

**Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

PREAMENDED

*This Unofficial Version Includes Committee
Amendments Not Yet Adopted on Second Reading*

LLS NO. 24-0270.01 Josh Schultz x5486

HOUSE BILL 24-1129

HOUSE SPONSORSHIP

Vigil and Mabrey,

SENATE SPONSORSHIP

Hinrichsen,

House Committees

Business Affairs & Labor
Appropriations

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING PROTECTIONS FOR DRIVERS ENGAGED WITH DELIVERY**
102 **NETWORK COMPANIES, AND, IN CONNECTION THEREWITH,**
103 **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 delivery network company (DNC) operating in the state to provide various disclosures to its drivers and to consumers of the DNC regarding payments that a consumer makes to the DNC and the amount that the DNC then pays to a driver.

The bill also requires a DNC to provide specified disclosures to the

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.*

division of labor standards and statistics (division) in the department of labor and employment regarding the DNC's operations in the state. The division shall make this information available to the public.

The bill imposes specific requirements on the manner in which a DNC may provide contracts to drivers and merchants.

The bill specifies how a DNC may deactivate a driver from the DNC's digital platform, including:

- Requiring that a DNC disclose specified information about the DNC's deactivation policy to drivers;
- Imposing requirements for how a DNC may amend the DNC's deactivation policy; and
- Creating procedures for a deactivation reconsideration meeting for administrative review of a driver's deactivation.

The division may adopt rules to provide reasonable safety and health protections for drivers. The bill requires that, when a DNC connects a consumer to a driver, the DNC prompt the consumer to encourage the consumer to ensure driver safety upon arrival, including ensuring a clear, well-lit, safe delivery path.

The bill requires that DNCs allow drivers at least 120 seconds to decide to accept a delivery task offer.

The division may impose fines against a DNC for violations of the bill. A consumer or driver aggrieved by a violation may file a civil suit against the DNC that committed the violation.

The director of the division is required to adopt rules necessary to implement the requirements of the bill by April 1, 2025.

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. Cost and wage transparency from delivery network**
5 **companies - notice requirements - deactivation requirements -**
6 **enforcement - driver safety - task acceptance time - penalties -**
7 **definitions - rules.** (1) AS USED IN THIS SECTION, UNLESS THE CONTEXT
8 OTHERWISE REQUIRES:

9 (a) "CONSUMER" MEANS AN INDIVIDUAL WHO USES A DIGITAL
10 PLATFORM TO ORDER DELIVERY SERVICES FROM A DELIVERY NETWORK
11 COMPANY.

1 (b) "DEACTIVATE" OR "DEACTIVATION" MEANS CONDUCT THAT A
2 DELIVERY NETWORK COMPANY ENGAGES IN TO MATERIALLY RESTRICT A
3 DRIVER'S ACCESS TO THE DIGITAL PLATFORM FOR MORE THAN
4 SEVENTY-TWO HOURS, INCLUDING BLOCKING A DRIVER'S ACCESS TO THE
5 DIGITAL PLATFORM, SUSPENDING A DRIVER, OR CHANGING A DRIVER'S
6 STATUS FROM ELIGIBLE TO INELIGIBLE TO PROVIDE DELIVERY SERVICES
7 THROUGH THE DELIVERY NETWORK COMPANY'S DIGITAL PLATFORM.

8 (c) (I) "DELIVERY NETWORK COMPANY" OR "DNC" MEANS ANY
9 PERSON THAT SELLS THE DELIVERY OF GOODS OR SERVICES, INCLUDING
10 DELIVERY PROVIDED AS PART OF THE SALE OF GOODS, IN THE STATE AND
11 THAT ENGAGES OR DISPATCHES DELIVERY DRIVERS THROUGH A DIGITAL
12 PLATFORM.

