

Initiative 2025-2026 #12: Labor Organization Affiliation and Dues Final Text

Proposed Initiative 2025-2026 #12

Be it enacted by the People of the State of Colorado:

SECTION 1. In the constitution of the state of Colorado, **add** section 17 to article XVIII as follows:

Section 17. Workers’ rights – short title – definition. (1) THE SHORT TITLE OF THIS SECTION 17 IS “COLORADO WORKERS’ RIGHTS.”

(2) AN EMPLOYEE, INCLUDING PART-TIME AND SEASONAL EMPLOYEES, SHALL NOT BE REQUIRED, AS A CONDITION OF EMPLOYMENT OR CONTINUATION OF EMPLOYMENT, TO:

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

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

(c) PAY ANY DUES, FEES, ASSESSMENTS, OR OTHER CHARGES OF ANY KIND OR AMOUNT TO A LABOR ORGANIZATION OR ITS AFFILIATE, INCLUDING WITHOUT LIMITATION PAYMENTS TO A POLITICAL ORGANIZATION OR PARTY, CANDIDATE OR ISSUE CAMPAIGN, OR POLITICAL COMMITTEE;
OR

(d) PAY TO ANY THIRD PARTY, IN LIEU OF THE PAYMENTS DESCRIBED IN SUBSECTION (2)(c) OF THIS SECTION, ANY AMOUNT EQUIVALENT TO OR PRO RATA PORTION OF DUES, FEES, ASSESSMENTS, OR OTHER CHARGES REGULARLY REQUIRED OF MEMBERS OF A LABOR ORGANIZATION.

(3) IT IS UNLAWFUL TO DEDUCT FROM THE WAGES, EARNINGS, OR COMPENSATION OF AN EMPLOYEE ANY UNION DUES, FEES, ASSESSMENTS, OR OTHER CHARGES TO BE HELD FOR, TRANSFERRED TO, OR PAID OVER TO A LABOR ORGANIZATION OR ITS AFFILIATE UNLESS THE EMPLOYEE HAS FIRST AUTHORIZED SUCH DEDUCTION IN WRITING.

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(4) THIS SECTION APPLIES TO ALL UNION EMPLOYMENT CONTRACTS ENTERED INTO OR AMENDED AFTER THE EFFECTIVE DATE OF THIS SECTION AND APPLIES TO ANY RENEWAL OR EXTENSION OF ANY EXISTING UNION CONTRACT.

(5) AS USED IN THIS SECTION, "LABOR ORGANIZATION" MEANS:

(a) 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;

(b) ANY ORGANIZATION THAT EXISTS FOR THE PURPOSE OF COLLECTIVE BARGAINING OR FOR DEALING WITH EMPLOYERS CONCERNING GRIEVANCES; OR

(c) ANY ORGANIZATION PROVIDING OTHER MUTUAL AID OR PROTECTION IN CONNECTION WITH EMPLOYMENT.

SECTION 2. Effective date. This act shall take effect upon proclamation by the governor pursuant to Sec. 1(4) of Article V of the Colorado Constitution.