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**NOTICE OF PROPOSED REGULATIONS FOR THE  
DEPARTMENT OF LABOR RELATIONS**

Pursuant to the provisions of M.G.L. c. 30A, § 2, notice is hereby given of the following proposed action:

**REGULATIONS**

These regulations support the administration of Ballot Question 3, enacted as General Law Chapter 150F. Chapter 150F allows app-based rideshare drivers the opportunity to organize and collectively bargain. The Department of Labor Relations, through the Commonwealth Employment Relations Board, is responsible for administration of the process.

Promulgation of proposed draft regulations:

456 CMR 24.00: Administration of the Transportation Network Driver Labor Relations Law, G.L. c 150F

Copies of the proposed regulation are available at [www.mass.gov/orgs/department-of-labor-relations](http://www.mass.gov/orgs/department-of-labor-relations). The Department of Labor Relations will be accepting public comments with regard to the proposed regulations and will hold a related public hearing to gather public input on Thursday, June 5, 2025, at 2:00 p.m. in Conference Rooms 2 and 3 on the 21st Floor of 1 Ashburton Place, Boston, Massachusetts 02133. The deadline to submit public comments is June 9, 2025, at 5:00 p.m. Please submit any comments to [efiledlr@mass.gov](mailto:efiledlr@mass.gov) or 617.626.7132.

**Small Business Impact Statement**  
(As required by M.G.L. c. 30A §§ 2, 3 & 5)

**CMR No: 456 CMR 24.00**

**Estimate of the Number of Small Businesses Impacted by the Regulation: 0**

**Select Yes or No and Briefly Explain**

|     |         |  |
|-----|---------|--|
| Yes | No<br>X | Will small businesses have to create, file, or issue additional reports?<br><b>No. The proposed emergency regulations only impact transportation network companies that have joined together or that as individuals have at least 80% of the market share of rides in Massachusetts. This is companies like Uber and Lyft, which are not small businesses.</b>   |
| Yes | No<br>X | Will small businesses have to implement additional recordkeeping procedures?<br><b>No. The proposed emergency regulations do not affect small businesses. See Q1.</b>  |
| Yes | No<br>X | Will small businesses have to provide additional administrative oversight?<br><b>No. The proposed emergency regulations do not affect small businesses. See Q1.</b>  |
| Yes | No<br>X | Will small businesses have to hire additional employees in order to comply with the proposed regulation?<br><b>No. The proposed emergency regulations do not affect small businesses. See Q1.</b>  |
| Yes | No<br>X | Does compliance with the regulation require small businesses to hire other professionals (e.g. a lawyer, accountant, engineer, etc.)?<br><b>No. The proposed emergency regulations do not affect small businesses. See Q1.</b>   |
| Yes | No<br>X | Does the regulation require small businesses to purchase a product or make any other capital investments in order to comply with the regulation?<br><b>No. The proposed regulations do not affect small businesses. See Q1.</b>  |
| Yes | No<br>X | Are performance standards more appropriate than design/operational standards to accomplish the regulatory objective? (Performance standards express requirements in terms of outcomes, giving the regulated party flexibility to achieve regulatory objectives and design/operational standards specify exactly what actions regulated parties must take.)<br><b>No. These draft emergency regulations specify a process through which the statutory objectives can be accomplished.</b> |
| Yes | No<br>X | Do any other regulations duplicate or conflict with the proposed regulation?<br><b>No. These proposed emergency regulations are designed to complement newly enacted legislation following ballot Q3.</b>  |
| Yes | No<br>X | Does the regulation require small businesses to cooperate with audits, inspections or other regulatory enforcement activities?<br><b>No. The proposed emergency regulations do not affect small businesses.</b>  |
| Yes | No<br>X | Does the regulation require small businesses to provide educational services to keep up to date with regulatory requirements?<br><b>No. The proposed emergency regulations do not affect small businesses.</b>   |
| Yes | No<br>X | Is the regulation likely to <i>deter</i> the formation of small businesses in Massachusetts?   |

|       |         |   |
|-------|---------|---|
|       |         | <b>As the proposed emergency regulation does not impact small businesses, the regulation should have no effect or a neutral effect on the formation of small businesses.</b>  |
| Yes   | No<br>X | Is the regulation likely to <i>encourage</i> the formation of small businesses in Massachusetts?<br>N/A   |
| Yes   | No      | <b>Does the emergency regulation provide for less stringent compliance or reporting requirements for small businesses in Massachusetts?</b>   |
|       | X       | N/A   |
| Yes ; | No<br>X | Does the regulation establish less stringent schedules or deadlines for compliance or reporting requirements for small businesses?<br><b>No. The proposed emergency regulations do not affect small businesses.</b>             |
| Yes   | No<br>X | Did the agency consolidate or simplify compliance or reporting requirements for small businesses?<br><b>N/A (This proposed emergency regulation does not impact small business)</b>   |
| Yes   | No<br>X | Can performance standards for small businesses replace design or operational standards without hindering delivery of the regulatory objective?<br><b>N/A This proposed emergency regulation does not impact small business)</b> |
| Yes   | No<br>X | Are there alternative regulatory methods that would minimize the adverse impact on small businesses?<br><b>No. The proposed changes do not affect small businesses.</b>   |