

Regulation of Public Sector Collective Bargaining in the States

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Introduction

While the unionization of most private-sector workers is governed by the National Labor Relations Act (NLRA), the legal scope of collective bargaining for state and local public-sector workers is the domain of states and, where states allow it, local authorities. This hodge-podge of state-and-local legal frameworks is complicated enough, but recent efforts in Wisconsin, Michigan, Ohio, and other states have left the legal rights of public-sector workers even less transparent.

In this report, we review the legal rights and limitations on public-sector bargaining in the 50 states and the District of Columbia, as of January 2014. Given the legal complexities, we focus on three sets of workers who make up almost half of all unionized public-sector workers: teachers, police, and firefighters, with some observations, where possible, on other state-and-local workers.¹ For each group of workers, we examine whether public-sector workers have the right to bargain collectively;² whether that right includes the ability to bargain over wages; and whether public-sector workers have the right to strike.

Our work updates, in part, a 1988 study by Robert Valletta and Richard Freeman, who conducted a comprehensive review of collective-bargaining laws for state employees, local police, local firefighters, non-college teachers, and other local employees. Much of the attention to public-sector bargaining since Valletta and Freeman has concentrated on public school teachers and we have relied heavily on a statutes database compiled by the National Council on Teacher Quality for an important part of the information presented here.

At the state-and-local level, the right to bargain collectively, the scope of collective bargaining, and the right to strike in connection with union activity is determined by a combination of state laws and case law. The interpretations of the relevant laws and court interpretations, and the frequent silences of both legislators and the courts with respect to specific types of public-sector workers in particular legal jurisdictions, makes it difficult to summarize the legal state of play across 50 states, Washington, DC, and thousands of local jurisdictions. In the rest of this report, we offer our best interpretation of how the relevant state statutes and case law answer our three key questions – whether workers have the right to bargain collectively, whether unions can bargain over wages, and whether workers have the right to strike – for the three groups of workers we focus on (teachers, police, firefighters). The detailed appendix also includes, where available, information on the law as it applies to public-sector workers in general. Our approach is to look first at state statutes. Where

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- 1 In 2013, according to Current Population Survey data, the United States had 16.9 million state-and-local public-sector workers. Of these, 4.5 million (26.6 percent) were teachers; about 700,000 (4.3 percent) were police officers; and about 350,000 (2.1 percent) were fire fighters. In the same year, 40 percent of all state-and-local workers were unionized. The unionization rate for teachers was 55 percent; police, 60 percent; and firefighters, 67 percent.
 - 2 “Collective bargaining” is the term most used in statutes across the states. In some instances other terms such as “conferencing,” the term used for teachers’ collective bargaining in Tennessee, are used in regulations for the same principle.

state statutes have left ambiguities or do not address public-employee collective bargaining or related issues of interest, we have looked to case law and executive orders.

Given the complexities involved – and current efforts in many states to restructure the legal framework regulating public-sector unionization – we see the work here as an ongoing effort. We will revise our interpretations, and this document, as new information comes to our attention and as states implement important changes to existing laws.

Right to Collective Bargaining

Chart 1 shows the legality of collective bargaining for public-sector firefighters, police and teachers in each state. We have divided states into three categories: Illegal, Legal, and No Statute/Case Law. States labeled “Illegal” have specific statutes – or case law in the absence of a statute – that bars public employees from collectively bargaining (and, by extension, negotiating over wages or striking). In these cases, statutes or court cases directly address – and prohibit – collective bargaining. For states labeled “Legal,” definitive laws or case law exist that actively protect or promote collective bargaining (or negotiating wages or the right to strike). States labeled “No Statute/Case Law” are ones where statutes and case law are ambiguous. In these cases, we were not able to identify any explicit state-level regulation of public-sector employees’ collective bargaining (or right to negotiate wages or strike). In some of these cases, a lack of relevant state-level statutes means that a combination of historical practice and local laws ends up determining workers’ rights. The leeway involved appears to vary across states. Details on the specific statutes or case law we used to assign states to the three categories appear in the appendix.

In four states –North Carolina, South Carolina, Tennessee, and Virginia– it is illegal for firefighters to bargain collectively. In these same states and Georgia, it is also illegal for police officers to bargain collectively. Five, mostly overlapping, states –Georgia, North Carolina, South Carolina, Virginia, plus Texas– do not allow collective bargaining for teachers. North Carolina, South Carolina, and Virginia have blanket statutes that prohibit collective bargaining for all public-sector employees and do not make exceptions. Texas and Georgia have state statutes banning collective bargaining in the public sector, but explicitly carve out exceptions for police and firefighters in the case of Texas (Tex. Gov’t Code Ann. § 174.002) and fire fighters in the case of Georgia (Ga. Code Ann §25-5-4). Georgia is the only state that singles out teachers in legislation in order to prevent them from bargaining collectively (Ga. Code Ann. § 20-2-989.10).³ In Tennessee, case law has ruled public-sector collective bargaining to be illegal, but the state legislature passed a law that specifically permits collective bargaining for teachers.

3 Ga. Code Ann. § 20-2-989.10 – “*Nothing in this part shall be construed to permit or foster collective bargaining as part of the state rules or local unit of administration policies.*”

CHART 1
Legality of Collective Bargaining for Select Public-Sector Workers

	Firefighters		Police		Teachers	
Illegal	North Carolina South Carolina Tennessee Virginia		Georgia North Carolina South Carolina Tennessee Virginia		Georgia North Carolina South Carolina Texas Virginia	
Legal	Alaska Arizona Arkansas California Colorado Connecticut Delaware District of Columbia Florida Georgia Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota	Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York North Dakota Ohio Oklahoma Oregon Pennsylvania Rhode Island South Dakota Texas Utah Vermont Washington West Virginia Wisconsin Wyoming	Alaska Arizona Arkansas California Connecticut Delaware District of Columbia Florida Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota Missouri	Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York North Dakota Ohio Oklahoma Oregon Pennsylvania Rhode Island South Dakota Texas Utah Vermont Washington West Virginia Wisconsin	Alabama Alaska Arkansas California Colorado Connecticut Delaware District of Columbia Florida Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota Mississippi	Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York North Dakota Ohio Oklahoma Oregon Pennsylvania Rhode Island South Dakota Tennessee Utah Vermont Washington West Virginia Wisconsin Wyoming
No Statute/ Case Law	Alabama Mississippi		Alabama Colorado Mississippi Wyoming		Arizona	

Source: Authors' analysis. See Appendix for details.

Note: See text for discussion of Colorado, Idaho, Tennessee, and Wisconsin.

In almost all of the remaining states, firefighters, police, and teachers have the legal right (but not the requirement) to bargain collectively. Many states have legislation that covers all public employees in the state and establishes both the right to organize and to bargain collectively.

In a small number of states, neither legal statutes nor case law clearly establish or prohibit collective bargaining (see the third row of the chart). Firefighters in Alabama and Mississippi, police in Alabama, Colorado, Mississippi, and Wyoming, and teachers in Arizona all find themselves in a legal environment where no set statutes or existing case law governs collective bargaining at the state level. As a result, collective bargaining is permissible at the state level, but the actual legality of collective bargaining depends on local laws.