13 (II) "DELIVERY NETWORK COMPANY" OR "DNC" DOES NOT
14 INCLUDE A MOTOR CARRIER OF TOWED MOTOR VEHICLES REGULATED BY
15 THE PUBLIC UTILITIES COMMISSION PURSUANT TO PART 4 OF ARTICLE 10.1
16 OF TITLE 40 OR A MOTOR CARRIER OF HOUSEHOLD GOODS REGULATED BY
17 THE PUBLIC UTILITIES COMMISSION PURSUANT TO PART 5 OF ARTICLE 10.1
18 OF TITLE 40.

19 (d) "DELIVERY TASK" OR "TASK" MEANS THE TIME SPENT,
20 DISTANCE TRAVELED, AND ROUTE FOLLOWED BY A DRIVER TO PROVIDE
21 DELIVERY SERVICES TO A CONSUMER THROUGH A DELIVERY NETWORK
22 COMPANY, INCLUDING TRAVELING TO A MERCHANT'S BUSINESS; PICKING
23 UP FOOD, BEVERAGES, OR OTHER GOODS FOR DELIVERY; AND TAKING AND
24 DEPOSITING THE DELIVERY AT A DIFFERENT LOCATION, AS REQUESTED. A
25 DELIVERY TASK MAY ENCOMPASS MULTIPLE TRANSACTIONS.

26 (e) "DIGITAL PLATFORM" MEANS AN ONLINE APPLICATION,
27 INTERNET SITE, OR SYSTEM THAT A DELIVERY NETWORK COMPANY USES

1 TO FACILITATE, MANAGE, OR FACILITATE AND MANAGE DELIVERY
2 SERVICES.

3 (f) "DRIVER" MEANS AN INDIVIDUAL PROVIDING DELIVERY
4 SERVICES THROUGH A DELIVERY NETWORK COMPANY'S DIGITAL PLATFORM
5 IN A PERSONAL VEHICLE.

6 (g) "IRS COST DEDUCTION RATE" MEANS THE FEDERAL INTERNAL
7 REVENUE SERVICE'S PREVAILING MILEAGE COST DEDUCTION RATE FOR
8 BUSINESS USE.

9 (h) "MERCHANT" MEANS A THIRD PARTY THAT SELLS GOODS OR
10 SERVICES TO CONSUMERS THROUGH A DELIVERY NETWORK COMPANY.

11 (i) "TIP" MEANS A GRATUITY THAT A CONSUMER:

12 (I) INDICATES THROUGH A DIGITAL PLATFORM AS INTENDED FOR
13 DIRECT PAYMENT TO THE DRIVER; OR

14 (II) WOULD REASONABLY EXPECT TO BE PAID IN FULL TO THE
15 DRIVER.

16 (j) "TRANSACTION" MEANS AN ORDER THAT A CONSUMER MAKES
17 USING A DELIVERY NETWORK COMPANY'S DIGITAL PLATFORM TO REQUEST
18 THAT A DRIVER DELIVER FOOD, BEVERAGES, OR OTHER GOODS FROM A
19 MERCHANT. A DRIVER MAY PICK UP GOODS RELATED TO MULTIPLE
20 TRANSACTIONS AS PART OF A SINGLE DELIVERY TASK.

21 (2) **Payment transparency to consumer.** (a) ON THE SAME
22 SCREEN ON WHICH A DNC PROMPTS A CONSUMER TO LEAVE A TIP FOR A
23 DRIVER THAT IS COMPENSATED ON A PER-DELIVERY-TASK OR A
24 PER-TRANSACTION BASIS, THE DNC SHALL MAKE THE FOLLOWING
25 DISCLOSURES IN A MANNER PROMINENTLY DISPLAYED ON THE SCREEN:

26 (I) THE AMOUNT OF MONEY THAT THE CONSUMER PAID OR WILL
27 PAY FOR THE TRANSACTION; AND

1 (II) THE AMOUNT OF MONEY THE DRIVER RECEIVED OR WILL
2 RECEIVE FOR THE TRANSACTION.

