



General Assembly

January Session, 2021

Raised Bill No. 1000

LCO No. 3745



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING TRANSPORTATION NETWORK COMPANY DRIVERS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2021*) As used in sections 1 to 7,
2 inclusive, of this act, unless the context otherwise requires:

3 (1) "Transportation network company" or "TNC" means a business,
4 or group of businesses whose share of common ownership is greater
5 than fifty per cent, that has hired, contracted with, partnered with, or
6 maintained a contractual relationship or partnership with, fifty or more
7 TNC drivers and that operates a web site or smartphone application
8 from which a customer purchases, schedules or otherwise arranges for
9 the transporting of passengers on trips that originate in this state;

10 (2) "Transportation network company driver" or "TNC driver" means
11 an individual who has been hired, contracted with, partnered with, or
12 maintained a contractual relationship or partnership with, a TNC only
13 to the extent that the TNC driver is transporting passengers on trips that
14 originate in this state, arranged via a transportation network company,
15 and for which such worker receives remuneration from such

16 transportation director;

17 (3) "Delivery network company" or "DNC" means a business or group
18 of businesses whose share of common ownership is greater than fifty
19 per cent, that has hired, contracted with, partnered with, or maintained
20 a contractual relationship or partnership with fifty or more DNC drivers
21 and that operates a web site or smartphone application from which a
22 customer purchases, schedules or otherwise arranges for the DNC
23 driver to transport ready-to-eat food on an on-demand basis for trips
24 that originate in this state in response to an order placed by the end
25 purchaser of food or other good;

26 (4) "Delivery network company driver" or "DNC driver" means an
27 individual who has been hired, contracted with, partnered with, or
28 maintained a contractual relationship or partnership with, a DNC only
29 to the extent that the DNC driver is transporting ready-to-eat food on
30 trips that originate in this state, arranged via delivery network
31 company, and for which such worker receives remuneration from such
32 delivery network company;

33 (5) "Network companies" include all transportation network
34 companies and delivery network companies as defined in this section;

35 (6) "Network workers" include all transportation network company
36 drivers and delivery network company drivers as defined in this
37 section;

38 (7) "Union" means an organization certified by the director of the
39 State Board of Labor Relations to represent, or that seeks to represent,
40 network workers in a bargaining unit;

41 (8) "Board" means the State Board of Labor Relations created
42 pursuant to section 31-102 of the general statutes;

43 (9) "Director" means the director of the State Board of Labor Relations;

44 (10) "Collectively bargained recommendations" or "collectively
45 bargained recommendations for the terms and conditions of work"

46 means the recommended terms and conditions of work agreed upon
47 collectively by the industry council;

48 (11) "Binding terms and conditions of work" means the terms and
49 conditions approved by the board regulating network companies and
50 network workers, which are exempt from federal antitrust laws and
51 which displace the compensation requirements of such laws with terms
52 and conditions of network worker compensation and work conditions;

53 (12) "Industry council" means the body comprised of member
54 network companies, when network workers are represented by a
55 representative union, and their respective representative unions; and

56 (13) "Active network worker", with respect to a particular TNC or
57 DNC, means a TNC driver or DNC driver who has performed one
58 hundred twenty requests through the TNC's platform in the last ninety
59 days.

60 Sec. 2. (NEW) (*Effective October 1, 2021*) (a) Individuals who are
61 network workers may organize without interference from their
62 affiliated network company to seek the representation of an
63 organization as described in this section to join the industry council and
64 bargain on their behalf to create collectively bargained
65 recommendations that may be approved by the board concerning the
66 terms and conditions of work under which the network workers shall
67 provide services throughout the sector.

68 (b) Upon request by a union to a network company, such network
69 company shall provide the director, not later than thirty days after the
70 request, a system to directly contact all active network workers in the
71 requested unit. The system shall allow for direct contact by the union,
72 the director or another authorized user without the direct transfer or
73 sharing of personally identifiable information, in accordance with the
74 network company's privacy policy, and shall allow the director to
75 confirm the total number of active network workers and the current
76 active network worker status for each signed authorization card
77 submitted by a union. If a network company fails to provide the director

78 with credentials to access a system to directly contact network workers
79 not later than thirty days after the union made its initial request, the
80 director may issue a daily penalty not exceeding one hundred thousand
81 dollars for each day the network company fails to cure such violation. If
82 the network company provides the requested information as provided
83 in this section, the director shall inform a requesting union of the
84 number of active network workers for which it received information
85 from the network company.

