

**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.

**COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT
DIVISION OF LABOR STANDARDS AND STATISTICS**

**NOTICE OF PUBLIC HEARING CONCERNING
Wage and Hour Direct Investigations Rules**

Notice is hereby given of a public hearing to afford all interested persons an opportunity to be heard prior to the adoption of the Wage and Hour Direct Investigations Rules under the authority granted to the Division of Labor Standards and Statistics in 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.

Date and Time of Hearing: **Monday, December 17, 2018, at 1:00 p.m.**

Place of Hearing: **Colorado Division of Labor Standards and Statistics
633 17th Street, 6th Floor
Denver, CO 80202**

This hearing will be held in accordance with the Colorado Administrative Procedure Act, C.R.S. § 24-4-101, et seq. (2018), to receive any testimony, written data, views, or arguments that interested parties may wish to submit regarding the proposed rules.

Wage and Hour Direct Investigations Rules:

It is proposed that the Wage and Hour Direct Investigation Rules be adopted in order to implement the Division of Labor Standards and Statistics's authority to conduct direct investigations of potential violations of Colorado wage and hour law. These rules are promulgated pursuant to the division's authority in 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.

Copies of the proposed sets of rules shall be available at least five days before the hearing at www.coloradolaborlaw.gov or:

Colorado Division of Labor Standards and Statistics
633 17th Street, Suite 600
Denver, Colorado 80202

To ensure sufficient time for consideration prior to adopting final rules, comments must be provided to the Division by 5:00 pm, Thursday, December 20, 2018. Comments will be accepted at any time prior to the hearing.

Comments may be delivered by mail, faxed to 303-318-8400, or emailed to michael.primo@state.co.us

Comment Deadline: by 5:00 pm, Thursday, December 20, 2018