



General Assembly

**Substitute Bill No. 1180**

January Session, 2023



**AN ACT CONCERNING RIDESHARE AND DELIVERY DRIVER  
MINIMUM STANDARDS.**

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

1 Section 1. (NEW) (*Effective July 1, 2023*) As used in this section and  
2 sections 2 to 5, inclusive, of this act:

3 (1) "Transportation network company" has the same meaning as  
4 provided in section 13b-116 of the general statutes;

5 (2) "Transportation network company driver" has the same meaning  
6 as provided in section 13b-116 of the general statutes;

7 (3) "Prearranged ride" has the same meaning as provided in section  
8 13b-116 of the general statutes;

9 (4) "Passenger" means an individual or individuals who use a digital  
10 network to connect with a transportation network company driver to  
11 receive a prearranged ride between points chosen by the individual or  
12 individuals;

13 (5) "Third-party delivery company" means a company, corporation,  
14 partnership, trust, association, sole proprietorship or similar  
15 organization that operates in this state and uses a digital network to  
16 offer or arrange the sale and delivery of groceries, food, beverages,

17 commercial goods or other items prepared by another entity and the  
18 delivery or pickup of food and beverages from not fewer than ten  
19 separately owned and operated food service establishments;

20 (6) "Third-party delivery company driver" means an individual who  
21 is not an employee of a third-party delivery company but uses the  
22 digital network of a third-party delivery company to provide  
23 prearranged deliveries of groceries, food, beverages, commercial goods  
24 or other items;

25 (7) "Digital network" has the same meaning as provided in section  
26 13b-116 of the general statutes;

27 (8) "Network company" means a transportation network company  
28 or a third-party delivery company. "Network company" does not  
29 include a business entity that maintains a digital network where either  
30 (A) less than seven and one-half per cent of the services provided on  
31 such digital network are rideshare services, or (B) less than ten  
32 thousand service requests fulfilled on such digital network are for  
33 rideshare services;

34 (9) "Network worker" means an individual who (A) is a  
35 transportation network company worker or a third-party delivery  
36 company worker, and (B) provides services for such transportation  
37 network company or third-party delivery company through a digital  
38 network;

39 (10) "Trip" means a transportation service where a network worker  
40 either (A) picks up a passenger at a location set up by such passenger  
41 and delivers such passenger to a different location requested by such  
42 passenger, or (B) picks up items selected by a user of a digital network  
43 from a business or private residence and delivers such items to another  
44 location requested by such user;

45 (11) "Passenger transport time" means the period of time during  
46 which a driver is actively transporting a passenger in the  
47 transportation network company vehicle;

48 (12) "Delivery transit time" means the period of time between the  
49 (A) network worker's acceptance of a delivery trip on the digital  
50 network, and (B) delivery of items to the user's requested location;

51 (13) "Dispatch time" means the period of time a driver spends  
52 traveling from a dispatch location to a pick-up location, but does not  
53 include any time when a passenger cancels a trip or the transportation  
54 network driver begins a trip or service through the digital platform,  
55 and for shared rides;

56 (14) "Dispatch platform time" means the period a driver spends  
57 traveling from the first dispatch location to the first passenger or item  
58 pick-up location;

59 (15) "Active solicitation time" means the period of time a network  
60 worker spends logged in to the digital platform, if a network company  
61 engage in the practice of logging workers out of the digital platform,  
62 immediately upon the completion of a trip. "Active solicitation time"  
63 includes the period of time a network worker spends returning to a  
64 location where such worker may solicit another trip or delivery;

65 (16) "Multi-apping" means the act by a network worker where such  
66 worker logs in to multiple digital networks in order to solicit trips or  
67 deliveries from multiple network companies;

68 (17) "Return time" means the period of time when a network worker  
69 is returning to the state after a passenger or delivery drop-off in a  
70 neighboring state without a passenger or delivery; and

71 (18) "User" means an individual or individuals who use a digital  
72 network to connect with a third-party delivery company driver to  
73 receive a prearranged delivery of groceries, food, beverages,  
74 commercial goods or other items between points chosen by the  
75 individual or individuals.