The case of Colorado provides a useful example of some of the challenges involved in categorizing state collective bargaining regimes. For firefighters, rights are spelled out in a state statute giving firefighters the right to form unions, meet and confer, and bargain collectively. However, for police (or peace officers), Colorado has no state-level laws specifically addressing these rights. The Colorado Firefighter Safety Act, however, does mention other public employees:

C.R.S. 29-5-212 (1) – The collective bargaining provisions of this part 2 do not apply to any home rule city that has language in its charter on June 5, 2013, that provides for a collective bargaining process for firefighters employed by the home rule city. This part 2 applies to all other public employers, including home rule cities without language in their charters that address a collective bargaining process for firefighters.

Based on this language and the home rule regulations, some police officers have the right to bargain collectively depending on local determination. The Colorado State Lodge Fraternal Order of Police has several member lodges that represent these bargaining units. Meanwhile, teachers in Colorado have taken a different approach to their apparent exclusion from state law and have secured their collective bargaining through case law:

Littleton Educ. Ass'n v. Arapahoe County Sch. Dist., 191 Colo. 411, 553 P.2d 793 (1976) – School boards have the authority to enter into collective bargaining agreements with representatives of their employees provided that the agreements do not conflict with existing laws governing the conduct of the state school system.

Other state employees that don't fall into one of the three categories have their collective bargaining rights granted through an executive order, Executive Order Authorizing Partnership Agreements with State Employees (12/28/2007).

Recent state actions in Idaho, Tennessee, and Wisconsin, and under consideration in other states have not eliminated public-sector bargaining, but have sought to limit significantly its scope. These recent actions do not change the status of these states in Chart 1 (or their status in Chart 2 where new limitations do not prohibit bargaining over compensation). However, these new legislative actions have reduced public-sector workers bargaining rights. In Idaho, SB 1108 (2011), restricted the scope of many teachers' collective bargaining. For teachers in Tennessee, a 2011 law changed the way bargaining is done to allow non-union professional organizations to represent employees with the effect that union representation is no longer a requirement for bargaining.⁴ Wisconsin's Act 10, which has received extensive media attention, limits bargaining for public employees by imposing raise caps, limiting contracts to one year with salary freezes during the contract term, and requiring annual recertification of unions.⁵

4 Winkler, et al (2012), p. 315.

5 Greenhouse (2014).

Wage Negotiations

Fewer state statutes address the specific legality of wage negotiations than address the general right to bargain collectively. The only states where it is specifically illegal to negotiate over wages are those where collective bargaining is already illegal and therefore wage negotiations aren't allowed by default (see **Chart 2**). Of the remaining states, most protect the bargaining of wages and benefits through legislative definitions and as part of more broad-reaching statutes that cover general labor policy. In general, negotiations over wages and benefits are legal where collective bargaining is allowed for public employees.

CHART 2

Legality of Collective Wage Negotiation for Select Public-Sector Workers

	Firefighters	Police	Teachers
Illegal (Collective bargaining is also illegal in these states)	North Carolina South Carolina Tennessee Virginia	Georgia North Carolina South Carolina Tennessee Virginia	Georgia North Carolina South Carolina Texas Virginia
Legal	Alaska Arizona California Colorado Connecticut Delaware District of Columbia Florida Georgia Hawaii Idaho Illinois Indiana Iowa Kansas Kentucky Maine Maryland Massachusetts Michigan Minnesota	Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York Ohio Oklahoma Oregon Pennsylvania Rhode Island South Dakota Texas Utah Vermont Washington Wisconsin Wyoming	Alaska Arkansas California Connecticut Delaware District of Columbia Florida Hawaii Idaho Illinois Indiana Iowa Kansas Maine Maryland Massachusetts Michigan Minnesota Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York Ohio Oklahoma Oregon Pennsylvania Rhode Island South Dakota Tennessee Utah Vermont Washington West Virginia Wisconsin Wyoming
No Statute/ Case Law	Alabama Arkansas Louisiana Mississippi North Dakota West Virginia	Alabama Arkansas Colorado Idaho Louisiana Mississippi North Dakota West Virginia Wyoming	Alabama Arizona Colorado Kentucky Louisiana Mississippi North Dakota

Source: Authors' analysis. See Appendix for details.

A sizeable number of states have no state law or administrative code that addresses the issue of negotiations over wages and benefits. Where there is no regulation, the practice can be deemed “permissible,” determined on a more case-by-case basis, or regulated at local levels.

Right to Strike

CHART 3

Legality of Striking for Select Public-Sector Workers

	Firefighters		Police		Teachers	
Illegal	Alabama Alaska Arizona Arkansas California Colorado Connecticut Delaware District of Columbia Florida Georgia Idaho Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota Mississippi	Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York North Carolina North Dakota Oklahoma Oregon Pennsylvania Rhode Island South Dakota Tennessee Texas Utah Vermont Virginia Washington Wisconsin	Alabama Alaska Arizona Vermont Arkansas California Connecticut Delaware District of Columbia Florida Georgia Illinois Indiana Iowa Kansas Kentucky Louisiana Maine Maryland Massachusetts Michigan Minnesota	Mississippi Missouri Montana Nebraska Nevada New Hampshire New Jersey New Mexico New York North Carolina North Dakota Oklahoma Oregon Pennsylvania Rhode Island South Dakota Tennessee Texas Virginia Washington Wisconsin	Alabama Arizona Arkansas Connecticut Delaware District of Columbia Florida Georgia Idaho Indiana Iowa Kansas Kentucky Maine Maryland Massachusetts Michigan Mississippi Missouri	Nebraska Nevada New Hampshire New Jersey New Mexico New York North Carolina North Dakota Oklahoma Rhode Island South Dakota Tennessee Texas Virginia Washington West Virginia Wisconsin
Legal	Hawaii Ohio		Hawaii Ohio		Alaska California Colorado Hawaii Illinois Louisiana	Minnesota Montana Ohio Oregon Pennsylvania Vermont
No Statute/ Case Law	South Carolina West Virginia Wyoming		Colorado Idaho South Carolina Utah West Virginia Wyoming		South Carolina Utah Wyoming	

Source: Authors’ analysis. See Appendix for details.

While the majority of states allows collective bargaining and wage negotiations for public-sector workers, the opposite is the case when it comes to the right to strike (**Chart 3**). Only two states (Hawaii and Ohio) grant firefighters and police the right to strike, and only twelve states (Alaska, California, Colorado, Hawaii, Illinois, Louisiana, Minnesota, Montana, Ohio, Oregon, Pennsylvania, and Vermont) allow teachers to strike. Even in states that have statutes protecting the right to strike for public-sector workers in general, specific exceptions are created for public safety employees. In Ohio, while strikes are permissible, “the public employer may seek an injunction against the strike in the court of common pleas of the county in which the strike is located” (Ohio Rev. Code Ann. § 4117.15). In all of the states where teachers can strike, the right to strike has been extended to public-sector workers in general (with the exception of firefighters and police officers).

