

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to
3 which was referred proposed amendment to the Constitution of the State of
4 Vermont Proposal 3 entitled “Declaration of Rights; right to collectively
5 bargain” respectfully reports that it has considered the same and recommends
6 that the proposal be amended by striking out the proposal in its entirety and
7 inserting in lieu thereof the following:

8 PROPOSAL 3

9 Sec. 1. PURPOSE

10 This proposal would amend the Constitution of the State of Vermont to
11 provide that the citizens of the State have a right to collectively bargain.

12 Sec. 2. Article 23 of Chapter I of the Vermont Constitution is added to read:

13 Article 23. [Right to collectively bargain]

14 That employees have a right to organize or join a labor organization for the
15 purpose of collectively bargaining with their employer through an exclusive
16 representative of their choosing for the purpose of negotiating wages, hours,
17 and working conditions and to protect their economic welfare and safety in the
18 workplace. Therefore, no law shall be adopted that interferes with, negates, or
19 diminishes the right of employees to collectively bargain with respect to
20 wages, hours, and other terms and conditions of employment and workplace
21 safety, or that prohibits the application or execution of an agreement between

1 an employer and a labor organization representing the employer’s employees
2 that requires membership in the labor organization as a condition of
3 employment.

4 Sec. 3. EFFECTIVE DATE

5 The amendment set forth in this proposal shall become a part of the
6 Constitution of the State of Vermont on the first Tuesday after the first
7 Monday of November 2026 when ratified and adopted by the people of this
8 State in accordance with the provisions of 17 V.S.A. chapter 32.

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14 (Committee vote: _____)

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Senator _____

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FOR THE COMMITTEE