

26105167D

1 **HOUSE BILL NO. 1003**

2 Offered January 14, 2026

3 Prefiled January 14, 2026

4 *A BILL to amend the Code of Virginia by adding in Article 15 of Chapter 20 of Title 46.2 a section numbered*  
5 *46.2-2099.54, relating to transportation network companies; minimum compensation; civil penalty.*

6 Patron—Tran

7 Committee Referral Pending

8 **Be it enacted by the General Assembly of Virginia:**9 **1. That the Code of Virginia is amended by adding in Article 15 of Chapter 20 of Title 46.2 a section**  
10 **numbered 46.2-2099.54 as follows:**11 **§ 46.2-2099.54. Minimum compensation.**12 A. Any transportation network company operating in the Commonwealth shall establish and comply with  
13 a rate card that applies to all TNC partners associated with such transportation network company. Such rate  
14 card shall require the minimum compensation of a TNC partner and shall be paid in a per mile, per minute  
15 format as follows:

16 1. A minimum compensation of \$6 for any transportation of a passenger by a TNC partner;

17 2. A base fare of \$2 and an additional \$1.50 per mile and 50 cents (\$0.50) per minute, which shall apply  
18 (i) from when the TNC driver accepted the trip until the completion of such trip and (ii) whenever the TNC  
19 partner is required to be logged into the digital platform related to the arranged transportation of an  
20 identified passenger by the TNC partner;21 3. A minimum compensation of \$5 for any trip request (i) cancelled by a prospective passenger or (ii) for  
22 which the passenger is not present at the pickup location within five minutes of being notified that the TNC  
23 partner is present at the pickup location and such trip is cancelled by the TNC partner.24 B. The Department shall adjust the minimum required compensation amounts and fares prescribed in  
25 subsection A annually by the Consumer Price Index.26 C. Any gratuities received by a TNC partner from a passenger are the property of the TNC partner, are  
27 not considered part of the fare, and shall not be included as part of the minimum compensation required  
28 pursuant to this section or any other compensation algorithm used by the transportation network company.  
29 TNC partners are authorized to accept gratuity in cash or electronically. No transportation network company  
30 shall limit the amount that can be paid as a gratuity from a passenger to the TNC partner through the  
31 transportation network company's digital platform.32 D. If a transportation network company bans or deactivates a TNC partner from its platform, such  
33 transportation network company shall deposit any funds remaining in such TNC partner's account in the  
34 bank account associated with such TNC partner or send such funds by check mailed to the last known  
35 address of such TNC partner within 10 days of such ban or deactivation.36 E. The Department shall establish a process for TNC partners and former TNC partners to report  
37 violations of the provisions of this section. The Department shall investigate any such claims and take any  
38 enforcement actions deemed appropriate by the Commissioner, including (i) ordering fines or restitution  
39 payable to the TNC partner, (ii) assessing civil penalties to the transportation network company for  
40 violations, and (iii) revoking or suspending such transportation network company's certificate of fitness  
41 issued by the Department.42 F. In addition to the remedies established pursuant to subsection E, any person who suffers loss by reason  
43 of a violation of any provision of this chapter may bring a civil action to enforce such provision.

INTRODUCED

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