As with the right to bargain collectively over wages and benefits, a few states don’t address the issue of strikes directly in state laws. Strictly speaking, South Carolina has no state statute that addresses public-sector workers’ right to strike, but we have included South Carolina with those where strikes are illegal because the state prohibits collective bargaining. In other states without statutes speaking to strikes, the right to strike depends on local law or the terms of the collective-bargaining agreement itself.

Observations, Anomalies, and Ambiguities

The majority of states have clear legal statutes that lay out the rights of public-sector workers. Nevertheless, the legal framework in a number of states is less clear.

For example, the Arizona statute that governs public-safety employee rights, includes the ambiguous language: “shall not be construed to compel or prohibit in any manner any employee wage and benefit negotiations” (Arizona Revised Statutes: Chap 8, Art 6, § 23-1411). This type of language, neither requiring nor prohibiting collective bargaining or other areas of worker rights, occurs in several others states as well.

In recognition of this ambiguity, the National Council on Teacher Quality (NCTQ) classifies collective bargaining laws as falling into three categories:⁶

Collective bargaining required – Districts must collectively bargain if employees request to do so.

Collective bargaining permissible – Districts may choose whether or not to collectively bargain if employees request to do so.

Collective bargaining prohibited – It is illegal for districts to collectively bargain with employees.

In our analysis, we only distinguish between legal frameworks where collective bargaining, negotiations over wages and benefits, and public-sector strikes are “legal” or “illegal.” Some states

6 See NCTQ.

classified here as having a legal right to bargain collectively, would be categorized as only “permissible” by NCTQ.

A separate issue involves barriers put in place in some states to prevent union organizing or to make it more difficult. This report looks only at the legality of collective bargaining, wage negotiation, and striking; there are many other issues surrounding public-sector employees’ ability to negotiate and organize that are affected by state and local regulations that are not discussed here. For example, earlier we mentioned specific cases of Idaho, Tennessee, and Wisconsin. In addition, some states are applying “right-to-work” laws specifically to public employees as well (Alabama, Florida, Idaho, Iowa, Kansas, Michigan, Nebraska, Nevada, North Dakota, Oklahoma, South Dakota, Tennessee, and Utah).

In some cases, employee associations represent the interests of employees even when collective bargaining is illegal. For example the Fraternal Order of Police (FOP) has “lodges” in all states, including Virginia, North Carolina, and South Carolina where collective bargaining is prohibited. While the FOP is the umbrella for many bargaining units in states that allow collective bargaining, in states where collective bargaining is illegal, the organization provides other services (that a union might) without being able to represent police officers in negotiations over employment conditions. Similar associations exist for teachers and firefighters in other states. The presence of a “union” is not indicative of collective bargaining rights in these localities. These non-union employee associations may negotiate on behalf of workers in some circumstances where formal collective bargaining is illegal.

While about one-third of all state-and-local public-sector workers fall under the three main categories discussed above – firefighters, police, and teachers – over 11 million employees work in other state- and local-government jobs. There are fewer clear statutes that cover these other public-sector workers. Some states are like Vermont, which has both a State Employees Labor Relations Act and a Vermont Municipal Labor Relations Act that govern public employees and their collective bargaining from the state level. North Carolina, South Carolina, and Virginia have state laws that ban all collective bargaining. In others, such as Arizona, the legality of collective bargaining is determined for other public-sector workers through a range of executive orders, state law, and case law.

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Appendix

The following table draws on data compiled by American Federation of State, County & Municipal Employees (AFSCME); International Association of Fire Fighters (1998); National Council on Teacher Quality; National Right to Work Legal Defense Foundation; Winkler, Scull, and Zeehandelaar (2012); and Valletta, and Freeman (1988).

Alabama			
	Collective Bargaining	Wage Negotiation	Striking
All/Other			
Police	Collective bargaining is not addressed No state statute regarding collective bargaining. Collective bargaining rights for police are determined on the local level.	Wage negotiation not addressed No state statute regarding collective bargaining	Striking is illegal Case Law: Cherokee County Hosp. Bd. v. Retail, Wholesale, & Dept. Store Union, AFL-CIO, 294 Ala. 151, 153, 313 So. 2d 514, 516 (1975) "Public strikes are illegal and public lockouts are improper, if not illegal."
Firefighters	Collective bargaining is not addressed No state statute regarding collective bargaining. Collective bargaining rights for firefighters are determined on the local level.	Wage negotiation not addressed No state statute regarding collective bargaining	Striking is illegal Case Law: Cherokee County Hosp. Bd. v. Retail, Wholesale, & Dept. Store Union, AFL-CIO, 294 Ala. 151, 153, 313 So. 2d 514, 516 (1975) "Public strikes are illegal and public lockouts are improper, if not illegal."
Teachers	Collective bargaining is legal Statute: Ala. Code § 16-1-30 "Before adopting the written policies, the board shall, directly or indirectly through the chief executive officer, consult with the applicable local employees' professional organization." Case Law: Walker County Bd. of Educ. v. Walker County Educ. Ass'n, 431 So. 2d 948, 954 (Ala. 1983) "Section 16-8-10 only obligates the Board to meet and consult with those persons set out in the statute; it does not obligate the Board to reach any agreement, accept any proposals or negotiate any matter if it does not wish to do so."	Wage negotiation not addressed No state statute regarding collective bargaining	Striking is illegal Case Law: Cherokee County Hosp. Bd. v. Retail, Wholesale, & Dept. Store Union, AFL-CIO, 294 Ala. 151, 153, 313 So. 2d 514, 516 (1975) "Public strikes are illegal and public lockouts are improper, if not illegal."
Alaska			
	Collective Bargaining	Wage Negotiation	Striking

All/Other

Collective bargaining is legal
Statute: Alaska Stat. Ann. § 23.40.070
"The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government. These policies are to be effectuated by (1) recognizing the right of public employees to organize for the purpose of collective bargaining; (2) requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment;"

Wage negotiation is legal
Statute: Alaska Stat. Ann. § 23.40.070(2)
"requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment..."

Striking is legal
Statute: Alaska Stat. Ann. § 23.40.200
“(b) The class in (a)(1) of this section is composed of police and fire protection employees, jail, prison, and other correctional institution employees, and hospital employees. Employees in this class may not engage in strikes... (c) The class in (a)(2) of this section is composed of public utility, snow removal, sanitation, and educational institution employees other than employees of a school district, a regional educational attendance area, or a state boarding school. Employees in this class may engage in a strike after mediation, subject to the voting requirement of (d) of this section, for a limited time... (d) The class in (a)(3) of this section includes all other public employees who are not included in the classes in (a)(1) or (2) of this section. Employees in this class may engage in a strike if a majority of the employees in a collective bargaining unit vote by secret ballot to do so.”

