drivers, develop deactivation and suspension policies and disclose those policies to drivers, and semiannually disclose to the Division information about transportation tasks completed and drivers deactivated. It also requires the Division to certify a Driver Support Organization, and to establish a complaint process as to violations of the law.
- (b) [House Bill 24-1129](#), which requires Delivery Network Companies (DNCs) to provide pay/rate disclosures to drivers and consumers, prohibits DNCs from decreasing driver payment based on tip amount and from withholding any tips from drivers, and requires DNCs to allow drivers 60 seconds to decide whether to accept or decline delivery tasks. It requires DNCs to follow and establish certain procedures as to driver deactivations, and to provide their deactivation policies to the Division for posting on its website. It also requires the Division to establish a complaint process as to violations of the law.

(2) **Wage Protection Rules, 7 CCR 1103-7.**

- (a) Minor changes to the **Wage Protection Rules, 7 CCR 1103-7**, to conform these rules to recently passed legislation, [House Bill 24-1095](#), and other minor clarifying updates.

(3) 2025 Publication and Yearly Calculation of Adjusted Labor Compensation (2025 PAY CALC) Order, 7 CCR 1103-14.

- (a) Implementing the **annual adjustment of the minimum wage**, as mandated by the Colorado Constitution, and other related minimum wage and salary figures adjusted annually, in the **2025 Publication and Yearly Calculation of Adjusted Labor Compensation (2025 PAY CALC) Order, 7 CCR 1103-14.**

Public Hearing Information:

Date and Time of Hearing: **Wednesday, October 30, 2024**, starting at **2:00 pm**.

Division staff will stay until everyone has an opportunity to speak. You need not arrive by a particular time or stay the entire meeting.

Written Comment Deadline for the above rules: **Friday, November 1, 2024, at 12:00 p.m.**

The Division is administering this public hearing, and all interested persons are free to offer oral testimony and to listen to part or all of the hearing. **Participation will be by remote means only.** A recording of the public hearing will be publicly posted afterward on our rulemaking page (direct URL: cdle.colorado.gov/LaborRules). While not required, **we request and highly recommend that anyone interested in oral testimony use this [rulemaking comment form](#) to RSVP.** We will call on those who RSVP to speak first, followed by testimony from others.

Written comments may be submitted by: (1) our online [rulemaking comment form](#) (also available at cdle.colorado.gov/LaborRules); (2) email to CDLE_LaborStandardsRules@state.co.us; (3) mail to the address below; or (4) fax to 303-318-8400. Because **written comments become part of the same record as oral testimony**, and are reviewed by the same officials, **you may submit written comments in lieu of oral testimony**, but are free to participate by both means.

Instructions for Hearing Participation:

Either of the below options will work to participate, but for orderly administration and participation, and to avoid possible audio feedback, please do not use both simultaneously. (You do not need to have a Google account to access any of the below means.)

- A. To participate by **Internet, including testifying**: visit this Google "Meet" webpage: meet.google.com/mqx-qfvu-pjs.
- B. To participate by **phone, whether to listen or to testify**: call (US)+1 513-666-7267 and then enter this pin: 210 181 944#

Please contact CDLE_LaborStandardsRules@state.co.us with any questions about how to access either the public hearing or its recording, or **if you need accommodations or translation services** to attend or participate. This public hearing is held in accordance with the State Administrative Procedure Act, C.R.S. § 24-4-101 et seq., and the Colorado Open Meetings Law, C.R.S. § 24-6-401 (2024), to receive any testimony, written, views, or arguments that interested parties wish to submit regarding the proposed rules.

Copies of proposed rules, including redlined copies showing changes from prior versions and statements of basis and purpose further detailing the proposed rules, are available at www.ColoradoLaborLaw.gov or by request to the Division of Labor Standards and Statistics, **633 17th Street, Denver, Colorado 80202**.