86 (c) If a union provides the director with proof of interest from not less
87 than ten per cent of the active network workers in a bargaining unit, the
88 director shall supply the union with credentials to access the system to
89 directly contact network workers it was provided by the director. Proof
90 of interest shall be in the form of signed authorization cards, which may
91 be in electronic form, and shall be calculated based on the number of
92 active network workers the director included in the system. A union
93 shall use the system to contact active network workers pursuant to this
94 subsection for the sole purpose of contacting drivers to solicit their
95 interest in being represented by the union.

96 (d) If no union currently serves as the exclusive negotiating
97 representative for an appropriate bargaining unit, a director may
98 voluntarily recognize a union as a representative union of its network
99 workers for the requested unit for the purpose of joining an industry
100 council and commencing negotiations under this article, if that union
101 provides to the director proof that ten per cent of the active network
102 workers in the unit have shown their preference to have that union serve
103 as their representative. Proof of interest shall be in the form of
104 authorization cards, which may be in electronic form, signed and dated
105 within the previous twelve months.

106 (e) In order to become the exclusive representative, a union or
107 representative union may present proof of interest from thirty per cent
108 of active network workers in the unit, at which point the director shall
109 hold an election to determine if the unit wishes to be represented by the
110 union or representative union. Proof of interest shall be in the form of

111 signed authorization cards, which may be in electronic form, and shall
112 be calculated based on the number of active network workers for which
113 the director provides access pursuant to this section. If a majority of all
114 network workers in the bargaining unit who vote choose representation
115 by the petitioning union, the director shall declare that the union is the
116 exclusive representative union of the network workers.

117 (f) In the event that a unit of network workers vote to reject union
118 representation, a union shall wait not less than twelve months before
119 seeking an election to become the exclusive representative of network
120 workers in the same bargaining unit.

121 (g) A network worker may file a petition with the director to request
122 decertification of a representative union through the following
123 procedures: (1) A decertification petition shall be received by the
124 director not more than thirty days before the expiration of a binding set
125 of terms and conditions of work reached pursuant to this section or not
126 less than three years after the binding set of terms and conditions of
127 work effective date, whichever is earlier; (2) a decertification petition
128 shall be signed by not less than thirty per cent of the network workers
129 in the bargaining unit; and (3) the signatures may be in electronic form
130 and shall be dated within one year of the date that the petition is
131 submitted. When a petition has been accepted by the director, the
132 director shall issue notice to the director and the representative union of
133 the decertification petition and promulgate a decertification date. The
134 director shall have fourteen days from the decertification date to
135 transmit a list of the members of the bargaining unit to the petitioners
136 and the representative union. After receipt of a petition, the director
137 shall determine if the signatures are sufficient to hold an election to
138 decertify the representative union for that particular director or declare
139 that the decertification petition did not meet the threshold and reaffirm
140 that the representative union shall continue representing the bargaining
141 unit. To decertify the representative union, a majority of the voting
142 members of the bargaining unit shall vote for such decertification. If a
143 union is decertified for a particular director, a union may establish or
144 reestablish exclusive negotiating representative status.

145 Sec. 3. (NEW) (*Effective October 1, 2021*) (a) Following certification by
146 the director of a voluntary or an exclusive representative, a director and
147 the representative union shall form or, if the industry council has
148 already been formed, join the industry council for the purpose of
149 sectoral bargaining. Upon reaching a threshold of at least eighteen
150 thousand active network workers, the industry council shall meet and
151 negotiate in good faith to create a set of collectively negotiated
152 recommendations concerning the terms and conditions of work for all
153 network workers in the industry council.

154 (b) A director may be eligible to become a member of the industry
155 council, if it contracts with at least: (1) Five thousand network workers
156 on average each day; or (2) ten per cent of total active network workers
157 in the state.

158 (c) Each industry council director member may participate in the
159 negotiation process with the representative union members on the
160 council. Each director on the industry council shall exercise one vote.
161 Each representative union representing a bargaining unit shall exercise
162 votes in proportion to the amount of money sent to the nonprofit from
163 the director of the representative union's bargaining unit.

