

**STATEMENT OF BASIS AND PURPOSE
FOR
WAGE AND HOUR DIRECT INVESTIGATION RULES
7 C.C.R. 1103-8**

BASIS: C.R.S. §§ 8-1-103(3), 8-1-107(2), 8-1-111, 8-1-116, 8-1-117, 8-4-111(1)(a), and 8-6-107 provide the Director of the Division of Labor Standards and Statistics with the authority to adopt rules and regulations regarding investigations of employers for potential violations of Colorado wage and hour law.

PURPOSE: The purpose of these Wage and Hour Direct Investigation Rules is to implement the Division of Labor Standards and Statistics's authority to conduct direct investigations of potential violations of Colorado wage and hour law.

Pursuant to C.R.S. § 24-4-103(4)(b), the Director finds that: 1) there is a demonstrated need for the rules; 2) the proper statutory authority exists for the rules; 3) to the extent practicable, the rules are clearly stated so that their meaning will be understood by any party required to comply with the rules; 4) the rules do not conflict with other provisions of law; and 5) the duplicating or overlapping of the rules is explained by the agency proposing the rules.