



STATE OF VERMONT
GENERAL ASSEMBLY

Pursuant to Chapter II, § 72 of the Vermont Constitution, the 2025-2026 General Assembly concurred in two proposed amendments to the Constitution of the State of Vermont, and therefore these two proposed constitutional amendments will be submitted to the voters of the State for final approval at the 2026 General Election. The proposed amendments are described as follows:

[Proposal 3](#) would amend the Vermont Constitution to provide that the citizens of the State have a right to collectively bargain.

Article 23 of Chapter I of the Vermont Constitution would be added to read:

Article 23. [Right to collectively bargain]

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

[Proposal 4](#) would amend the Vermont Constitution to specify that the government must not deny equal treatment under the law on account of a person's race, ethnicity, sex, religion, disability, sexual orientation, gender identity, gender expression, or national origin.

Article 23 of Chapter I of the Vermont Constitution would be added to read:

Article 23. [Equality of rights]

That the people are guaranteed equal protection under the law. The State shall not deny equal treatment under the law on account of a person's race, ethnicity, sex, religion, disability, sexual orientation, gender identity, gender expression, or national origin. Nothing in this Article shall be interpreted or

applied to prevent the adoption or implementation of measures intended to provide equality of treatment and opportunity for members of groups that have historically been subject to discrimination.