

1 ***Be It Enacted by the People of the State of Colorado:***

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3 **SECTION 1.** Article XVIII of the Colorado Constitution is amended BY  
4 THE ADDITION OF A NEW SECTION to read:

5 **Section 16. Right to Work.** (1) THIS AMENDMENT SHALL BE  
6 KNOWN AND MAY BE CITED AS THE “COLORADO RIGHT TO WORK  
7 AMENDMENT”.

8 (2) NO PERSON SHALL BE REQUIRED, AS A CONDITION OF  
9 EMPLOYMENT OR CONTINUATION OF EMPLOYMENT, TO:

10 (a) RESIGN OR REFRAIN FROM VOLUNTARY AFFILIATION WITH  
11 OR VOLUNTARY FINANCIAL SUPPORT OF A LABOR ORGANIZATION;

12 (b) BECOME OR REMAIN A MEMBER OF A LABOR  
13 ORGANIZATION;

14 (c) PAY ANY DUES, FEES, ASSESSMENTS, OR OTHER CHARGES  
15 OF ANY KIND OR AMOUNT TO A LABOR ORGANIZATION; OR

16 (d) PAY TO ANY CHARITY OR OTHER THIRD PARTY, IN LIEU OF  
17 SUCH PAYMENTS, ANY AMOUNT EQUIVALENT TO OR PRO RATA  
18 PORTION OF DUES, FEES, ASSESSMENTS, OR OTHER CHARGES  
19 REGULARLY REQUIRED OF MEMBERS OF A LABOR ORGANIZATION.  
20

21 (3) IT SHALL BE UNLAWFUL TO DEDUCT FROM THE WAGES,  
22 EARNINGS, OR COMPENSATION OF AN EMPLOYEE ANY UNION DUES,  
23 FEES, ASSESSMENTS, OR OTHER CHARGES TO BE HELD FOR,  
24 TRANSFERRED TO, OR PAID OVER TO A LABOR ORGANIZATION  
25 UNLESS THE EMPLOYEE HAS FIRST AUTHORIZED SUCH DEDUCTION.  
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27 (4) THE PROVISIONS OF THIS SECTION SHALL APPLY TO ALL  
28 EMPLOYMENT CONTRACTS ENTERED INTO AFTER THE EFFECTIVE  
29 DATE OF THIS SECTION AND SHALL APPLY TO ANY RENEWAL OR  
30 EXTENSION OF ANY EXISTING CONTRACT.  
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32 (5) ANY PERSON WHO DIRECTLY OR INDIRECTLY VIOLATES ANY  
33 PROVISION OF THIS SECTION COMMITS A MISDEMEANOR AND UPON  
34 CONVICTION THEREOF SHALL BE PUNISHED BY A FINE OF NOT MORE  
35 THAN FIVE HUNDRED DOLLARS.

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(6) AS USED IN THIS SECTION, "LABOR ORGANIZATION" MEANS ANY ORGANIZATION OF ANY KIND, OR AGENCY OR EMPLOYEE REPRESENTATION COMMITTEE OR UNION, THAT EXISTS FOR THE PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS CONCERNING WAGES, RATES OF PAY, HOURS OF WORK, OTHER CONDITIONS OF EMPLOYMENT, OR OTHER FORMS OF COMPENSATION.

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

John Berry  
Attorney at Law  
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Denver, Colorado 80203  
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303-839-8198  
June 26, 2007

HAND DELIVERED

Mr. Kirk Mlinek, Director  
Colorado Legislative Council Staff  
Room 029  
State Capitol Building  
Denver, Colorado 80203

RE: Initiative filing

Dear Mr. Mlinek:

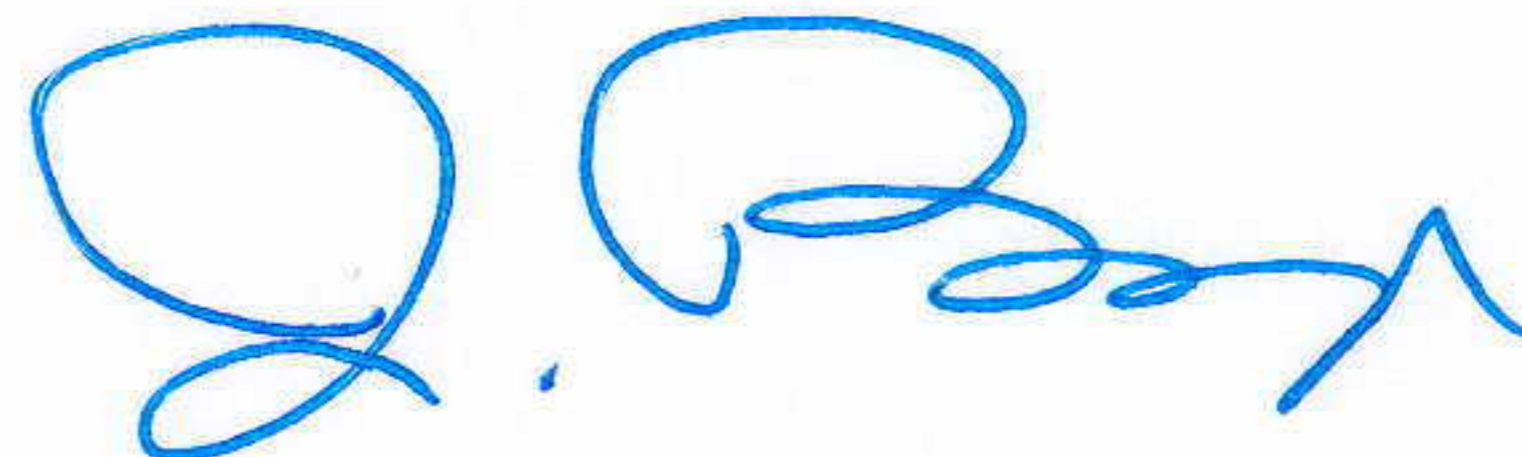
On behalf of the proponents, I have filing the attached proposed initiative for review and comment by your staff. The proponents of this initiative are:

Ryan Frazier  
19564 E. 59<sup>th</sup> Place  
Aurora, CO 80019

Julian Jay Cole  
2374 Foothills Drive South  
Golden, CO 80401

Please direct all correspondence in regard to this initiative to me. Thank you for your consideration.

Sincerely,



John Berry