



## Office of Mayor Emma Mulvaney-Stanak

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**To:** House Committee on General & Housing  
**From:** Mayor Emma Mulvaney-Stanak  
**Date:** April 21, 2025  
**Re:** **Testimony in Support of Proposition Three**

Dear Honorable Committee Members:

I am grateful for the opportunity to testify in support of Proposition Three.

This amendment would enshrine in our State Constitution the rights of workers to organize and collectively bargain, and would prevent any future legislative action to rollback the hard-won protections that workers currently enjoy.

The City of Burlington is a union town. We have over 20 different unions representing municipal workers, our higher education institutions, public schools, hospital, designated agency, transit system, and more. These unions represent easily thousands of Vermonters. Recently we saw at least four new unions form in the last three years representing workers for the first time and granting workers the legal ability to have a say in their wages, benefits, and working conditions. This has been an important part of our City's economic well-being because union representation strengthens the working and middle class, reduces income inequality, and protects workers from unfair labor practices.

When workers have a seat at the table, employers also thrive through improved job satisfaction, lower turnover rates, and enhanced productivity. We enjoy the benefits of this as a large employer where the majority of our 700 employees are represented by unions. Furthermore, history has shown that unionization fosters justice and equity, ensuring that marginalized workers—particularly women and people of color—have equal opportunities for fair compensation.

By embedding workers' ability to organize in the State Constitution, Vermont will guarantee that workers can advocate for themselves without fear of retaliation or legal loopholes that undermine their democratic voice in their workplace. Enshrining collective bargaining rights is not just an economic issue—it is a matter of fundamental fairness and dignity for all workers. Please support Proposition Three. Thank you.