164 (d) Industry councils shall be formed as tax-exempt organizations for
165 purposes of collective negotiations, administration of community-based
166 job access programs, and any other functions necessary to carry out the
167 provisions of sections 1 to 7, inclusive, of this act. Each industry council
168 shall form committees or related nonprofit entities as needed for
169 purposes of administration of benefits to network workers and
170 community-based job access programs, and any other functions
171 necessary to carry out the provisions of sections 1 to 7, inclusive, of this
172 act. Representation on the governing board of any committee or related
173 nonprofit entity, except for the nonprofit entity established to
174 administer benefits for network workers or for representative union
175 service fees shall include equal representation by both network
176 companies and representative unions unless otherwise specified or
177 agreed to by the parties. Voting threshold to approve measures by a

178 committee or related nonprofit entity shall be sixty per cent of the votes
179 from network companies and sixty per cent of the votes from
180 representative unions unless otherwise specified or agreed to by the
181 parties.

182 (e) As a condition of membership in the industry council, in addition
183 to complying with any terms and conditions of work made binding by
184 the director, the director shall agree to collect a surcharge on each trip
185 or delivery facilitated by the director for the network workers of the
186 bargaining unit in an amount not less than six per cent but not more
187 than twelve per cent of the transaction, the amount of which shall be
188 determined as part of the binding terms and conditions of work, to pay
189 for benefits, the functions of the representative unions and worker
190 training programs. The funding required by this section shall not come
191 from or be deducted or drawn from network workers' earnings. On a
192 monthly basis network companies shall remit the required funds to be
193 used as follows: The remainder of the funding percentage shall be used
194 to fund portable benefit accounts for the network workers in the
195 bargaining units. The administration of portable benefit accounts and
196 related funds, including the choice of providers, shall be performed by
197 a single nonprofit entity serving all of the industry councils in the state
198 and established for that purpose. Each representative union on the
199 industry council shall also serve on the board of the nonprofit
200 established to administer benefits and shall exercise votes in proportion
201 to the amount of money sent to the nonprofit from the director of the
202 representative union's bargaining unit.

203 (f) One per cent of the funding percentage shall go to funding
204 community-based job readiness, skills training, paid internships and
205 programs, to be performed by a subcommittee of the industry council.

206 (g) Representative union network companies shall remit one per cent
207 of the funding percentage on a monthly basis to the representative
208 union. The unions shall use those allocated funds to provide
209 representation, training benefits and services for their members.

210 (h) Written affirmation that the director will not unilaterally prescribe
211 specific dates, times of day, or a minimum number of dispatches a
212 network worker shall accept or minimum number of hours during
213 which the network worker shall be logged into the network company's
214 online-enabled application, along with written affirmation that the
215 director will not require the network worker to accept any specific
216 service request as a condition of maintaining access to the director's
217 online-enabled application or platform, and written affirmation that the
218 director will not restrict the network worker from performing services
219 through other network companies, except during engaged time.

220 (i) A director representative with the appropriate authority shall meet
221 on not less than a quarterly basis with a representative group of network
222 workers to discuss any issues of concern to network workers including,
223 but not limited to, efficiency, safety, communication, best practices and
224 clarification of the director's policies. Such council meetings are not
225 bargaining sessions and there shall not be a mandatory duty to agree.

226 (j) As a condition of membership in the industry council, network
227 companies and representative unions shall agree to: (1) Publish social
228 equity policies aimed at eliminating racial bias in hiring, training,
229 promotion, services and resource allocation; including annually
230 publishing data identifying the percentage of the organization's
231 governing board, executives and employees that are people of color; (2)
232 prioritize the use of community financial institutions, minority financial
233 institutions and minority asset managers for administration of benefit
234 funds; (3) prioritize local news organizations, including community,
235 hyperlocal, in-language newspaper organizations in contracts or
236 subcontracts for the placement of all marketing and outreach
237 advertising services.

238 (k) Terms and conditions of work based on the recommendations
239 negotiated pursuant to this section and approved by the director shall
240 be of not more than four years' duration. Terms and conditions of work
241 shall include the rate of payment to network workers and may include
242 consideration of network workers' costs of taxes, expenses, wait time,

243 and other appropriate considerations such that the resulting rate of pay
244 for engaged time is not lower than any applicable state or local laws
245 governing the rate of pay of those network workers that are in effect on
246 the effective date of this section.