3 (b) A DNC SHALL PAY A DRIVER ALL TIPS PAID BY A CONSUMER.

4 (c) THE INFORMATION DISCLOSED TO CONSUMERS PURSUANT TO
5 THIS SUBSECTION (2) MUST BE:

6 (I) PROMINENTLY DISPLAYED ON THE SCREEN;

7 (II) IN A FONT THAT IS AT LEAST ONE AND ONE-HALF TIMES LARGER
8 THAN THE FONT USED TO PRESENT ANY OTHER INFORMATION ON THE
9 SCREEN; AND

10 (III) PRESENTED USING DESIGN TECHNIQUES INTENDED TO DRAW
11 THE EYE TO THE INFORMATION.

12 (3) **Wage transparency to driver.** (a) EACH TIME A DNC OFFERS
13 A DELIVERY TASK TO A DRIVER WHO IS COMPENSATED ON A
14 PER-DELIVERY-TASK OR A PER-TRANSACTION BASIS, BEFORE THE DRIVER
15 ACCEPTS THE TASK, THE DNC SHALL DISCLOSE TO THE DRIVER THE
16 FOLLOWING INFORMATION ON A SMARTPHONE OR SIMILAR SCREEN IN A
17 CLEARLY LEGIBLE FORMAT:

18 (I) THE ESTIMATED OR ACTUAL AMOUNT THE DRIVER WILL EARN
19 FOR THE DELIVERY TASK, DISAGGREGATED TO SHOW THE FULL AND
20 ACCURATE AMOUNT OF ANY TIP OR REIMBURSEMENT;

21 (II) THE NUMBER OF TRANSACTIONS INVOLVED IN THE DELIVERY
22 TASK;

23 (III) THE ADDRESS OR ADDRESSES WHERE THE FOOD, BEVERAGES,
24 OR OTHER GOODS MUST BE PICKED UP;

25 (IV) THE CARDINAL AND INTERCARDINAL DIRECTION FROM WHERE
26 THE DRIVER IS REQUIRED TO PICK UP THE FOOD, BEVERAGES, OR OTHER
27 GOODS TO THE LOCATIONS WHERE THE FOOD, BEVERAGES, OR OTHER

1 GOODS MUST BE DELIVERED;

2 (V) THE ESTIMATED OR ACTUAL TIME THE DRIVER WILL SPEND ON
3 THE DELIVERY TASK; AND

4 (VI) THE ESTIMATED OR ACTUAL DISTANCE THE DRIVER WILL
5 TRAVEL FOR THE DELIVERY TASK.

6 (b) WITHIN TWENTY-FOUR HOURS AFTER A DRIVER COMPLETES A
7 DELIVERY TASK FOR WHICH THE DRIVER WAS PAID ON A
8 PER-DELIVERY-TASK OR A PER-TRANSACTION BASIS, OR AFTER SUCH A
9 DELIVERY TASK IS CANCELLED, A DNC MUST DISCLOSE TO THE DRIVER BY
10 E-MAIL OR OTHER MECHANISM THAT REMAINS AVAILABLE TO THE DRIVER
11 FOR AT LEAST ONE YEAR IN A CLEARLY LEGIBLE FORMAT:

12 (I) THE ACTUAL AMOUNT THE DRIVER WAS PAID FOR THE DELIVERY
13 TASK, DISAGGREGATED TO SHOW THE AMOUNT OF ANY TIP OR
14 REIMBURSEMENT;

15 (II) THE FULL AND ACCURATE AMOUNT OF ANY TIP PAID BY THE
16 CONSUMER;

17 (III) THE ACTUAL TIME THE DRIVER SPENT ON THE DELIVERY TASK;

18 (IV) THE ACTUAL DISTANCE THE DRIVER TRAVELED FOR THE
19 DELIVERY TASK;

20 (V) THE IRS COST DEDUCTION RATE FOR THE DISTANCE TRAVELED
21 FOR THE DELIVERY TASK; AND

22 (VI) IF THE DELIVERY TASK OR A TRANSACTION WAS CANCELLED,
23 WHO INITIATED THE CANCELLATION.

