

Public Sector Collective Bargaining by State

State	Public Sector Collective Bargaining	Source of Authority
Alabama	No Law	Special 'meet and confer' type rules for firefighters: AL Code § 11-43-143 (2018) and Teachers: AL Code § 16-1-30 (2018)
Alaska	Permitted	Alaska Statues 2018 Title 23, Chapter 40
Arizona	Permitted	ARS Sec. 23-1411 grants public safety employees right to join union. Executive Order 2008-30 establishes a "meet and confer" policy for employees of executive agencies which is administered by the Department of Administration. Some cities/counties have adopted their own ordinances
Arkansas	No Law	Right to Work law: Arkansas Code Annotated Sec. 11-3-301 et seq
California	Permitted	State Employer-Employee Relations (Ralph C. Dills Act) Government Code §§ 3512-3524 ; Excluded Employees Bill of Rights Government Code §§ 3525 - 3539.5 ; Local Public Employee Organizations (Meyers-Milias-Brown Act) Government Code §§ 3500-3511 ; Public Educational Employer-Employee Relations Act Government Code §§ 3540 - 3549.3 ; Higher Education Employer-Employee Relations, Government Code §§ 3560-3599 ; Fire Fighters' Right to Bargain Collectively, Labor Code §§ 1960-1964 .
Colorado	Permitted	Colorado Labor Peace Act
Connecticut	Permitted	Municipal Employee Relations Act, Conn. Gen. Stats., Title 7, § 7-467 et seq. ; State Employee Collective Bargaining Act, Conn. Gen. Stats., Title 5, § 5-270 et seq. Teachers' bargaining rights, Conn. Gen. Stats., Title 10, Ch. 166, § 10-153a et seq.
Delaware	Permitted	Public Employment Relations Act, Del. Code Ann. Title 19, §§ 1301-1318 ; Police Officers ' and Firefighters' Employment Relations Act, Del. Code Ann. Title 19, §§ 1601-1618 ; Public School Employment Relations Act, Del. Code Ann. Title 14, §§ 4001-4018 .
District of Columbia	Permitted	D.C. Code Ann. § 1-617.01 et seq.

Florida	Permitted	Fla. Stats., Ch. 447, § 447.201 et seq.
Georgia	Prohibited	Exception for Firefighters GA Code Sec. 25-5-4 ; Teachers specifically prohibited from collective bargaining GA Code Sec. 20-2-989.10 (2017) and case law: Chatham Association of Educators, Teacher Unit v. BOARD OF PUBLIC EDUCATION FOR THE CITY OF SAVANNAH AND THE COUNTY OF CHATHAM 231 Ga. 806 (1974); 204 S.E.2d 138
Hawaii	Permitted	Hawaii Rev. Stats., Ch. 89, § 89-1 et seq
Idaho	Permitted	Teachers (Idaho Code §§ 33-1271 to 33-1276) and firefighters (Idaho Code §§ 44-1801 to 44-1811). Municipalities have implied authority to enter into CBAs- Guideline 12/22/1989 Idaho Atty. Gen.
Illinois	Permitted	Illinois Public Labor Relations Act, 5 Ill. Comp. Stat. Ann. 315/1 - 315/27 ; Illinois Educational Labor Relations Act, 115 Ill. Comp. Stat. Ann. 5/1 - 5/20 .
Indiana	Prohibited	Firefighters and Police: Indiana Code Sec 36-8-22-1 et seq. Teachers: Sec. 20-29-1-1 et seq. Otherwise, collective bargaining explicitly illegal under IN Code 4-15-17-4
Iowa	Permitted	Iowa Code §§ 20.1 - 20.33.
Kansas	Permitted	Kan. Stat. Ann. §§ 75-4321 to 75-4337 . Teachers: 72-2215 et seq.
Kentucky	Prohibited	Only for firefighters (Kentucky Rev. Statutes, Ch. 345, § 345.010 et seq); County police (Kentucky Rev. Statutes, Ch. 78, § 78.470 et seq.); local police bargaining units (Kentucky Rev. Statutes, Ch. 67C, § 67C.400 et seq.); and urban-county corrections personnel, firefighters, police officers. (Kentucky Rev. Statutes, Ch. 67A, § 67A.6901 et seq.) Teachers permitted under case law
Louisiana	Permitted	Permitted under case law: Davis v. Henry 555 So.2d 457 . CBAs subject to public review: LRS 44:67.1
Maine	Permitted	Judicial Employees Labor Relations Act, Me. Rev. Stat. Ann., Title 26, §§ 1281-1294 ; State Employee Labor Relations Act, Me. Rev. Stat. Ann., Title 26, §§ 979-979-S ; University of Maine System Labor Relations Act, Me. Rev. Stat. Ann., Title 26, §§ 1021-1036 ; Municipal Public Employees Labor Relations Law, Me. Rev. Stat. Ann., Title 26, §§ 961-974).