Police

Collective bargaining is legal
Statute: Alaska Stat. Ann. § 23.40.070
"The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government. These policies are to be effectuated by (1) recognizing the right of public employees to organize for the purpose of collective bargaining; (2) requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment;"

Wage negotiation is legal
Statute: Alaska Stat. Ann. § 23.40.070(2)
"requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment..."

Striking is illegal
Statute: Alaska Stat. Ann. § 23.40.200
“(b) The class in (a)(1) of this section is composed of police and fire protection employees, jail, prison, and other correctional institution employees, and hospital employees. Employees in this class may not engage in strikes.”

Firefighters

Collective bargaining is legal
Statute: Alaska Stat. Ann. § 23.40.070
"The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by

Wage negotiation is legal
Statute: Alaska Stat. Ann. § 23.40.070(2)
"requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of

Striking is illegal
Statute: Alaska Stat. Ann. § 23.40.200
“(b) The class in (a)(1) of this section is composed of police and fire protection employees, jail, prison, and other correctional institution employees, and hospital employees.

assuring effective and orderly operations of government. These policies are to be effectuated by (1) recognizing the right of public employees to organize for the purpose of collective bargaining; (2) requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment;"

employment..."

Employees in this class may not engage in strikes."

Teachers	Collective bargaining is legal Statute: Alaska Stat. Ann. § 23.40.070 "The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government. These policies are to be effectuated by (1) recognizing the right of public employees to organize for the purpose of collective bargaining; (2) requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment;"	Wage negotiation is legal Case Law: Kenai Peninsula Borough Sch. Dist. v. Kenai Peninsula Ed. Ass'n, 572 P.2d 416, 422 (Alaska 1977) "At the outset it appears to us that questions concerning salaries, the number of hours to be worked, and amount of leave time are all so closely connected with the economic well-being of the individual teacher that they must be held negotiable under our statutes."	Striking is legal Statute: Alaska Stat. Ann. § 23.40.200 "Employees in this class may engage in a strike after mediation, subject to the voting requirement of (d) of this section, for a limited time. The limit is determined by the interests of the health, safety, or welfare of the public."
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Arizona			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Executive Order 2008-30: Establishing a Meet and Confer Process for Executive Agencies of State Government	Wage negotiation is not permissible Executive Order 2008-30: Establishing a Meet and Confer Process for Executive Agencies of State Government "This Executive Order shall not be construed to diminish the Governor's or usurp the legislature's powers and authority, including with regard to setting budgets, total employee compensation and other employment related policies.	Striking is illegal Statute: Arizona Revised Statutes: Chap 8, Art 1, § 23-1303 "Any strike or picketing to force or induce an employer to make an agreement orally or in writing in violation of this article is for an illegal purpose."
Police	Collective bargaining is legal Statute: Arizona Revised Statutes: Chap 8, Art 6, § 23-1411 (A) "Public safety employees serving any city, town, county or fire district in this state have the right to join employee associations which comply	Wage negotiation is legal Statute: Arizona Revised Statutes: Chap 8, Art 6, § 23-1411 "... This section shall not be construed to compel or prohibit in any manner any employee wage and benefit negotiations."	Striking is illegal Statute: Arizona Revised Statutes: Chap 8, Art 1, § 23-1303 "Any strike or picketing to force or induce an employer to make an agreement orally or in writing in violation of this article is for an

	with the laws of this state and have freedom to present proposals and testimony to the governing body of any city, town, county or fire district and their representatives. A person shall not be discharged, disciplined or discriminated against because of the exercise of these rights.”		illegal purpose.”
Firefighters	Collective bargaining is legal Statute: Arizona Revised Statutes: Chap 8, Art 6, § 23-1411 (A) “Public safety employees serving any city, town, county or fire district in this state have the right to join employee associations which comply with the laws of this state and have freedom to present proposals and testimony to the governing body of any city, town, county or fire district and their representatives. A person shall not be discharged, disciplined or discriminated against because of the exercise of these rights.”	Wage negotiation is legal Statute: Arizona Revised Statutes: Chap 8, Art 6, § 23-1411 “... This section shall not be construed to compel or prohibit in any manner any employee wage and benefit negotiations.”	Striking is illegal Statute: Arizona Revised Statutes: Chap 8, Art 1, § 23-1303 “Any strike or picketing to force or induce an employer to make an agreement orally or in writing in violation of this article is for an illegal purpose.”
Teachers	Collective bargaining is permissible Case Law: Communications Workers of Am. v. Arizona Bd. of Regents, 17 Ariz. App. 398, 400, 498 P.2d 472, 474 (1972) "The Constitution and the statutes do not expressly authorize the Board of Regents to recognize and bargain with unions, nor do they expressly prohibit such action." Case Law: Scottsdale Educ. Ass'n v. Bd. of Educ. of Scottsdale High Sch. Dist. 212, C 258942, 1972 WL 19769 (Ariz. Super. Ct. Mar. 22, 1972) rev'd sub nom. Bd. of Ed. of Scottsdale High Sch. Dist. No. 212 v. Scottsdale Ed. Ass'n, 17 Ariz. App. 504, 498 P.2d 578 (1972) vacated, 109 Ariz. 342, 509 P.2d 612 (1973) "... the Court has found no statute which prohibited or prohibits the Board from entering into collective negotiations with the plaintiff Association nor any statute which prohibited or prohibits the defendant Board from entering into an enforceable Agreement with the plaintiff Association acting on behalf of the teachers of the district."	Wages negotiation not addressed	Striking is illegal AG Opinion: 1980 Ariz. Op. Att'y Gen. 34 (1980) "... public school teachers do not have the right."

Arkansas			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Ark. Code Ann. § 11-3-301 “Freedom of organized labor to bargain collectively and freedom of unorganized labor to bargain individually is declared to be the public policy of the state under Arkansas Constitution, Amendment 34.”	Wage negotiation not addressed	Striking is illegal Case Law: Potts v. Hay, 229 Ark. 830, 833, 318 S.W.2d 826, 827 (1958) "As the Connecticut court pointed out, after a thorough review of the cases, every judicial decision on the subject holds that there is no right against the government."
Police	Collective bargaining is legal Statute: Ark. Code Ann. § 11-3-301 “Freedom of organized labor to bargain collectively and freedom of unorganized labor to bargain individually is declared to be the public policy of the state under Arkansas Constitution, Amendment 34.”	Wage negotiation not addressed	Striking is illegal Case Law: Potts v. Hay, 229 Ark. 830, 833, 318 S.W.2d 826, 827 (1958) "As the Connecticut court pointed out, after a thorough review of the cases, every judicial decision on the subject holds that there is no right against the government."
Firefighters	Collective bargaining is legal Statute: Ark. Code Ann. § 11-3-301 “Freedom of organized labor to bargain collectively and freedom of unorganized labor to bargain individually is declared to be the public policy of the state under Arkansas Constitution, Amendment 34.”	Wage negotiation not addressed	Striking is illegal Case Law: Potts v. Hay, 229 Ark. 830, 833, 318 S.W.2d 826, 827 (1958) "As the Connecticut court pointed out, after a thorough review of the cases, every judicial decision on the subject holds that there is no right against the government."
Teachers	Collective bargaining is legal Statute: Ark. Code Ann. § 6-17-202 "The provisions of this subchapter shall not apply in any school district which chooses to officially recognize in its policies an organization representing the majority of the teachers of the school district for the purpose of negotiating personnel policies, salaries, and educational matters of mutual concern under a written policy agreement."	Wage negotiation is legal Statute: Ark. Code Ann. § 6-17-202 "The provisions of this subchapter shall not apply in any school district which chooses to officially recognize in its policies an organization representing the majority of the teachers of the school district for the purpose of negotiating personnel policies, salaries, and educational matters of mutual concern under a written policy agreement."	Striking is illegal Case Law: Potts v. Hay, 229 Ark. 830, 833, 318 S.W.2d 826, 827 (1958) "As the Connecticut court pointed out, after a thorough review of the cases, every judicial decision on the subject holds that there is no right against the government."