76 Sec. 2. (NEW) (*Effective July 1, 2023*) (a) On and after July 1, 2023, a  
77 network worker shall receive a minimum per-trip compensation

78 equivalent to the greater of (1) eighty-five per cent of each fare charged  
79 to the passenger, provided any taxes, fees or surcharges imposed on  
80 trips and any tips paid to a network worker by a passenger or user  
81 shall not be included in the calculation of such compensation; or (2) the  
82 minimum pay provided in subsection (b) of this section.

83 (b) Except as otherwise provided in subsection (a) of this section,  
84 network companies shall compensate network workers in accordance  
85 with the following minimum pay: (1) For transportation network  
86 company drivers, the sum of (A) a minimum of one dollar and thirty  
87 cents per mile traveled by such driver during dispatch time and  
88 passenger transport time, and (B) a minimum of sixty cents per minute  
89 worked by such driver during dispatch time and passenger transport  
90 time; and (2) for third-party delivery service drivers, the sum of (A) a  
91 minimum of one dollar and thirty cents per mile traveled by such  
92 driver during dispatch time and until project completion time, and (B)  
93 a minimum of sixty cents per minute worked by such driver during  
94 dispatch time and until project completion time. Minimum pay  
95 established in this section shall also be provided to network workers  
96 for miles traveled and minutes worked during return time. For  
97 purposes of this subsection, return time shall end upon the arrival of  
98 the network worker in the state, or once a reasonable amount of time  
99 for the network worker to return to the state has elapsed.

100 (c) Not later than September 30, 2023, and annually thereafter, the  
101 Labor Commissioner shall examine the adequacy and need for  
102 revisions to the network worker minimum pay established in  
103 subsection (b) of this section. In conducting such examination, the  
104 commissioner shall take into account the (1) rate of inflation, (2)  
105 current consumer price index for urban wage earners and clerical  
106 workers, (3) current price per gallon for gas, and (4) current price for  
107 the charging of electric motor vehicles. The commissioner shall submit  
108 an annual report of the results of such examination and any  
109 recommendations for legislation, in accordance with the provisions of  
110 section 11-4a of the general statutes, to the joint standing committee of

111 the General Assembly having cognizance of matters relating to labor  
112 and public employees.

113       Sec. 3. (NEW) (*Effective July 1, 2023*) (a) When a passenger or user  
114 cancels a trip, a network company shall compensate a network worker  
115 for any milage, fees, tolls and time incurred by such network worker  
116 from the acceptance of a trip until cancellation of such trip.

117       (b) A network company shall compensate a network worker for (1)  
118 any fees or costs incurred by a network worker for general wear and  
119 tear, any damage from passengers and cleaning fees for such network  
120 worker's motor vehicle, and (2) fees and tolls incurred by such network  
121 worker while traveling between states.

122       (c) (1) A network worker shall receive mileage reimbursement at a  
123 rate to be established by the Labor Commissioner.

124       (2) On and after July 1, 2023, and until the Labor Commissioner  
125 establishes reimbursement rates pursuant to subdivision (1) of this  
126 subsection, the mileage reimbursement standard for such network  
127 workers shall be (A) for a network worker's active solicitation time, the  
128 standard mileage rate established by the Internal Revenue Service, and  
129 (B) for all miles driven by a network worker during passenger  
130 transport time or delivery transport time, one hundred fifty per cent of  
131 such standard mileage rate.

132       Sec. 4. (NEW) (*Effective July 1, 2023*) (a) Upon the conclusion of each  
133 trip, each network company shall transmit an initial receipt and a  
134 finalized receipt to the network worker for such trip or portion of such  
135 trip. An initial receipt, containing an estimate of the information  
136 required pursuant to subdivisions (1) to (9), inclusive, of this  
137 subsection, shall be transmitted to a network worker not later than five  
138 minutes after completion of such trip. A receipt containing the  
139 finalized payment calculations of such information shall be  
140 transmitted to a network worker not later than twenty-four hours after  
141 completion of such trip. Such electronic receipts shall include, but need

142 not be limited to, the following information: (1) The total amount of  
143 passenger platform time, (2) the total mileage driven during such  
144 platform time, (3) the total mileage driven during passenger or  
145 delivery pick-up time, (4) the fare charged to the passenger or user, (5)  
146 the rate of pay, including, but not limited to, the rate per minute, rate  
147 per mile, percentage of passenger fare and any applicable price  
148 multiplier or variable pricing policy in effect for the trip, (6) tip  
149 compensation, (7) gross payment, (8) net payment after deductions,  
150 fees, tolls, surcharges, lease fees or other charges, and (9) itemized  
151 deductions or fees, including any tolls, surcharges, commissions, lease  
152 fees and other charges.

