

COLLECTIVE BARGAINING RIGHTS FOR EDUCATION EMPLOYEES IN THE UNITED STATES

| STATE | TYPE OF BARGAINING RIGHTS FOR GROUPS OF EMPLOYEES | | | | METHOD OF RECOGNITION | | | | | METHOD OF DISPUTE RESOLUTION | | | | LEGAL TO STRIKE? | |
|-------------|---|-----------------------|--------------------|--------------------------|-----------------------|-----------------------|---------------|-------|----------------------------|------------------------------|----------------------|--|-------|------------------|---|
| | K-12 TEACHERS | COMM. COLLEGE FACULTY | HIGHER ED. FACULTY | ESP, K-12 AND HIGHER ED. | Prohibited | Voluntary or Election | Election Only | Other | Mediation | Fact-Finding | Advisory Arbitration | Binding Arb. or Similar Procedure | YES** | NO | |
| ALABAMA | ☼ | | | | | | | | | | | | | X | |
| ALASKA | X | | X | X | | X | | X | | X | | | X | | |
| ARIZONA | ☼ | ☼ | ☼ | ☼ | | | | | | | | | | | X |
| ARKANSAS | ☼ | ☼ | ☼ | ☼ | | | | | | | | | | | |
| CALIFORNIA | X | X | X | X | | X | | X | X (K-12 & HE only) | | | | X | | |
| COLORADO | ☼ | | | ☼ | | | | | | | | | X | | |
| CONNECTICUT | X | X | X | X | | X | | X | | | | X (subject to legislative override in which case dispute goes to second arbitration panel) | | | X |
| DELAWARE | X | X | X | X | | | | X | | | | X | | | X |
| D.C. | X | N/A | X | X | | X | | X | X | | | X | | | X |
| FLORIDA | X | X | X | X | | X | | X | | X (Special Magistrate) | | | | | X |
| GEORGIA | | | | | X | | | | | | | | | | X |
| HAWAII | X | X | X | X | | | | X | | | | X - (mandatory only for HE & CC ESP) | X | | |
| IDAHO | X | | | | | | | X | | | | | | | X |
| ILLINOIS | X | X | X | X | | X | | X | X (if city pop. > 500,000) | | | X - (if parties consent) | X | | |

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** - Right to strike is limited in every state where strikes are permitted. See state-specific summaries for more details.

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| INDIANA | X | | | | | X | | | X | X | | | | X |
| IOWA | X | X | X | X | | | X | | X | | | X | | X |
| KANSAS | X | X | X | X | | X (for K-12 and CC) | X (for all other) | | X | X | | | | X |
| KENTUCKY | ☒ | ☒ | ☒ | ☒ | | | | | | | | | | X |
| LOUISIANA | ☒ | | | ☒ | | | | | | | | | X | |
| MAINE | X | X | X | X | | X | | | X | X | X (binding on non-economic matters) | | | X |
| MARYLAND | X | X (but only in certain institutions) | X (but only in certain institutions) | X | | X | | | X (K-12 Teachers) | X | | X (K-12 Teachers) | | X |
| MASS. | X | X | X | X | | X | | | X | X | | X (if parties consent) | | X |
| MICHIGAN | X | X | X | X | | X | | | X | X | | | | X |
| MINNESOTA | X | X | X | X | | X | | | X | | | X (if parties consent) | X | |
| MISSISSIPPI | | | | | X | | | | | | | | | X |
| MISSOURI | X | | | X | | X | | | | | | | | X |
| MONTANA | X | X | X | X | | X | | | X | X | | X (if parties consent) | X | |
| NEBRASKA | X | X | X | X | | X | | | X | | | | | X |
| NEVADA | X | | | X | | X | | | X (Commission Hearing) | | | X | | X |
| NEW HAMPSHIRE | X | X | X | X | | | X | | X | X | | | | X |
| NEW JERSEY | X | X | X | X | | X | | | X (super conciliator if fact-finding fails to produce resolution) | X (mandatory for school employees) | | X (unclear whether parties may consent) | | X |

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| | | | | | | | | | | | | | | | | | | |
| NEW MEXICO | X | X | X | X | | X | | | X | | X (expenditure must be approved by governing body) | | | X | | | | |
| NEW YORK | X | X | X | X | | X | | | X | X | X (if parties consent) | | | X | | | | |
| NORTH CAROLINA | | | | | X | | | | | | | | | X | | | | |
| NORTH DAKOTA | X | | | | | X | | | X | | | | | X | | | | |
| OHIO | X | X | X | X | | X | | | X | X (binding unless rejected by 3/5ths vote of leg. body or union) | | | X | | | | | |
| OKLAHOMA | X | | | X | | | X | | | X | | | | | | X | | |
| OREGON | X | X | X | X | | X | | | X | | X (if parties consent) | | X | | | | | |
| PENNSYLVANIA | X | X | X | X | | X | | | X | X | X (in K-12, both parties must agree) | | X | | | | | |
| RHODE ISLAND | X | X | X | X | | | X (HE only) | | X | X (only binding on non-economic matters) | | | | X | | | | |
| SOUTH CAROLINA | | | | | X | | | | | | | | | | | X | | |
| SOUTH DAKOTA | X | X | X | X | | X | | | X | X (if parties agree) | X (if parties agree) | | | X | | | | |
| TENNESSE | | | | | ("collaborative conferencing" only) | | X (not exclusive) | | | | | | | X | | | | |
| TEXAS | | | | | X | | | | | | | | | X | | | | |
| UTAH | ☼ | | | ☼ | | | | | X | | | | | | | | | |
| VERMONT | X | X | X | X | | X | X (HE only) | | X | X | X (for HE Labor Board resolves) | | X (all K-12) | X (HE only) | | | | |

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| VIRGINIA | | | | | X | | | | | | | | | X |
| WASHINGTON | X | X | X | X | | X | X (CC/ESP only) | | X | X (K-12 Certified only) | | | | X |
| WEST VIRGINIA | ☼ | | | ☼ | | | | | | | | | | X |
| WISCONSIN | X | X | | X | | X | | X | | | | | | X |
| WYOMING | ☼ | ☼ | ☼ | ☼ | | | | | | | | | | |

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