

PHILIP B. SCOTT
GOVERNOR



State of Vermont
OFFICE OF THE GOVERNOR

May 28, 2024

The Honorable John Bloomer
Secretary of the Vermont State Senate
115 State Street
Montpelier, VT 05633

Dear Mr. Bloomer:

I'm allowing S.102, *An act relating to expanding employment protections and collective bargaining rights*, to become law without my signature. One concern with the bill is the potential to adversely impact the employer-employee relationship by limiting an employer's ability to communicate their point of view on a range of issues, including the advantages and disadvantages of unionization.

Further, the "card check" provision of S.102 will affect non-unionized employees in public school districts, State and municipal government, other governmental subdivision entities and potentially domestic workers, which could lead to higher municipal and property taxes in the future.

I'm also concerned that S.102 is a slippery slope to future disruptions in the employee-employer relationship in agriculture, domestic services and independent contracting as well as any local businesses and non-profits working solely within state lines.

Fortunately, the National Labor Relations Act (NLRA) will help limit the adverse impacts of this bill on the private sector, which is why I can allow S.102 to become law without my signature.

However, I urge the Legislature to monitor the economic, affordability and tax burden impacts of this policy as it moves forward.

Sincerely,

A handwritten signature in black ink that reads "Philip B. Scott". The signature is written in a cursive style with a long horizontal line extending to the right.

Philip B. Scott
Governor

PBS/kp