24 (c) IF A DNC COMPENSATES A DRIVER FOR A BLOCK OF TIME FOR
25 MULTIPLE DELIVERIES, THE DNC SHALL PROMINENTLY DISPLAY ON THE
26 SCREEN, PRIOR TO THE DRIVER ACCEPTING THE BLOCK OF TIME, THE
27 MINIMUM AMOUNT THE DNC WILL PAY THE DRIVER FOR COMPLETING

1 DELIVERIES DURING THE SPECIFIED BLOCK OF TIME AND PROMINENTLY
2 DISPLAY THE FOLLOWING INFORMATION ON THE SCREEN WHEN THE BLOCK
3 OF TIME BEGINS:

4 (I) THE TOTAL NUMBER OF DELIVERIES TO BE COMPLETED DURING
5 THE SPECIFIED BLOCK OF TIME;

6 (II) A REASONABLE ESTIMATE OF THE ENGAGED TIME REQUIRED TO
7 COMPLETE ALL ASSIGNED DELIVERIES;

8 (III) THE RANGE OF TIME IN WHICH THE DELIVERIES CAN BE
9 COMPLETED;

10 (IV) A REASONABLE ESTIMATE OF THE NUMBER OF MILES
11 REQUIRED TO COMPLETE ALL DELIVERIES;

12 (V) THE APPROXIMATE PICK-UP AND DROP-OFF LOCATIONS FOR
13 ALL DELIVERIES; AND

14 (VI) CLEAR INFORMATION ON WHICH DELIVERIES NEED TO BE
15 COMPLETED WITHIN SPECIFIC TIME WINDOWS.

16 (d) WITHIN TWENTY-FOUR HOURS AFTER A DRIVER COMPLETES A
17 DELIVERY TASK FOR WHICH THE DRIVER WAS COMPENSATED FOR A BLOCK
18 OF TIME, OR AFTER SUCH A DELIVERY TASK IS CANCELED, A DNC SHALL
19 MAKE THE FOLLOWING DISCLOSURES TO THE DRIVER BY E-MAIL OR OTHER
20 MECHANISM THAT REMAINS AVAILABLE TO THE DRIVER FOR AT LEAST ONE
21 YEAR:

22 (I) THE ACTUAL AMOUNT THE DRIVER WAS PAID FOR THE DELIVERY
23 TASK, DISAGGREGATED TO SHOW THE AMOUNT OF ANY TIP OR
24 REIMBURSEMENT;

25 (II) THE FULL AND ACCURATE AMOUNT OF ANY TIP PAID BY THE
26 CONSUMER;

27 (III) THE ACTUAL TIME THE DRIVER SPENT ON THE DELIVERY TASK;

1 (IV) THE ACTUAL DISTANCE THE DRIVER TRAVELED FOR THE
2 DELIVERY TASK;

3 (V) THE IRS COST DEDUCTION RATE FOR THE DISTANCE TRAVELED
4 FOR THE DELIVERY TASK; AND

5 (VI) IF THE DELIVERY TASK OR A TRANSACTION WAS CANCELLED,
6 WHO INITIATED THE CANCELLATION.

7 (e) THE INFORMATION DISCLOSED TO A DRIVER PURSUANT TO THIS
8 SUBSECTION (3) MUST BE:

9 (I) PROMINENTLY DISPLAYED ON THE SCREEN OR IN THE E-MAIL;

10 (II) IN A FONT THAT IS AT LEAST ONE AND ONE-HALF TIMES LARGER
11 THAN THE FONT USED TO PRESENT ANY OTHER INFORMATION ON THE
12 SCREEN OR IN THE E-MAIL; AND

13 (III) PRESENTED USING DESIGN TECHNIQUES INTENDED TO DRAW
14 THE EYE TO THE INFORMATION.

