



# SENATE BILL 1082: NC Right to Work Amendment.

2025-2026 General Assembly

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<b>Committee:</b>	Senate Rules and Operations of the Senate	<b>Date:</b>	May 19, 2026
<b>Introduced by:</b>	Sens. Ford, Alexander, Jarvis	<b>Prepared by:</b>	Kyle Evans
<b>Analysis of:</b>	First Edition		Committee Counsel

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**OVERVIEW:** *Senate Bill 1082 would propose an amendment to the North Carolina Constitution to declare that it is the public policy of the State that the right of persons to work shall not be denied or abridged on account of membership or nonmembership in any labor organization, union or association, and places that amendment on the ballot in the 2026 general election.*

## CURRENT LAW:

G.S. 95-78 provides as follows:

The right to live includes the right to work. The exercise of the right to work must be protected and maintained free from undue restraints and coercion. It is hereby declared to be the public policy of North Carolina that the right of persons to work shall not be denied or abridged on account of membership or nonmembership in any labor union or labor organization or association.

The State Constitution may be amended by either a constitutional convention or by legislative action. An amendment proposed by legislative action must be approved by a vote of three-fifths of each house and submitted to the voters of the State. If a majority of the voters of the State approve, the amendment will become effective either the January following the public vote or the date provided in the enactment.

## BILL ANALYSIS:

Senate Bill 1082 would submit to the voters of North Carolina the question of whether to amend the State's Constitution to include in the Constitution the language of G.S. 95-78 regarding the right to work.

The ballot question will be considered at the statewide general election in November 2026, and the ballot question will read:

"Constitutional amendment to protect the right of North Carolinians to be employed without being forced to join and pay membership dues to a labor union or association."

If approved by a majority of the voters, the amendment would codify G.S. 95-78 as a section of the Constitution, and provide that the General Assembly may prescribe general laws to further define and implement the section.

**EFFECTIVE DATE:** The constitutional amendment would become effective upon certification, if approved by a majority of the voters in the State at the statewide general election in November 2026. Except as otherwise provided, the act would be effective when it becomes law.

Kara McCraw  
Director



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