California			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: California Statutes: 3515 – State Employer-Employee Relations “Except as otherwise provided by the Legislature, state employees shall have the right to form, join, and participate in the activities of	Wage negotiation is legal Statute: California Statutes: 3516 "The scope of representation shall be limited to wages, hours, and other terms and conditions of employment, except, however, that the scope of representation shall not include consideration of	Striking is legal Case Law: County Sanitation Dist. No. 2 v. Los Angeles County Employees' Assn. (1985) 38 Cal. 3d 564 Strikes by public employees are legal. Only strikes that are specifically forbidden by law or

	employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.”	the merits, necessity, or organization of any service or activity provided by law or executive order.”	pose a public health or safety threat are illegal (i.e. firefighters [Labor Code §1962]).
Police	Collective bargaining is legal Statute: California Statutes: 3508 “However, the governing body may not prohibit the right of its employees who are full-time "peace officers," as that term is defined in Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code, to join or participate in employee organizations which are composed solely of those peace officers, which concern themselves solely and exclusively with the wages, hours, working conditions, welfare programs, and advancement of the academic and vocational training in furtherance of the police profession, and which are not subordinate to any other organization.”	Wage negotiation is legal Statute: California Statutes: 3508 “However, the governing body may not prohibit the right of its employees who are full-time "peace officers," as that term is defined in Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code, to join or participate in employee organizations which are composed solely of those peace officers, which concern themselves solely and exclusively with the wages, hours, working conditions, welfare programs, and advancement of the academic and vocational training in furtherance of the police profession, and which are not subordinate to any other organization.”	Striking is illegal Case Law: County Sanitation Dist. No. 2 v. Los Angeles County Employees' Assn. (1985) 38 Cal. 3d 564 Strikes by public employees are legal. Only strikes that are specifically forbidden by law or pose a public health or safety threat are illegal (i.e. firefighters [Labor Code §1962]).
Firefighters	Collective bargaining is legal Statute: Fire Fighters: Right to Bargain Collectively — Labor Code §§ 1960-1964 “Employees shall have the right to self-organization, to form, join, or assist labor organizations, to present grievances and recommendations regarding wages, salaries, hours, and working conditions to the governing body, and to discuss the same with such governing body, through such an organization, but shall not have the right , or to recognize a picket line of a labor organization while in the course of the performance of their official duties.”	Wage negotiation is legal Statute: Fire Fighters: Right to Bargain Collectively — Labor Code §§ 1962 “Employees shall have the right to self-organization, to form, join, or assist labor organizations, to present grievances and recommendations regarding wages, salaries, hours, and working conditions to the governing body, and to discuss the same with such governing body, through such an organization, but shall not have the right , or to recognize a picket line of a labor organization while in the course of the performance of their official duties.”	Striking is illegal Statute: Fire Fighters: Right to Bargain Collectively — Labor Code §§ 1962 “Employees shall have the right to self-organization, to form, join, or assist labor organizations, to present grievances and recommendations regarding wages, salaries, hours, and working conditions to the governing body, and to discuss the same with such governing body, through such an organization, but shall not have the right , or to recognize a picket line of a labor organization while in the course of the performance of their official duties.”
Teachers	Collective bargaining is legal Statute: California Statutes: 3543.3 "A public school employer or such representatives as it may designate...shall meet and negotiate with and only with representatives of employee organizations..."	Wage negotiation is legal Statute: California Statutes: 3516 "The scope of representation shall be limited to wages, hours, and other terms and conditions of employment, except, however, that the scope of representation shall not include consideration of the merits, necessity, or organization of any service or activity provided by law or executive order."	Striking is legal Case Law: Modesto City Schools, PERB decision 291 (1983) "We conclude that the strike engaged in by the Association was provoked by the District, and that the Association had participated in the collective bargaining process in good faith. We, therefore, hold that the strike by the Association was not in violation of EERA by was protected conduct."

Colorado			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Executive Order Authorizing Partnership Agreements with State Employees (12/28/2007)	Wage negotiations are not permissible Executive Order Authorizing Partnership Agreements with State Employees (12/28/2007) “Nothing in any Partnership Agreement may diminish the Governor’s discretion to prepare his proposed budget, including setting the amount allocated to total employee compensation in that proposed budget.”	Striking is illegal Executive Order Authorizing Partnership Agreements with State Employees (12/28/2007) “Moreover, it shall be a violation of this Executive Order for any Certified Employee Organization to engage in or threaten a strike, work stoppage, work slowdown, sickout, or other similar disruptive measure against the State of Colorado or any of its agencies.”
Police	Collective bargaining not addressed	Wage negotiation not addressed Collective Bargaining legality determined on local level	Striking not addressed
Firefighters	Collective bargaining is legal Statute: §29-5-204 “Firefighters have the right to: (a) organize, form, join, or assist an employee organization or to refrain from doing so; (b) negotiate collectively or address grievances through representatives of their own choosing;”	Wage negotiation is legal Statute: §29-5-202 “...obligating public employers and employee organizations of firefighters to enter into collective bargaining with the willingness to resolve disputes relating to compensation, hours, and the terms and conditions of employment...”	Striking is illegal Statute §29-5-202 “Firefighters must be denied the right to strike”
Teachers	Collective bargaining is legal Case Law: Littleton Educ. Ass'n v. Arapahoe County Sch. Dist., 191 Colo. 411, 553 P.2d 793 (1976) School boards have the authority to enter into collective bargaining agreements with representatives of their employees provided that the agreements do not conflict with existing laws governing the conduct of the state school system.	Wage negotiation not addressed	Striking is legal Case Law: Colorado Industrial Relations Act Martin v. Montezuma-Cortez Educ. Ass'n (1992) Teachers have a qualified right to strike under the Colorado Industrial Relations Act.