15 (4) **Contract transparency - rules.** (a) A DNC SHALL OFFER A
16 DRIVER A CONTRACT OR CHANGES TO A CONTRACT ON THE DIGITAL
17 PLATFORM AND BY E-MAIL.

18 (b) A DNC SHALL INCLUDE IN A CONTRACT A TABLE OF CONTENTS
19 DESCRIBING THE TERMS OR SECTIONS OF THE CONTRACT ON THE FIRST
20 PAGE OF THE CONTRACT.

21 (c) ALL MATERIAL TERMS OF A CONTRACT THE DNC OFFERS TO A
22 DRIVER MUST BE DISCLOSED IN PLAIN LANGUAGE.

23 (d) WHEN PROVIDING A NEW DRIVER WITH A CONTRACT, A DNC
24 SHALL PROMINENTLY DISPLAY THE CONTRACT ON THE SCREEN AND E-MAIL
25 THE CONTRACT AT THE TIME THE DRIVER APPLIES TO WORK FOR THE DNC.

26 (e) WHEN A DNC CHANGES A CONTRACT OR ISSUES A NEW
27 CONTRACT, THE DNC SHALL:

1 (I) E-MAIL THE CONTRACT TO ALL DRIVERS ENGAGED ON THE
2 DIGITAL PLATFORM AT LEAST FOURTEEN DAYS BEFORE THE CONTRACT
3 BECOMES ENFORCEABLE; AND

4 (II) POST THE CONTRACT ONLINE, IN THE DIGITAL PLATFORM, OR
5 IN ANOTHER LOCATION THAT IS AVAILABLE TO THE PUBLIC ON AN ONGOING
6 BASIS FOR AT LEAST FOURTEEN DAYS BEFORE THE CONTRACT BECOMES
7 ENFORCEABLE.

8 (f) A DNC SHALL PROVIDE DRIVERS WITH CONTRACTS IN ENGLISH,
9 SPANISH, ARABIC, AND UP TO THREE ADDITIONAL LANGUAGES COMMONLY
10 SPOKEN BY DRIVERS IN THE STATE, AS DETERMINED BY THE DIRECTOR.

11 (g) ONCE A DRIVER AGREES TO A CONTRACT WITH THE DNC, THE
12 DNC SHALL E-MAIL THE CONTRACT TO THE DRIVER AND MAKE THE SIGNED
13 CONTRACT CONTINUOUSLY AVAILABLE TO THE DRIVER ON THE DIGITAL
14 PLATFORM.

15 (5) **Account deactivation transparency - deactivation challenge**
16 **procedure - rules.** (a) A DNC SHALL DEVELOP AND MAINTAIN AN
17 ACCOUNT DEACTIVATION POLICY. THE POLICY MUST:

18 (I) BE IN WRITING, WHICH MAY BE IN AN ELECTRONIC FORMAT;

19 (II) DEFINE WHAT CONSTITUTES A VIOLATION THAT MAY RESULT
20 IN AN ACCOUNT DEACTIVATION AND BE SPECIFIC ENOUGH FOR A DRIVER TO
21 REASONABLY UNDERSTAND WHAT CONSTITUTES A VIOLATION;

22 (III) BE PROVIDED TO THE DRIVER PRIOR TO THE DRIVER
23 PROVIDING DELIVERY SERVICES THROUGH THE DNC'S DIGITAL PLATFORM;
24 AND

25 (IV) BE AVAILABLE TO THE DRIVER IN ENGLISH, SPANISH, ARABIC,
26 AND UP TO THREE ADDITIONAL LANGUAGES COMMONLY SPOKEN BY DNC
27 DRIVERS IN THE STATE, AS DETERMINED BY THE DIRECTOR.

