

PROPOSAL 12-2

**A PROPOSAL TO AMEND THE STATE CONSTITUTION
REGARDING COLLECTIVE BARGAINING**

This proposal would:

- Grant public and private employees the constitutional right to organize and bargain collectively through labor unions.
- Invalidate existing or future state or local laws that limit the ability to join unions and bargain collectively, and to negotiate and enforce collective bargaining agreements, including employees' financial support of their labor unions. Laws may be enacted to prohibit public employees from striking.
- Override state laws that regulate hours and conditions of employment to the extent that those laws conflict with collective bargaining agreements.
- Define "employer" as a person or entity employing one or more employees.

Should this proposal be approved?

YES

NO