153 (b) Each network company shall maintain a digital copy of each  
154 initial receipt and finalized receipt and make such receipts available  
155 for download to the network worker to whom such receipts were  
156 transmitted, for a period of three years thereafter.

157 (c) A network company shall provide each network worker with a  
158 weekly summary of the trips such network worker made during the  
159 previous week. Such weekly summary shall contain the following  
160 information: (1) The network worker's total passenger or user platform  
161 time, (2) the total mileage driven by the network worker during  
162 passenger or user platform time, (3) the total amount of passenger or  
163 delivery fares, (4) the network worker's total tip compensation, (5) the  
164 network worker's gross compensation itemized by (A) rate per minute,  
165 including the average rate across all trips, (B) rate per mile, including  
166 the average rate across all trips, and (C) any other method used to  
167 calculate pay, including, but not limited to, base pay, percentage of  
168 passenger fare, or any applicable price multiplier or variable pricing  
169 policy in effect for the trip, (6) the network worker's net payment after  
170 deductions, fees, tolls, surcharges, lease fees or other charges, and (7)  
171 the itemized deductions or fees from the network worker's payment,  
172 including all tolls, surcharges, commissions, lease fees and other  
173 charges.

174 Sec. 5. (NEW) (*Effective July 1, 2023*) Each network company shall,

175 not later than five minutes after a trip's completion for an initial  
176 electronic receipt and not later than twenty-four hours of a trip's  
177 completion for a finalized electronic receipt, transmit to the passenger  
178 or user receipts that list the following on behalf of the driver: (1) The  
179 date and time of the trip, (2) the passenger or delivery pick-up and  
180 passenger or delivery drop-off locations for the trip, (3) the total  
181 duration and distance of the trip, (4) the driver's first name, (5) the  
182 total fare paid, itemizing all charges and fees, and (6) the compensation  
183 paid to the driver, including all relevant factors contributing to  
184 compensation.

185       Sec. 6. (NEW) (*Effective July 1, 2023*) (a) Any network worker  
186 aggrieved by a violation of section 2 or 3 of this act may bring a civil  
187 action in the Superior Court to recover damages, civil penalties and  
188 such equitable and injunctive relief as the court deems appropriate.  
189 Any individual who prevails in such civil action may be awarded  
190 attorney's fees and costs to be taxed by the court.

191       (b) A network company that knowingly violates any provision of  
192 section 2 or 3 of this act shall be liable to the affected network worker  
193 in the amount of one hundred dollars per violation.

194       Sec. 7. (NEW) (*Effective July 1, 2023*) The Labor Commissioner may  
195 adopt regulations in accordance with chapter 54 of the general statutes  
196 to implement the provisions of sections 1 to 6, inclusive, and sections 8  
197 and 9 of this act.

198       Sec. 8. (NEW) (*Effective July 1, 2023*) (a) Not later than January 1,  
199 2024, and annually thereafter, each network company shall register  
200 with the Labor Department, in a form and manner prescribed by the  
201 Labor Commissioner. Such registration shall include, (1) the network  
202 company's name, business address and telephone number, (2) if the  
203 network company is registered in another state, the name, address and  
204 telephone number of the company's agent for service of process in this  
205 state, (3) the name, address and telephone number of a person at the  
206 network company who will serve as the main contact for the Labor

207 Commissioner, (4) information sufficient to demonstrate that the  
208 network company is in compliance with the provisions of this section  
209 and sections 2 and 3 of this act, and any regulations adopted pursuant  
210 to section 7 of this act, and (5) trip and revenue data described in  
211 subsection (b) of this section.

212 (b) Each network company shall submit trip and revenue data as  
213 part of its annual registration that includes:

214 (1) For each trip dispatch by the network company, (A) the motor  
215 vehicle license plate number used by a network worker to complete  
216 such trip, (B) the date, time and location in which either the passenger  
217 or the delivery was picked up by a network worker, and the date, time  
218 and location in which such passenger or delivery was subsequently  
219 dropped off by such network worker, (C) the total number of  
220 passengers or deliveries picked up by a network worker from the  
221 location described in subparagraph (B) of this subdivision, (D) the total  
222 mileage driven by the network worker during such trip, (E) the date  
223 and time such trip was requested by a passenger or user, (F) the total  
224 number of stops and deliveries made during such trip, and (G) an  
225 itemized fare for such trip including, (i) the amount of the fare, (ii) any  
226 toll, surcharge, commission rate or other deduction, (iii) any tip, and  
227 (iv) a breakdown of the amount the passenger or user paid for the trip;

228 (2) The total payment, or hourly paid rate, each network worker  
229 received for each trip that such network worker completed;

230 (3) The total amount of time each network worker's motor vehicle is  
231 connected to the digital network each day; and

232 (4) The amount of time spent by each network worker transporting  
233 passengers or deliveries, as well as the time spent each day by such  
234 network worker traveling to such passengers or deliveries and time  
235 spent by each network worker between trips but not traveling to pick  
236 up a passenger or delivery.

237 (c) Each network company shall submit a nonrefundable



238 registration fee with its registration in an amount, to be determined by  
 239 the Labor Commissioner, that is sufficient to cover all costs incurred by  
 240 the Labor Department in carrying out the requirements of this section.

241 (d) If a network company needs to amend any information  
 242 contained in its registration that is incorrect or needs to be changed,  
 243 such network company shall amend its registration by submitting an  
 244 amendment to the department, in a form and manner prescribed by  
 245 the Labor Commissioner, not later than thirty days after such network  
 246 company discovers or reasonably should have known of such change.

247 (e) Any personally and identifiable information or data included in  
 248 a network company's registration pursuant to subsection (a) of this  
 249 section shall not be subject to disclosure under section 1-210 of the  
 250 general statutes, except the Labor Commissioner shall make redacted  
 251 versions of such data available on the Labor Department's Internet  
 252 web site for analysis by the public.

253 Sec. 9. (NEW) (*Effective July 1, 2023*) Not later than January 1, 2024,  
 254 the Commissioner of Transportation shall communicate with the chief  
 255 transportation official of New York, Massachusetts, Rhode Island and  
 256 New Jersey to establish a reciprocity agreement for the purposes of  
 257 allowing Connecticut network workers to pick up passengers in such  
 258 other states and to allow network workers of such other states to pick  
 259 up passengers in Connecticut.

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|---|---------------------|-------------|
| This act shall take effect as follows and shall amend the following sections: |                     |             |
| Section 1   | <i>July 1, 2023</i> | New section |
| Sec. 2  | <i>July 1, 2023</i> | New section |
| Sec. 3  | <i>July 1, 2023</i> | New section |
| Sec. 4  | <i>July 1, 2023</i> | New section |
| Sec. 5  | <i>July 1, 2023</i> | New section |
| Sec. 6  | <i>July 1, 2023</i> | New section |
| Sec. 7  | <i>July 1, 2023</i> | New section |
| Sec. 8  | <i>July 1, 2023</i> | New section |

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| Sec. 9 | July 1, 2023 | New section |
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**Statement of Legislative Commissioners:**

Section 1 was rewritten for consistency with standard drafting conventions, in Section 2(a) "said per cent" was replaced with "such compensation" for clarity; in Section 2(b) "Network" was replaced with "Except as otherwise provided in subsection (a) of this section, network" for consistency with standard drafting conventions, and "drivers" was changed to "workers" for internal consistency; in Section 2(c) "adjustment" was replaced with "revisions" for consistency with standard drafting conventions, and "a" was replaced with "an annual" for clarity; in Section 3(c)(2) "drivers" was changed to "workers", "driver's" was changed to "worker's", and "driver" was changed to "worker" for internal consistency; Section 4(a) was rewritten for clarity; in Section 4(c) "notice" was replaced with "weekly summary" for internal consistency; in Section 4(c)(1) "or user" was added after "passenger" for consistency with other sections; Section 4(c)(7) "driver's" was changed to "network worker's" for internal consistency; in Section 5 "within" was replaced with "not later than" for consistency with standard drafting conventions; in Section 8(b) "with the" was replaced with "as part of its" for consistency with standard drafting conventions; and in Section 9 "drivers" was changed to "workers" for internal consistency.

**LAB**      *Joint Favorable Subst.*