



New England Police Benevolent Association
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President

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Executive Director

April 18, 2024

To: Chairman Thomas Stevens and Members of the House Committee on General and Housing

Re: PR.3, Declaration of Rights; right to collectively bargain

Honorable Members of the House Committee on General and Housing,

As the Vermont State Representative of the New England Police Benevolent Association, I am honored to provide testimony on Proposition 3, which seeks to amend the Vermont Constitution to afford both private and public sector employees constitutionally protected collective bargaining rights.

Collective bargaining is the cornerstone of fair labor practices, ensuring workers have a voice in their workplace conditions, wages, and benefits. By constitutionally safeguarding these rights, Vermont can affirm its commitment to the fundamental principles of democracy, equality, and justice in the workplace.

For law enforcement officers and public safety personnel, collective bargaining rights are crucial for fostering a positive working environment, enhancing public safety, and maintaining the high standards of professionalism expected by our communities. These rights empower law enforcement professionals to negotiate fair compensation, safe working conditions, and adequate resources to fulfill their duties effectively.

Furthermore, extending collective bargaining protections to all sectors of the workforce strengthens Vermont's economy by promoting stability, productivity, and shared prosperity. When workers have a seat at the table to negotiate their conditions of employment, it not only benefits them individually but also contributes to the overall economic well-being of our state.

The New England Police Benevolent Association, fully supports Proposition 3 and urge the esteemed members of this committee to endorse this critical amendment to the Vermont Constitution. Collectively we can uphold the values of fairness, dignity, and respect for all workers, ensuring Vermont remains an opportunity for generations to come.

Respectfully Submitted,

Christopher R. Hoar
Vermont State Representative
New England Police Benevolent Association

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