

Aimee Delaney Discusses Impact Proposed Illinois Amendment 1 Would Have on Employers and Employees if Adopted by Voters

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Hinshaw partner Aimee Delaney recently discussed with *Law360* Illinois Amendment 1 and the impact it will have on employers and employees if voters approve the ballot measure. The measure would constitutionally bar right-to-work laws, cementing workers' rights to unionize and bargain collectively in Illinois.

Delaney said that all employers in the state must start thinking through the impact of Amendment 1, if adopted. She noted that due to federal preemption, the should only apply to public workers, but the text of the proposed amendment is not clear. She questioned the need for the proposed amendment, stating, “[If the stated purpose is] we really want to protect the fundamental right of employees to bargain collectively, don’t we already have that? We have it at the state and federal level.”

Delaney also warned that the amendment could make it difficult to pass measures like pension reform. “This is an effort to prevent Illinois from being a right-to-work state, but I think it’s broader than that,” she said.

[Read the full article \(subscription required\)](#)

“Ill. Could Make History With Collective Bargaining Amendment” was published by *Law360* on November 2, 2022.

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