Connecticut			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-271 “(a) Employees shall have, and shall be protected in the exercise of the right of self-organization, to form, join or assist any employee organization, to bargain collectively	Wage negotiation is legal Statute: State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-271 “(a) Employees shall have, and shall be protected in the exercise of the right of self-organization, to form, join or assist any employee organization, to bargain collectively	Striking is illegal Statute: State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-279 “Nothing in sections 5-270 to 5-280, inclusive, shall constitute a grant of the right to state employees and such strikes are prohibited.”

	through representatives of their own choosing on questions of wages, hours and other conditions of employment, except as provided in subsection (d) of section 5-272, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from actual interference, restraint or coercion.”	through representatives of their own choosing on questions of wages, hours and other conditions of employment, except as provided in subsection (d) of section 5-272, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from actual interference, restraint or coercion.”	
Police	Collective bargaining is legal State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-271 “(a) Employees shall have, and shall be protected in the exercise of the right of self-organization, to form, join or assist any employee organization, to bargain collectively through representatives of their own choosing on questions of wages, hours and other conditions of employment, except as provided in subsection (d) of section 5-272, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from actual interference, restraint or coercion.”	Wage negotiation is legal State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-271 “(a) Employees shall have, and shall be protected in the exercise of the right of self-organization, to form, join or assist any employee organization, to bargain collectively through representatives of their own choosing on questions of wages, hours and other conditions of employment, except as provided in subsection (d) of section 5-272, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from actual interference, restraint or coercion.”	Striking is illegal Statute: State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-279 “Nothing in sections 5-270 to 5-280, inclusive, shall constitute a grant of the right to state employees and such strikes are prohibited.”
Firefighters	Collective bargaining is legal State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-271 “(a) Employees shall have, and shall be protected in the exercise of the right of self-organization, to form, join or assist any employee organization, to bargain collectively through representatives of their own choosing on questions of wages, hours and other conditions of employment, except as provided in subsection (d) of section 5-272, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from actual interference, restraint or coercion.”	Wage negotiation is legal State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-271 “(a) Employees shall have, and shall be protected in the exercise of the right of self-organization, to form, join or assist any employee organization, to bargain collectively through representatives of their own choosing on questions of wages, hours and other conditions of employment, except as provided in subsection (d) of section 5-272, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from actual interference, restraint or coercion.”	Striking is illegal Statute: State Employee Collective Bargaining Act — Conn. Gen. Stats., Title 5, § 5-279 “Nothing in sections 5-270 to 5-280, inclusive, shall constitute a grant of the right to state employees and such strikes are prohibited.”
Teachers	Collective bargaining is legal Statute: Connecticut General Statutes: 10-153d(b) "The local or regional board of education...shall have the duty to negotiate with respect to	Wage negotiation is legal Case Law: W. Hartford Ed. Ass'n v. Dayson DeCourcy, 162 Conn. 566, 586-87, 295 A.2d 526, 537 (1972) "There can be no doubt that the defendant	Striking is illegal Statute: Connecticut General Statutes: 10-153e(a) "No certified professional employee shall ... engage in any strike or refusal to render

salaries, hours and other conditions of employment about which either party wishes to negotiate."	board of education alone is empowered to determine whether there shall be extracurricular activities and what such activities shall be. The second and third issues involving assignment of teachers to such activities and the question of compensation for such extracurricular activities affect salaries and other conditions of employment and are to that extent only, mandatory subjects of negotiation."	services."
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Delaware			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Public Employment Relations Act — Del. Code Ann. Title 19, §1301 “Granting to public employees the right of organization and representation;”	Wage negotiation is legal Statute: Public Employment Relations Act — Del. Code Ann. Title 19, §1301 “Terms and conditions of employment’ means matters concerning or related to wages, salaries, hours, grievance procedures and working conditions; provided however, that such term shall not include those matters determined by this chapter or any other law of the State to be within the exclusive prerogative of the public employer.”	Striking is illegal Statute: Public Employment Relations Act — Del. Code Ann. Title 19, Sec §1316 “Strikes prohibited.”
Police	Collective bargaining is legal Statute: Police Officers' and Firefighters' Employment Relations Act— Del. Code Ann. Title 19, §1601 “Obligating public employers and organizations of police officers and firefighters which have been certified as representing their employees to enter into collective bargaining negotiations with the willingness to resolve disputes relating to terms and conditions of employment and to reduce to writing any agreements reached through such negotiations”	Wage negotiation is legal Statute: Police Officers' and Firefighters' Employment Relations Act — Del. Code Ann. Title 19, §1602 “Terms and conditions of employment’ means matters concerning or related to wages, salaries, hours, grievance procedures and working conditions; provided however, that such term shall not include those matters determined by this chapter or any other law of the State to be within the exclusive prerogative of the public employer.”	Striking is illegal Statute: Police Officers' and Firefighters' Employment Relations Act — Del. Code Ann. Title 19, Sec §1601 “Strikes prohibited.”
Firefighters	Collective bargaining is legal Statute: Police Officers' and Firefighters' Employment Relations Act— Del. Code Ann. Title 19, §1601 “Obligating public employers and organizations of police officers and firefighters which have been certified as representing their employees to enter into collective bargaining negotiations with	Wage negotiation is legal Statute: Police Officers' and Firefighters' Employment Relations Act — Del. Code Ann. Title 19, §1602 “Terms and conditions of employment’ means matters concerning or related to wages, salaries, hours, grievance procedures and working conditions; provided however, that such term	Striking is illegal Statute: Police Officers' and Firefighters' Employment Relations Act — Del. Code Ann. Title 19, Sec §1601 “Strikes prohibited.”

	the willingness to resolve disputes relating to terms and conditions of employment and to reduce to writing any agreements reached through such negotiations”	shall not include those matters determined by this chapter or any other law of the State to be within the exclusive prerogative of the public employer."	
Teachers	Collective bargaining is legal Statute: Delaware Code: Title 14, Sec 4001 (2) "These policies are best effectuated by...obligating boards of education and school employee organizations which have been certified as representing their school employees to enter into collective bargaining negotiations...	Wage negotiation is legal Statute: Delaware Code: Title 14, Sec 4002 (e) "Collective bargaining means the performance of the mutual obligation...to confer and negotiate in good faith with respect to terms and conditions of employment." Statute: Delaware Code: Title 14, Sec 4002 (t) "Terms and conditions of employment means matters concerning wages, salaries, donated leave program or programs in Compliance with Chapter 13 of this title, hours, grievance procedures and working conditions..."	Striking is illegal Statute: Delaware Code: Title 14, Sec 4016 (a) "No public school employee shall strike while in performance of that public school employee's official duties."

