

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

**H.B. 614**  
**Apr 13, 2023**  
**HOUSE PRINCIPAL CLERK**

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HOUSE BILL DRH10293-LRy-53

Short Title: Amend NC Const./Right to Work.

(Public)

Sponsors: Representative Hardister.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO AMEND THE NORTH CAROLINA CONSTITUTION TO GUARANTEE A  
3 PERSON'S RIGHT TO WORK.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.** Article I of the North Carolina Constitution is amended by adding a  
6 new section to read:

7 "**Sec. 39. Right to work.**

8 (1) The right to live includes the right to work. The exercise of the right to work must be  
9 protected and maintained free from undue restraints and coercion. It is hereby declared to be the  
10 public policy of North Carolina that the right of persons to work shall not be denied or abridged  
11 on account of membership or nonmembership, or payment or non-payment, in a labor  
12 organization.

13 (2) No person shall be required by an employer to become or remain a member of a labor  
14 organization as a condition of employment or continuation of employment with the employer.

15 (3) No person shall be required by an employer to abstain or refrain from membership in  
16 any labor organization as a condition of employment or continued employment.

17 (4) No employer shall require any person, as a condition of employment or continued  
18 employment, to pay to a labor organization any dues, fees, or other charges of any kind.

19 (5) This section does not apply to any lawful contract in force on the effective date but  
20 shall apply in all respects to contracts entered into thereafter and to any renewal or extension of  
21 any existing contract.

22 (6) The term "labor organization" as used in this section means any trade union, labor  
23 union, or other labor association."

24 **SECTION 2.** The amendment set out in Section 1 of this act shall be submitted to  
25 the qualified voters of the State at a statewide election to be conducted on November 5, 2024,  
26 which election shall be conducted under the laws then governing elections in the State. The  
27 question to be used in the voting systems and ballots shall be:

28 "[ ] FOR [ ] AGAINST

29 Constitutional amendment to provide that the right to live includes the right to work,  
30 and therefore the right of persons to work shall not be denied or abridged on account of  
31 membership or nonmembership, or payment or non-payment, in any labor organization."

32 **SECTION 3.** If a majority of votes cast on the question are in favor of the amendment  
33 set out in Section 1 of this act, the State Board of Elections shall certify the amendment to the  
34 Secretary of State. The Secretary of State shall enroll the amendment so certified among the  
35 permanent records of that office.



- 1                   **SECTION 4.** The amendment set out in Section 1 of this act is effective upon  
2 certification.  
3                   **SECTION 5.** This act is effective when it becomes law.