1 (b) A DNC SHALL PROVIDE THE ACCOUNT DEACTIVATION POLICY
2 TO THE DIVISION IN ENGLISH, SPANISH, ARABIC, AND UP TO THREE
3 ADDITIONAL LANGUAGES COMMONLY SPOKEN BY DRIVERS IN THE STATE,
4 AS DETERMINED BY THE DIRECTOR. THE DIVISION SHALL POST THE DNC'S
5 ACCOUNT DEACTIVATION POLICY AND ANY REVISIONS TO THE DNC'S
6 ACCOUNT DEACTIVATION POLICY PUBLICLY ON THE DIVISION'S WEBSITE
7 FOR AT LEAST THIRTY DAYS BEFORE THE DEACTIVATION POLICY BECOMES
8 ENFORCEABLE.

9 (c) A DNC SHALL NOT DEACTIVATE A DRIVER UNLESS THE
10 DEACTIVATION IS CONSISTENT WITH THE DNC'S DEACTIVATION POLICY
11 ADOPTED AND DISTRIBUTED IN ACCORDANCE WITH THIS SUBSECTION (5).

12 (d) A DNC SHALL PROVIDE A DRIVER WITH WRITTEN NOTICE OF AN
13 ACCOUNT DEACTIVATION IN AN ELECTRONIC FORMAT VIA E-MAIL, TEXT
14 MESSAGE, OR THROUGH THE DNC'S DIGITAL PLATFORM UPON THE
15 EFFECTIVE DATE OF THE DEACTIVATION. A NOTICE REQUIRED BY THIS
16 SECTION MUST INCLUDE THE FOLLOWING INFORMATION:

17 (I) SUFFICIENT INFORMATION FOR THE DRIVER TO REASONABLY
18 UNDERSTAND THE REASONS FOR THE ACCOUNT DEACTIVATION, INCLUDING
19 THE PROVISION OF THE DNC'S ACCOUNT DEACTIVATION POLICY THAT WAS
20 VIOLATED;

21 (II) THE EFFECTIVE DATE OF THE ACCOUNT DEACTIVATION;

22 (III) A DESCRIPTION OF THE STEPS, IF ANY, THE DRIVER CAN TAKE
23 TO REMEDY THE VIOLATION; AND

24 (IV) NOTIFICATION OF THE DRIVER'S RIGHT TO CHALLENGE THE
25 ACCOUNT DEACTIVATION PURSUANT TO SUBSECTION (5)(e) OF THIS
26 SECTION; AND

27 (V) THE DNC'S PROCESS FOR CHALLENGING AN ACCOUNT

1 DEACTIVATION OR A LINK TO A DESCRIPTION OF THAT PROCESS.

2 (e) (I) A DRIVER HAS THE RIGHT TO CHALLENGE THE DRIVER'S
3 ACCOUNT DEACTIVATION THROUGH AN INTERNAL ACCOUNT
4 DEACTIVATION CHALLENGE PROCEDURE ESTABLISHED BY THE DNC.

5 (II) A DNC SHALL CREATE AN INTERNAL ACCOUNT DEACTIVATION
6 CHALLENGE PROCEDURE THAT MUST BE MADE AVAILABLE TO THE DRIVER
7 IMMEDIATELY UPON NOTICE OF THE DRIVER'S ACCOUNT DEACTIVATION
8 AND FOR UP TO THIRTY DAYS AFTER THE DATE OF THE DEACTIVATION
9 NOTICE.

10 (III) A DNC SHALL PROVIDE THE DNC'S INTERNAL ACCOUNT
11 DEACTIVATION CHALLENGE PROCEDURE TO THE DRIVER ALONG WITH THE
12 DEACTIVATION NOTICE PROVIDED PURSUANT TO SUBSECTION (5)(d) OF
13 THIS SECTION IN A FORMAT THAT IS READILY ACCESSIBLE TO THE DRIVER.

