

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 EDUCATION	Prohibited	Voluntary or Election	Election Only	Other	Mediation	Fact-Finding	Advisory Arbitration	Binding Arb. or Similar Procedure	YES**	NO
ALABAMA	☼													
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 (K-12 only)		X (HE only)		X
D.C.	X	N/A	X	X		X		X	X			X		X
FLORIDA	X	X	X	X		X			X		X (Special Master)			X
GEORGIA														X
HAWAII	X	X	X	X			X		X			X - (mandatory only for HE & CC ESP)	X	
IDAHO	X					X		X	X	X				X

. A ☼ indicates that employees only have permissive collective bargaining rights at the discretion of the employer.

** Every state that permits strikes by educational employees limits the right to strike by imposing certain preconditions on its exercise (e.g., requiring parties to exhaust the applicable impasse resolution procedure or to give advance notice of the strike). The preconditions that apply in each state are described in the summary of that state's collective bargaining law.

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ILLINOIS	X	X	X	X		X			X			X - (if parties consent)	X	
INDIANA	X					X			X	X		X - (if parties consent)		X
IOWA	X	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		X				X				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
MISSOURI	☼			X		X								X
MONTANA	X	X	X	X		X			X	X		X (if parties consent)	X	
NEBRASKA	X	X	X	X		X			X			X (Special Master procedure)		X
NEVADA	X			X		X			X	X		X		X

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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)		(unclear whether parties may consent)		X
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				X
OHIO	X	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		X (if parties consent)	X	

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PENNSYLVANIA	X	X	X	X		X			X	X	X	X (in K-12, both parties must agree)	X	
RHODE ISLAND	X	X	X	X			X	X-(HE only)	X	X (HE only)	X (only binding on non-economic matters)			X
SOUTH CAROLINA														
SOUTH DAKOTA	X	X	X	X		X			X	X				X
TENNESSE	X						X		X	X	X			X
TEXAS					X									X
UTAH	☼			☼					X	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)
VIRGINIA					X									X
WASHINGTON	X	X	X	X		X	X (CC ESP only)		X	X (K-12 Certificated only)				X
WEST VIRGINIA	☼			☼										X
WISCONSIN	X	X		X		X	X (for HE ESP only)		X	X (HE ESP only)		X (K-12 only)	X (very limited K-12)	X (HE- ESP)
WYOMING	☼	☼	☼	☼										

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