



## NORTH ATLANTIC STATES CARPENTERS POLITICAL TEAM

### INSTRUCTIONS

This PDF contains information on collective bargaining and a sample letter. Use the example below to write your own letter, print it, and then take a photo of the stamped, addressed envelope next to the letter. This photo should then be uploaded to your online scholarship application form.

[Date]  
[Title] and [Full Name of Legislator]  
[Legislator Address at State House]

Dear [Title] [Last Name],

As a constituent and as the child of a union Carpenter, I urge you to support **PR.3, the proposed constitutional amendment that affirms collective bargaining as a fundamental right in our state.**

*Add two-three short paragraphs on why you support the Bill (please don't use the exact language).*

Collective bargaining allows employees to secure higher wages—on average, union workers earn 19% more than their nonunion counterparts. It also ensures access to critical benefits such as healthcare, paid leave, and retirement plans, which provide stability for millions of working families. Without strong collective bargaining protections, employees have little power to advocate for fair conditions, leaving them vulnerable to exploitation and unfair treatment.

**PR.3** is essential to protecting workplace rights, creating economic stability, and ensuring fairness for workers across our state. By supporting this amendment, you will be standing up for the hardworking people who keep our economy running.

[**Conclusion**] Working families in your district appreciate your leadership. Please stand with us by supporting **PR.3** and defending workers across our state.

Thank you for your time and consideration.

Sincerely,

[Your Full Name]  
[Your Full Address]



## - COLLECTIVE BARGAINING CONSTITUTIONAL AMENDMENT -

### PR.3

### Declaration of Rights; right to collectively bargain.

Proposal 3 would enshrine in the Vermont State Constitution the right of all Vermont workers to organize and collectively bargain. It would ensure that Vermonters' current labor rights are not eroded by future political action. Proposal 3 would also ensure that workers have the right to choose whether or not to form a union and would protect the authority of chosen unions to effectively represent the interests of their members.

### THE PROCESS

1. **Proposal and Review (Completed in 2024)** - The Vermont State Senate and the State House of Representatives passed the proposed amendment with large majorities during the previous session of the state legislature.
2. **Consideration (2025)** - The amendment is considered again during the current session of the legislature. A majority vote of both the Senate and the House is required. ***This is the step we are at now and need legislators to support.***
3. **Referendum (2026)** - The amendment is presented to the voters as a referendum and a majority vote is required for it to become part of the state constitution and the law to be enforced.

### WHAT DOES THIS LEGISLATION DO?

- **Stronger Workplace Protections** – Collective bargaining ensures safer working conditions, reasonable hours, and clear job expectations, reducing the risk of exploitation.
- **A Voice on the Job** – Without collective bargaining, employees have little power to advocate for fair conditions, making them vulnerable to unfair treatment and employer retaliation.
- **Job Security & Stability** – Binding agreements protect workers from sudden changes in wages, benefits, or working conditions, providing economic stability for millions of families.
- **Protection Against Unfair Treatment** – Collective bargaining agreements provide workers with clear dispute resolution processes, ensuring fair treatment and preventing arbitrary firings or unfair discipline.