14 (IV) A DNC SHALL REVIEW AND RESPOND TO A DRIVER'S
15 CHALLENGE TO AN ACCOUNT DEACTIVATION WITHIN FOURTEEN DAYS
16 AFTER RECEIVING THE CHALLENGE. A DNC'S RESPONSE TO A DRIVER'S
17 CHALLENGE TO AN ACCOUNT DEACTIVATION MUST INCLUDE A WRITTEN
18 STATEMENT, WHICH MAY BE IN AN ELECTRONIC FORMAT, PROVIDING ONE
19 OF THE FOLLOWING:

20 (A) A DETERMINATION REAFFIRMING THE ACCOUNT
21 DEACTIVATION, INCLUDING A DESCRIPTION OF THE STEPS, IF ANY, THE
22 DRIVER CAN TAKE TO REMEDY THE VIOLATION, AND A SUMMARY OF THE
23 REASONS THAT THE ACCOUNT DEACTIVATION IS REAFFIRMED;

24 (B) ANY CIRCUMSTANCES NECESSITATING A DELAYED TIMELINE
25 FOR THE DNC'S RESPONSE AND AN ANTICIPATED DATE FOR A RESPONSE
26 EITHER REAFFIRMING THE ACCOUNT DEACTIVATION OR REINSTATING THE
27 DRIVER; OR

1 (C) A DETERMINATION THAT THE DRIVER DID NOT VIOLATE THE
2 DNC'S ACCOUNT DEACTIVATION POLICY AND INFORMATION REGARDING
3 WHEN THE DRIVER'S ACCESS TO THE DIGITAL PLATFORM WILL BE
4 REINSTATED.

5 (V) FOLLOWING THE CONCLUSION OF THE INTERNAL ACCOUNT
6 DEACTIVATION CHALLENGE PROCEDURE, THE DNC MUST REINSTATE THE
7 DRIVER'S ACCESS TO THE DIGITAL PLATFORM IF THE DNC DETERMINES
8 THAT THE DRIVER DID NOT VIOLATE THE DNC'S ACCOUNT DEACTIVATION
9 POLICY OR THAT THE DRIVER CORRECTED ANY VIOLATION. THE DNC MUST
10 REINSTATE THE DRIVER'S ACCESS AS SOON AS POSSIBLE AND NO LATER
11 THAN SEVENTY-TWO HOURS FOLLOWING THE DNC PROVIDING THE
12 WRITTEN STATEMENT PURSUANT TO SUBSECTION (5)(e)(IV) OF THIS
13 SECTION.

14 (f) THIS SUBSECTION (5) SHALL NOT BE INTERPRETED TO REQUIRE
15 A DNC TO PROVIDE A DRIVER WITH ANY INFORMATION THAT A DNC
16 REASONABLY BELIEVES COULD COMPROMISE THE SAFETY OR PRIVACY OF
17 A CONSUMER.

18 (6) **Driver safety.** EACH TIME A DNC CONNECTS A CONSUMER TO
19 A DRIVER, THE DNC SHALL PROMPT THE CONSUMER AS A MEANS TO
20 ENCOURAGE THE CONSUMER TO ENSURE DRIVER SAFETY UPON ARRIVAL,
21 INCLUDING BY ENSURING A CLEAR, WELL-LIT, SAFE DELIVERY PATH AND
22 ENSURING ALL PETS ARE PROPERLY SECURED.

23 (7) **Task acceptance time.** (a) A DNC SHALL ENSURE ALL
24 DRIVERS HAVE AT LEAST SIXTY SECONDS AFTER A DELIVERY TASK OFFER
25 IS DISPLAYED ON THE DRIVER'S SMARTPHONE OR SIMILAR SCREEN TO
26 DECIDE WHETHER OR NOT TO ACCEPT THE OFFER.

27 (b) IT IS UNLAWFUL FOR A DNC TO DISCRIMINATE AGAINST A

1 DRIVER FOR FAILURE TO RESPOND TO A DELIVERY TASK OFFER WITHIN
2 SIXTY SECONDS AFTER DISPLAYING THE OFFER ON THE DRIVER'S
3 SMARTPHONE OR SIMILAR SCREEN.

4 (8) **Penalties, fines, and enforcement.** (a) IF A DNC VIOLATES
5 THIS SECTION, THE DNC MAY BE SUBJECT TO:

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

11 (II) A FINE OF ONE HUNDRED DOLLARS PER VIOLATION, AS
12 DETERMINED BY THE DIRECTOR ON A PER-CONSUMER OR A PER-DRIVER
13 BASIS, WHICH AMOUNT THE DNC SHALL PAY TO THE DIVISION; AND

14 (III) INJUNCTIVE RELIEF PURSUANT TO SUBSECTION (8)(d)(II) OF
15 THIS SECTION.

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

18 (c) THE DIRECTOR SHALL ESTABLISH PROCEDURES FOR DRIVERS
19 AND CONSUMERS TO SUBMIT COMPLAINTS TO THE DIVISION AND FOR THE
20 DIVISION'S INVESTIGATIONS, HEARINGS, AND IMPOSITION OF FINES
21 PURSUANT TO THIS SUBSECTION (8).

22 (d) (I) A PERSON AGGRIEVED BY A DNC'S VIOLATION OF THIS
23 SECTION MAY FILE A CIVIL ACTION AGAINST THE DNC IN THE DISTRICT
24 COURT WHERE:

25 (A) THE PERSON RESIDES;

26 (B) THE VIOLATION OCCURRED; OR

27 (C) THE DNC HAS A PHYSICAL PLACE OF BUSINESS IN THE STATE.

- 1 (II) THE PERSON FILING THE CIVIL ACTION MAY SEEK:
- 2 (A) INJUNCTIVE RELIEF FROM THE DISTRICT COURT TO COMPEL A
- 3 DNC TO COMPLY WITH THIS SECTION;
- 4 (B) STATUTORY DAMAGES AS SPECIFIED IN SUBSECTION (8)(a)(I)
- 5 OF THIS SECTION; AND
- 6 (C) ANY ACTUAL DAMAGES SUSTAINED AS A RESULT OF THE
- 7 VIOLATION.
- 8 (e) THE DIRECTOR SHALL TRANSFER THE FINES COLLECTED
- 9 PURSUANT TO SUBSECTION (8)(a)(II) OF THIS SECTION TO THE GENERAL
- 10 FUND.
- 11 (9) **Rules.** THE DIRECTOR SHALL ADOPT RULES NECESSARY TO
- 12 IMPLEMENT THIS SECTION.

13 **SECTION 2. Appropriation.** For the 2024-25 state fiscal year,

14 \$163,409 is appropriated to the department of labor and employment for

15 use by the division of labor standards and statistics. This appropriation is

16 from the general fund and is based on an assumption the division will

17 require an additional 1.6 FTE. To implement this act, the division may

18 use this appropriation for program costs related to labor standards.

19 **SECTION 3. Act subject to petition - effective date -**

20 **applicability.** (1) Except as specified in subsection (2) of this section,

21 this act takes effect at 12:01 a.m. on the day following the expiration of

22 the ninety-day period after final adjournment of the general assembly;

23 except that, if a referendum petition is filed pursuant to section 1 (3) of

24 article V of the state constitution against this act or an item, section, or

25 part of this act within such period, then the act, item, section, or part will

26 not take effect unless approved by the people at the general election to be

27 held in November 2024 and, in such case, will take effect on the date of

1 the official declaration of the vote thereon by the governor.

2 (2) Section 8-4-126 (8)(a), (8)(b), and (8)(c), Colorado Revised
3 Statutes, as enacted in section 1 of this act, takes effect January 1, 2025.

4 (3) This act applies to contracts executed or renewed on or after
5 the applicable effective dates of this act.