

1 PROPOSED AMENDMENT TO THE CONSTITUTION
2 OF THE STATE OF VERMONT

3 Subject: Declaration of Rights; right to collectively bargain

4 PROPOSAL 3

5 Sec. 1. PURPOSE

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

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

9 Article 23. [Right to collectively bargain]

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

1 Sec. 3. EFFECTIVE DATE

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