District of Columbia			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: D.C. Official Code: § 1-617.01 (c) "The Mayor or appropriate personnel authority, including his or her or its duly designated representative(s), shall meet at reasonable times with exclusive representative(s) of bargaining unit employees to bargain collectively in good faith."	Wage negotiation is legal Statute: D.C. Official Code: 1-617.1 (b) As provided in this section, the Mayor, the Board of Education, the Board of Trustees of the University of the District of Columbia, and each independent personnel authority, or any combination of the above ("management") shall meet with labor organizations ("labor") which have been authorized to negotiate compensation at reasonable times in advance of the District's budget making process to negotiate in good faith with respect to salary, wages, health benefits, within-grade increases, overtime pay, education pay, shift differential, premium pay, hours, and any other compensation matters. No subordinate agency shall negotiate a collective bargaining agreement.	Striking is illegal Statute: D.C. Official Code: 1-617.05 "It shall be unlawful for any District government employee or labor organization to participate in, authorize, or ratify a strike against the District."
Police	Collective bargaining is legal Statute: D.C. Official Code: § 5-704 (c) "For purposes of this subsection, the term "labor organization" means any labor organization recognized as an exclusive representative of members or officers of the	Wage negotiation is legal Statute: D.C. Official Code: 1-617.17 "Collective bargaining concerning compensation is authorized as provided in §§ 1-602.06 and 1-617.16."	Striking is illegal Statute: D.C. Official Code: 1-617.05 "It shall be unlawful for any District government employee or labor organization to participate in, authorize, or ratify a strike against the District."

	Metropolitan Police force or the Fire Department of the District of Columbia for purposes of collective bargaining pursuant to § 1- 617.10.”		
Firefighters	Collective bargaining is legal Statute: D.C. Official Code: § 5-704 (c) “For purposes of this subsection, the term "labor organization" means any labor organization recognized as an exclusive representative of members or officers of the Metropolitan Police force or the Fire Department of the District of Columbia for purposes of collective bargaining pursuant to § 1- 617.10.”	Wage negotiation is legal Statute: D.C. Official Code: 1-617.17 “Collective bargaining concerning compensation is authorized as provided in §§ 1- 602.06 and 1-617.16.”	Striking is illegal Statute: D.C. Official Code: 5-407 “No member of the Fire Department of the District of Columbia shall directly or indirectly engage in any strike of such Department.”
Teachers	Collective bargaining is legal Statute: D.C. Official Code: § 1-617.01 (c) "The Mayor or appropriate personnel authority, including his or her or its duly designated representative(s), shall meet at reasonable times with exclusive representative(s) of bargaining unit employees to bargain collectively in good faith."	Wage negotiation is legal Statute: D.C. Official Code: 1-617.1 (b) As provided in this section, the Mayor, the Board of Education, the Board of Trustees of the University of the District of Columbia, and each independent personnel authority, or any combination of the above ("management") shall meet with labor organizations ("labor") which have been authorized to negotiate compensation at reasonable times in advance of the District's budget making process to negotiate in good faith with respect to salary, wages, health benefits, within-grade increases, overtime pay, education pay, shift differential, premium pay, hours, and any other compensation matters. No subordinate agency shall negotiate a collective bargaining agreement.	Striking is illegal Statute: D.C. Official Code: 1-617.05 "It shall be unlawful for any District government employee or labor organization to participate in, authorize, or ratify a strike against the District."

Florida			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Florida Statutes: 31 § 447.309 (1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public	Wage negotiation is legal Statute: Florida Statutes: 447.309(1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public	Striking is illegal Statute: Florida Statutes: 447.505 "No public employee or employee organization may participate in a strike against a public employer by instigating or supporting, in any manner, a strike."

Police	employees within the bargaining unit." Collective bargaining is legal Statute: Florida Statutes: 31 § 447.309 (1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."	employees within the bargaining unit." Wage negotiation is legal Statute: Florida Statutes: 447.309(1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."	Striking is illegal Statute: Florida Statutes: 447.505 "No public employee or employee organization may participate in a strike against a public employer by instigating or supporting, in any manner, a strike."
Firefighters	Collective bargaining is legal Statute: Florida Statutes: 31 § 447.309 (1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."	Wage negotiation is legal Statute: Florida Statutes: 447.309(1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."	Striking is illegal Statute: Florida Statutes: 447.505 "No public employee or employee organization may participate in a strike against a public employer by instigating or supporting, in any manner, a strike."
Teachers	Collective bargaining is legal Statute: Florida Statutes: 31 § 447.309 (1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."	Wage negotiation is legal Statute: Florida Statutes: 447.309(1) "After an employee organization has been certified ...the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employees jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."	Striking is illegal Statute: Florida Statutes: 447.505 "No public employee or employee organization may participate in a strike against a public employer by instigating or supporting, in any manner, a strike."

Georgia			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is illegal Case Law: <i>Chatham Association of Educators v. Board of Public Education for the City of Savannah and the County of Chatham</i> , 231 Ga. 806 (1974) Public employers in Georgia cannot enter into valid collective bargaining contracts with labor unions	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Ga. Code Ann. § 45-19-2 "No public employee shall promote, encourage, or participate in any strike..."
Police	Collective bargaining is illegal Case Law: <i>Chatham Association of Educators v.</i>	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Ga. Code Ann. § 45-19-2

	<i>Board of Public Education for the City of Savannah and the County of Chatham</i> , 231 Ga. 806 (1974) Public employers in Georgia cannot enter into valid collective bargaining contracts with labor unions		"No public employee shall promote, encourage, or participate in any strike..."
Firefighters	Collective bargaining is legal Statute: Ga. Code Ann. § 25-5-4 "Firefighters shall have the right to bargain collectively..."	Wage negotiation is legal Statute: Ga. Code Ann. § 25-5-4 "Firefighters shall have the right to bargain collectively with their respective corporate authorities and to be represented by a labor organization in such collective bargaining as to wages, rates of pay, hours, working conditions, and all other terms and conditions of employment."	Striking is illegal Statute: Ga. Code Ann. § 25-5-3 "The protection of the public health, safety, and welfare demands that the permanent members of any paid fire department of a municipality should not be accorded the right or engage in any work stoppage or slowdown."
Teachers	Collective bargaining is illegal Statute: Ga. Code Ann. § 20-2-989.10 "Nothing in this part shall be construed to permit or foster collective bargaining as part of the state rules or local unit of administration policies."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Ga. Code Ann. § 45-19-2 "No public employee shall promote, encourage, or participate in any strike..."

Hawaii			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Hawaii Revised Statutes: 89-6(a) "All employees throughout the State within any of the following categories shall constitute an appropriate bargaining unit: (6) Educational officers and other personnel of the department of education under the same pay schedule; ... (11) Firefighters; (12) Police officers"	Wage negotiation is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	Striking is legal Statute: Hawaii Statutes: 89-12(a) & (b) "It shall be unlawful for any employee to participate in a strike if the employee: (1) Is not included in the appropriate bargaining unit involved in an impasse; or (2) Is included in the appropriate bargaining unit involved in an impasse that has been referred to arbitration for a decision. (b) It shall be lawful for an employee, who is not prohibited from striking under subsection (a) and who is in the appropriate bargaining unit involved in an impasse, to participate in a strike under the following conditions: (1) The requirements of section 89-11 relating to the resolution of disputes have been complied with in good faith; (2) The proceedings for the prevention of any prohibited practices have been exhausted; (3) The collective bargaining agreement and any extension of the agreement has expired; and (4)