		State employees: MD State Personnel and Pensions Code Sec. 3-101 et seq. ; Family child care providers: MD Education Code Ann. § 9.5-701 et seq. ; Independent home care providers: MD General Health Code Sec. 15-901 et seq. ; Teachers: MD Educ. Code Sec 6-401 et seq. ; Non-certificated public school employees: MD Educ. Code 6-501 et seq. ; National Capital Park and Planning Comm. Employees: MD Land Use Code Sec. 16-201 et seq.
Maryland	Permitted	
Massachusetts	Permitted	Mass. General laws Title XXI Chapter 150E
Michigan	Permitted	Civil Service Commission has jurisdiction over state employees: MI Civil Service Commission Rules ; Mich. Compiled Laws Sec. 423.201 et seq. Special rules for Firefighters and Police: Sec. 423.231 et seq. and State police Sec. 423.271 et seq.
Minnesota	Permitted	2018 Minn. Statutes Chapter 179A
Mississippi	No Law	Teachers have a right to join union by case law: Jackson v. Hazelhurst 427 So.2d 134
Missouri	Permitted	MO Rev. Statutes Sec. 105.500 et seq. (excludes police, deputy sheriffs, Missouri state highway patrolmen, Missouri National Guard, all teachers in all Missouri schools, colleges and universities); special rules for public utility employees: Sec. 295.010 et seq.
Montana	Permitted	MCA 2017 Sec. 39-31-101 et seq. ; Nurses have own rules MCA Sec. 39-32-101 et seq.
Nebraska	Permitted	Nebraska Revised Statutes Sections 81-1369 to 81-1388 ; Local employees: Sections 48-801 to 48-839
Nevada	Permitted	Nevada Rev. Statutes Sec. 288.010 et seq.
New Hampshire	Permitted	NH Rev. Statutes Sec. 273-A:1 to A:17 ; (also covers dog and horse track employees NH Rev. Statutes Sec. 273-C:1 et seq.
New Jersey	Permitted	NJSA Sec. 34:13A-1 to A-43
New Mexico	Permitted	NMSA 1978 Sec. 10-7E-1 et seq.
New York	Permitted	NY Civ. Serv. Law Sec. 200-215
North Carolina	Prohibited	NCGS 95-98 declares CBAs to be illegal
North Dakota	No Law	The ND Public Employee Relations Act (ND Cent. Code Sec. 34-11.1-01 et seq.) provides public employees the right to be in a union but is more of a right to work law than a comprehensive labor relations scheme. Separate rules for teachers are much more comprehensive: Sec. 15.1-16-01 et seq.
Ohio	Permitted	Ohio Rev. Code Sec. 4117.01 et seq.
Oklahoma	Prohibited	Repealed Municipal Employee Collective Bargaining Act in 2011. Now only Police and Firefighters (Title 11, Sec. 51-101 et seq.) and Teachers (Title 70 Sec. 509.1 et seq.)
Oregon	Permitted	OR Rev. Statutes Sec. 243.650 et seq.

Pennsylvania	Permitted	Pa. Stat. Ann., Title 43, §§ 1101.101 - 1101.2301
Rhode Island	Permitted	State employees generally, RI Gen Laws Sec. 36-11-1 et seq. ; Firefighters' Arbitration Act, R.I. General Laws, § 28-9.1 et seq. ; Municipal Police Arbitration Act, R.I. General Laws, § 28-9.2 ; Certified School Teachers' Arbitration Act, R.I. General Laws, § 28-9.3 ; Municipal Employees' Arbitration Act, R.I. General Laws, § 28-9.4 ; State Police Arbitration Act, R.I. General Laws, § 28-9.5 ; 911 Employees' Arbitration Act, R.I. General Laws, § 28-9.6 ; Correctional Officers' Arbitration Act, R.I. General Laws, § 28-9.7 ; Arbitration of Labor Controversies, R.I. General Laws, § 28-9-1 et seq.
South Carolina	Prohibited	Public employees have no right to unionize Branch v. Myrtle Beach 340 S.C. 405
South Dakota	Permitted	SD Cod. Laws Sec. 3-18-1 et seq.
Tennessee	Prohibited	Only teachers can engage in 'collaborative conferencing', and then only about salaries or wages TN Code Sec. 49-5-601 et seq.
Texas	Prohibited	Only Police and Firefighters can bargain collectively (Tex. Local Gov. Code Sec. 174.002) all other CBAs illegal (Tex Gov. Code Sec 617.002); cities with a population greater than 1.5 million can enter into CBAs (Tex. Local Gov. Code Sec. 146.001 et seq.)
Utah	No Law	Labor Relations Act (Utah Code Title 34, Chapter 20) specifically excludes the State as an employer in definitions
Vermont	Permitted	Board has jurisdiction over state and local government, judiciary and teachers (State Employees Labor Relations Act), Vt. Stat. Ann., Title 3, Ch. 27, §§ 901-1008 ; Vermont Municipal Labor Relations Act, Vt. Stat. Ann., Title 21, Ch. 22, §§ 1721-1735 ; Vermont State Labor Relations Act, Vt. Stat. Ann., Title 21, Ch. 19, §§ 1501-1623 ; Labor Relations for Teachers Act, Vt. Stat. Ann., Title 16, Ch. 57, §§ 1981-2010 ; Judiciary Employees Relations Act, Vt. Stat. Ann., Title 3, Ch. 28, § 1010-1043).
Virginia	Prohibited	Code of VA Sec. 40.1-57.2 specifically outlaws collective bargaining
Washington	Permitted	State Employees: Rev Code of WA Sec. 41.80.001 et seq. ; local employees: Sec. 41.56.010 et seq. ; Teachers: Sec. 41.59.010 et seq. ; Community college teachers: 28B.52.010 et seq.

West Virginia	No Law	Teachers have right to organize for negotiations under W. Va. Op. Att'y Gen. 300
Wisconsin	Permitted	Wis. Statute 111.70 et seq (municipal) and 111.81 et seq. (State)
Wyoming	No Law	Wyoming Statute 27-7-101 et seq. (Right to work law that is not specific to public employees and not a comprehensive labor relations scheme similar to North Dakota);