# WHAT YOU SHOULD KNOW BEFORE VOTING ON PROPOSAL 3

RIGHT FOR VERMONT FOUNDATION

## PROP 3 MEANS LESS CHOICE AND MORE COSTS

**LESS CHOICE FOR WORKERS.**
Prop 3 gives union leadership more protection while limiting choices for individual workers. By permanently banning right-to-work laws, Prop 3 prevents workers' from gaining the freedom to choose whether to join or fund a union.

**LESS FLEXIBILITY FOR TAXPAYERS.**
Prop 3 hands unions control over public employees' pay and benefits, with no way for lawmakers to rein in costs to protect taxpayers.

**LESS CERTAINTY FOR EMPLOYERS.**
Prop 3's broad language may conflict with existing labor law, meaning expensive litigation, uncertainty for employers, and added costs for taxpayers.

## PROP 3 WOULD PERMANENTLY BAN RIGHT-TO-WORK LAWS IN VERMONT

Right-to-Work states are associated with:

- higher population growth
- lower unemployment
- lower poverty
- higher upward economic mobility

## WHERE DOES PROP 3 LEAVE VOTERS?

Union leaders could demand bargaining over almost anything, and lock those terms into contracts that the Legislature can never change. If union contracts end up superseding state law, unions would wield more power than the Legislature itself. That leaves voters without a voice, no matter who they elect, or how expensive things get.

## PROPOSAL 3 AS IT WILL APPEAR ON THE BALLOT:

*"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."*

**WANT TO LEARN MORE? SCAN THE QR CODES!**

R4VF ON PROP 3:

NFIB ON PROP 3: