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3 *Be it Enacted by the People of the State of Colorado:*
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5 **SECTION 1.** Article XVIII of the constitution of the state of Colorado is
6 amended BY THE ADDITION OF A NEW SECTION to read:
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8 **Section 16. Right to work.** (1) THIS AMENDMENT SHALL BE KNOWN
9 AND MAY BE CITED AS THE "COLORADO RIGHT TO WORK AMENDMENT."
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11 (2) (a) NO PERSON SHALL, AS A CONDITION OF EMPLOYMENT, BE
12 REQUIRED TO:

13 (I) BE A MEMBER OR A LABOR UNION; AND

14 (II) PAY ANY DUES, FEES, ASSESSMENTS, OR OTHER CHARGES OF
15 ANY KIND TO A LABOR UNION OR TO ANY CHARITY OR OTHER THIRD
16 PARTY, IN LIEU OF SUCH PAYMENTS.

17 (b) NOTHING IN THIS SECTION SHALL PREVENT ANY PERSON
18 FROM VOLUNTARILY BELONGING OR VOLUNTARILY PROVIDING
19 FINANCIAL SUPPORT TO A LABOR UNION.

20 (3) ANY PERSON WHO DIRECTLY OR INDIRECTLY VIOLATES ANY
21 PROVISION OF THIS SECTION COMMITS A MISDEMEANOR AND UPON
22 CONVICTION THEREOF SHALL BE PUNISHED BY A FINE IN AN AMOUNT
23 EQUIVALENT TO THE MOST STRINGENT MISDEMEANOR
24 CLASSIFICATION PROVIDED BY LAW.
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26 (4) THIS SECTION SHALL APPLY TO ALL UNION EMPLOYMENT
27 CONTRACTS ENTERED INTO AFTER THE EFFECTIVE DATE OF THIS
28 SECTION AND SHALL APPLY TO ANY RENEWAL OR EXTENSION OF ANY
29 EXISTING UNION CONTRACT.
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31 (5) AS USED IN THIS SECTION, "LABOR UNION" MEANS ANY
32 ORGANIZATION OF ANY KIND, OR AGENCY OR EMPLOYEE
33 REPRESENTATION COMMITTEE OR ORGANIZATION, THAT EXISTS FOR
34 THE PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS
35 CONCERNING WAGES, RATES OF PAY, HOURS OF WORK, OTHER
36 CONDITIONS OF EMPLOYMENT, OR OTHER FORMS OF COMPENSATION;
37 ANY ORGANIZATION THAT EXISTS FOR THE PURPOSE OF COLLECTIVE
38 BARGAINING OR OF DEALING WITH EMPLOYERS CONCERNING
39 GRIEVANCES; AND ANY ORGANIZATION PROVIDING OTHER MUTUAL

1 AID OR PROTECTION IN CONNECTION WITH EMPLOYMENT.

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3 **SECTION 2. Effective date.** This amendment shall take effect upon
4 proclamation of the vote by the governor.

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