247 (l) Nothing in this section shall be construed to preclude network
248 companies from compensating network workers above the minimum
249 rates established through binding terms and conditions of work. Each
250 director shall retain exclusive rights to determine the products, product
251 features, proprietary software algorithms and other systems and
252 processes that enable compliance with this section and the other terms
253 and conditions of work included pursuant to this section.

254 (m) Portable benefits to be funded by the amounts required under
255 this section and offered through the nonprofit entity offered network
256 workers through binding terms and conditions of work shall include
257 both universal benefits that attach to each network worker regardless of
258 which director they contract with or how much they work and
259 individual benefit accounts, which may include benefits tied to amount
260 of work performed for one or more network companies.

261 (n) Universal benefits offered shall include workplace injury
262 protection in the form of occupational accident coverage or other
263 insurance coverage for network workers equal to benefits of such type
264 provided by existing workers compensation law.

265 (o) Individual benefit accounts for eligible workers, in which funds
266 may be deposited, may be used for specific purposes to be determined,
267 such as paid time off, retirement savings, health care premiums or other
268 benefits agreed to by the parties.

269 (p) Minimum health and safety standards shall be established,
270 including training requirements, protocols and procedures necessary to
271 provide safe and sanitary transportation services and a safe workplace
272 environment for network workers.

273 (q) A written affirmation of antidiscrimination rights shall be

274 provided to network workers. Such rights shall be no less restrictive
275 upon the director than the antidiscrimination laws of this state.

276 (r) Written affirmation of due process rights shall be provided to
277 network workers, including the right to representation, dispute
278 resolution and a deactivation appeals process which allows drivers to
279 expeditiously resolve complaints and disputes regarding their
280 suitability or eligibility to drive.

281 (s) (1) If the industry council members reach agreement on a set of
282 recommendations, they shall reduce such recommendations to writing
283 and submit them to a vote conducted by the representative unions of
284 the network workers of the industry council. In the case of the first
285 election of an industry council concerning recommended terms and
286 conditions of work, the election shall determine if a majority of the
287 voting active network workers in the industry council support the
288 recommended terms and conditions of work. If the voters reject the
289 recommendations, or if the director finds the recommendations
290 noncompliant, at the representative unions' request, the parties are
291 obliged to resume negotiating to reach an agreement that they believe
292 will address the director's concerns and the concerns of the voting
293 workers, and submit new collectively negotiated recommendations to
294 the members as set forth above. If the industry council members
295 negotiate to impasse and fail to reach agreement on a set of
296 recommendations within five months of being certified by the director
297 or within two months of the end of the previous director-approved
298 binding terms and conditions of work, either the network companies or
299 the representative union may submit their dispute to interest
300 arbitration. A majority of the director votes, measured in proportion to
301 the number of network workers it represents, relative to all workers
302 represented in the industry council shall be required to submit the
303 dispute to interest arbitration.

304 (2) In order for the representative unions to submit the dispute to
305 interest arbitration, the representative unions shall hold an election and
306 may only submit the dispute if a majority of the voters in the industry

307 council agree. The goal of interest arbitration shall be to create a new set
308 of recommendations to be presented to the director for approval. The
309 interest arbitrator shall be selected by mutual agreement of the network
310 companies and representative unions in the industry council. If the
311 network companies and representative unions in the industry council
312 cannot agree, then the arbitrator shall be determined as follows: (A)
313 From a list of seven arbitrators with experience in labor disputes or
314 interest arbitration designated by the American Arbitration Association,
315 the side requesting arbitration shall strike a name; (B) thereafter, the
316 other side shall strike a name; (C) the process shall continue until one
317 name remains, and that person shall be the arbitrator; (D) the cost of the
318 interest arbitration shall be divided between the parties proportionally,
319 as a proportion each bargaining unit generates of the surcharge in this
320 section; (E) the interest arbitrator shall propose the most fair and
321 reasonable set of recommendations concerning subjects specified in
322 terms and conditions promulgated by the director that furthers the
323 provision of safe, reliable, and economical services, the well-being of the
324 network workers, and the policy goals set forth in this article; and (F)
325 the term of any recommended terms and conditions of work proposed
326 by the interest arbitrator and approved by the director shall not exceed
327 two years. In proposing recommendations, the interest arbitrator shall
328 consider the following criteria: (i) Any stipulations of the parties; (ii) the
329 cost of expenses incurred by network workers, such as fuel, wear and
330 tear on equipment, and insurance; (iii) the safety and equipment
331 standards and rules applicable to other persons, whether employees or
332 independent contractors, employed doing similar work in this state and
333 its environs, as well as other comparable states; (iv) the director's
334 financial condition and need to ensure a reasonable return on
335 investment and profit; (v) any other factors that are normally or
336 traditionally taken into consideration in the determination of wages,
337 hours, safety and equipment standards, rules and conditions of work;
338 and (vi) the state's interest in promoting the provision of safe, reliable,
339 and economical services and otherwise advancing the public policy
340 goals set forth in this article.

341 (3) The arbitrator shall transmit the proposed recommendations to
342 the director with a written report that sets forth the basis for the
343 arbitrator's resolution of any disputed issues.

344 (4) Either party may challenge the proposed recommendations not
345 later than ten days after the interest arbitrator releases their
346 recommendations on the following grounds: (A) That the interest
347 arbitrator was biased, (B) that the interest arbitrator exceeded his or her
348 authority, or (C) that a provision of the proposed agreement is arbitrary
349 and capricious. In the event of such a challenge, the director will provide
350 notice to the parties, allow them the opportunity to be heard, and shall
351 make a determination as to whether any of the challenges asserted
352 should be sustained.

353 (5) During the term of any binding terms and conditions of work, the
354 parties may discuss additional terms and, if agreement on any
355 additional recommendations are reached, shall submit proposed
356 recommendations to a vote of the network workers of the industry
357 council conducted by the representative unions, and to the director,
358 which shall consider the proposed recommendations in accordance
359 with the procedures and standards set forth in section 4 of this act. No
360 proposed recommendations shall go into effect until the
361 recommendations have been approved by both the vote of the network
362 workers and the director.

363 (t) Not less than ninety days before the expiration of the term of any
364 binding terms and conditions of work, the parties shall meet to negotiate
365 a new set of recommendations.

366 Sec. 4. (NEW) (*Effective October 1, 2021*) (a) If the network workers in
367 an industry council approve a set of collectively negotiated
368 recommendations, or an interest arbitrator proposes recommendations
369 in accordance with sections 1 to 7, inclusive, of this act, the
370 recommendations shall be submitted to the director for review and
371 certification.

372 (b) The director shall review the recommendations to ensure that they

373 satisfy the minimum requirements and purposes set forth in section 3 of
374 this act and advance the public policy goals set forth in sections 1 to 7,
375 inclusive, of this act, including promotion of the well-being of the
376 network workers and the provision of safe, reliable and economical
377 services.

378 (c) In conducting a review, the record shall not be limited to the
379 submissions of the parties nor to the terms of the proposed
380 recommendations. The director shall have the right to gather and
381 consider any necessary evidence, including by conducting public
382 hearings and requesting additional information from the parties.
383 Following the review, the director shall notify the parties of the
384 determination in writing, and shall include in the notification a written
385 explanation of all conclusions. Absent good cause, the director shall
386 issue the determination of compliance not later than sixty days after the
387 receipt of collectively negotiated recommendations. If the director finds
388 the recommendations compliant, the recommendations shall be binding
389 on all network companies and network workers in the state. If the
390 director determines that the recommendations are not compliant, he or
391 she shall declare such and provide a statement of reasons why they have
392 rejected the recommendations, and, at the director's discretion, may
393 suggest ways the parties may remedy such noncompliance.

394 (d) During the term of any binding terms and conditions of work, the
395 director shall have an ongoing supervisory role to ensure that their
396 implementation satisfies the minimum requirements and purposes set
397 forth in section 3 of this act and advances the public policy goals set forth
398 in sections 1 to 7, inclusive, of this act, including promotion of the well-
399 being of the network workers and providing economical services. The
400 director shall have the authority to withdraw approval of the
401 recommendations if the director determines that the recommended
402 terms and conditions no longer adhere to the provisions of this section
403 or that they no longer promote the provision of safe, reliable, and
404 economical services and the public policy goals set forth in sections 1 to
405 7, inclusive, of this act. The director may withdraw approval only after
406 providing the parties with written notice of the proposed withdrawal of

407 approval, the grounds therefore, and an opportunity to be heard
408 regarding the proposed withdrawal. The director's withdrawal of
409 approval shall be effective only upon the issuance of a written
410 explanation of the reasons why the approved terms and conditions no
411 longer adhere to the provisions of sections 1 to 7, inclusive, of this act or
412 no longer further the provision of safe, reliable, and economical for-hire
413 transportation services or the public policy goals set forth in sections 1
414 to 7, inclusive, of this act. If the director withdraws approval of an
415 existing set of binding terms and conditions of work, the parties may
416 submit a new set of agreed-upon recommendations for consideration
417 not later than three months after such withdrawal of approval.

418 Sec. 5. (NEW) (*Effective October 1, 2021*) (a) A director or its agent,
419 designee, employee, or any person or group of persons acting directly
420 or indirectly in the interest of the director in relation to their network
421 workers shall not: (1) Refuse to negotiate in good faith with a
422 representative union to create an agreed upon set of recommended
423 terms and conditions of work in connection with the director or refuse
424 to reduce to writing and sign the negotiated recommendations; (2) fail
425 to provide the director with a system to directly contact all network
426 workers in the requested unit within thirty days of the request by a
427 union to the director; (3) dominate or interfere with the formation,
428 existence or administration of an organization representing, or seeking
429 to represent, their network workers; (4) interfere with, restrain, coerce,
430 discharge or otherwise discriminate against any network worker in the
431 exercise of the rights provided to the network worker by sections 1 to 7,
432 inclusive, of this act, or by any other provision of the laws of this state;
433 or (5) offer to provide money or anything of value to any network
434 worker with the intent of encouraging that network worker to exercise,
435 or to refrain from exercising, their rights under sections 1 to 7, inclusive,
436 of this act.

437 (b) The director shall have complete authority to enforce the
438 requirements of this section.

439 (c) An investigation by the director of alleged violations of the

440 provisions of this section shall include such investigatory techniques as
441 deemed necessary pursuant to conditions adopted by the director.

442 (d) If the director finds reasonable cause to believe an unfair labor
443 practice has been committed, they shall issue a notice stating that: (1)
444 The director found reasonable cause to believe a violation has been
445 committed and shall be remedied; (2) the person or entity allegedly in
446 violation of the section is entitled to a hearing before the director to
447 present evidence to the contrary; and (3) a daily penalty not to exceed
448 one hundred thousand dollars shall accrue for every day the violator
449 fails to cure the violation if the violation is uncontested or found
450 committed. The person or entity named on the notice of violation shall
451 file with the director a request for a hearing within ten calendar days
452 after the date of the notice of violation. If the person or entity named on
453 the notice of violation fails to timely request a hearing, the notice of
454 violation shall be final and the daily penalty not to exceed one hundred
455 thousand dollars shall accrue until the violation is cured.

456 Sec. 6. (NEW) (*Effective October 1, 2021*) Either party may obtain
457 judicial review in the superior court of the director's determination on a
458 set of recommendations or an unfair labor practice final determination
459 by filing a written petition requesting the order of the director be
460 modified or set aside within fourteen days from the date of the director's
461 determination. The director's final determination shall not be stayed
462 pending judicial review unless a stay is ordered by the court. If review
463 is not sought, the determination of the director shall be final and
464 conclusive.

465 Sec. 7. (NEW) (*Effective October 1, 2021*) If any part of sections 1 to 7,
466 inclusive, of this act, or the application thereof to any person or
467 circumstances, shall, for any reason, be adjudged by a court of
468 competent jurisdiction to be invalid, such judgment shall not affect,
469 impair, or invalidate the remainder of sections 1 to 7, inclusive, of this
470 act, and the application thereof to other persons or circumstances, but
471 shall be confined in its operation to part thereof directly involved in the
472 controversy in which such judgment shall have been rendered and to

473 the person or circumstances involved.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2021</i>	New section
Sec. 2	<i>October 1, 2021</i>	New section
Sec. 3	<i>October 1, 2021</i>	New section
Sec. 4	<i>October 1, 2021</i>	New section
Sec. 5	<i>October 1, 2021</i>	New section
Sec. 6	<i>October 1, 2021</i>	New section
Sec. 7	<i>October 1, 2021</i>	New section

Statement of Purpose:

To allow for and protect the ability of transportation network company drivers and transportation network companies to negotiate terms that best meet the needs of the parties.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]