Police	Collective bargaining is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	Wage negotiation is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	The exclusive representative has given a ten-day notice of intent , together with a statement of its position on all remaining issues in dispute, to the employer and the board." Striking is legal Statute: Hawaii Statutes: 89-12(a) & (b) "It shall be unlawful for any employee to participate in a strike if the employee: (1) Is not included in the appropriate bargaining unit involved in an impasse; or (2) Is included in the appropriate bargaining unit involved in an impasse that has been referred to arbitration for a decision. (b) It shall be lawful for an employee, who is not prohibited from striking under subsection (a) and who is in the appropriate bargaining unit involved in an impasse, to participate in a strike under the following conditions: (1) The requirements of section 89-11 relating to the resolution of disputes have been complied with in good faith; (2) The proceedings for the prevention of any prohibited practices have been exhausted; (3) The collective bargaining agreement and any extension of the agreement has expired; and (4) The exclusive representative has given a ten-day notice of intent , together with a statement of its position on all remaining issues in dispute, to the employer and the board."
Firefighters	Collective bargaining is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	Wage negotiation is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	Striking is legal Statute: Hawaii Statutes: 89-12(a) & (b) "It shall be unlawful for any employee to participate in a strike if the employee: (1) Is not included in the appropriate bargaining unit involved in an impasse; or (2) Is included in the appropriate bargaining unit involved in an impasse that has been referred to arbitration for a decision. (b) It shall be lawful for an employee, who is not prohibited from striking under subsection (a) and who is in the appropriate bargaining unit involved in an impasse, to participate in a strike under the following conditions: (1) The requirements of section 89-11 relating to the resolution of

			disputes have been complied with in good faith; (2) The proceedings for the prevention of any prohibited practices have been exhausted; (3) The collective bargaining agreement and any extension of the agreement has expired; and (4) The exclusive representative has given a ten-day notice of intent , together with a statement of its position on all remaining issues in dispute, to the employer and the board."
Teachers	Collective bargaining is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	Wage negotiation is legal Statute: Hawaii Statutes: 89-9(a) "The employer and the exclusive representative shall meet at reasonable times... and shall negotiate in good faith with respect to wages, hours, the amounts of contribution by the state and respective counties to Hawaii employer-union health benefits trust fund.. and other terms and conditions of employment that are subject to collective bargaining and that are to be embodied in a written agreement ..."	Striking is legal Statute: Hawaii Statutes: 89-12(a) & (b) "It shall be unlawful for any employee to participate in a strike if the employee: (1) Is not included in the appropriate bargaining unit involved in an impasse; or (2) Is included in the appropriate bargaining unit involved in an impasse that has been referred to arbitration for a decision. (b) It shall be lawful for an employee, who is not prohibited from striking under subsection (a) and who is in the appropriate bargaining unit involved in an impasse, to participate in a strike under the following conditions: (1) The requirements of section 89-11 relating to the resolution of disputes have been complied with in good faith; (2) The proceedings for the prevention of any prohibited practices have been exhausted; (3) The collective bargaining agreement and any extension of the agreement has expired; and (4) The exclusive representative has given a ten-day notice of intent , together with a statement of its position on all remaining issues in dispute, to the employer and the board."

Idaho	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is permissible Guideline 12/22/1989 - <i>Idaho</i> Attorney General "Under Idaho law a city has the implied authority through its express legislative, contractual and budgetary powers to engage in collective bargaining with city employees if it so chooses and in the manner it so chooses, so	Wage negotiation not addressed No provision	Striking is not addressed

long as the terms agreed to through collective bargaining do not conflict with the city's own ordinances or with state law.”

Police	Collective bargaining is legal Guideline 12/22/1989 - <i>Idaho</i> Attorney General “Under Idaho law a city has the implied authority through its express legislative, contractual and budgetary powers to engage in collective bargaining with city employees if it so chooses and in the manner it so chooses, so long as the terms agreed to through collective bargaining do not conflict with the city's own ordinances or with state law.”	Wage negotiation not addressed No provision	Striking is not addressed
Firefighters	Collective bargaining is legal Statute: Idaho Code Ann. §44-1802 “The firefighters in any city, county, fire district or other political subdivision in the state of Idaho shall have the right to bargain collectively with their respective cities, counties, fire districts or political subdivisions and to be represented by a bargaining agent in such collective bargaining process as to wages, rates of pay, working conditions and all other terms and conditions of employment.”	Wage negotiation is legal Statute: Idaho Code Ann. §44-1802 “The firefighters in any city, county, fire district or other political subdivision in the state of Idaho shall have the right to bargain collectively with their respective cities, counties, fire districts or political subdivisions and to be represented by a bargaining agent in such collective bargaining process as to wages, rates of pay, working conditions and all other terms and conditions of employment.”	Striking is illegal Statute: Idaho Code Ann. §44-1811 “Upon consummation and during the term of the written contract or agreement, no firefighter shall strike or recognize a picket line of any labor organization while in the performance of his official duties.”
Teachers	Collective bargaining is legal Statute: Idaho Code Ann. § 33-1271 - 33-1272 "The board of trustees of each school district, including specially chartered districts, or the designated representative(s) of such district, is hereby empowered to and shall... request negotiations with the local education organization or the designated representative(s) of such organization on behalf of the professional employees employed by the school district and negotiate with such party in good faith on matters related to compensation of professional employees. "The union must prove that it represents more than 50% of the districts' teachers.	Wage negotiation is legal Statute: Idaho Code Ann. § 33-1271 "The board of trustees of each school district, including specially chartered districts, or the designated representative(s) of such district, is hereby empowered to and shall upon its own initiative or upon the request of a local education organization representing professional employees, enter into a negotiation agreement with the local education organization or the designated representative(s) of such organization and negotiate with such party in good faith on those matters specified in any such negotiation agreement between the local board of trustees and the local education organization."	Striking is illegal Case Law: Oneida Sch. District No. 351 v Oneida Educ. Ass'n, 567, P 2d, 830, 833-35 (Idaho 1977) Public school teachers have no constitutional or common law or other right , and any teacher strike may be enjoined.

Illinois	Collective Bargaining	Wage Negotiation	Striking
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All/Other	Collective bargaining is legal Statute: Illinois Compiled Statutes: ILCS 315/2 (from Ch. 48, par. 1602) "It is the public policy of the State of Illinois to grant public employees full freedom of association, self-organization, and designation of representatives of their own choosing for the purpose of negotiating wages, hours and other conditions of employment or other mutual aid or protection."	Wage negotiation is legal Statute: Illinois Compiled Statutes: ILCS 315/4 (from Ch. 48, par. 1604) "...Employers, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by employee representatives."	Striking is legal Statute: Illinois Compiled Statutes: ILCS 315/17 (from Ch. 48, par. 1617) Sec. 17. Right . (a) Nothing in this Act shall make it unlawful or make it an unfair labor practice for public employees, other than security employees, as defined in Section 3(p), Peace Officers, Fire Fighters, and paramedics employed by fire departments and fire protection districts, except as otherwise provided in this Act.
Police	Collective bargaining is legal Statute: Illinois Compiled Statutes: ILCS 315/2 (from Ch. 48, par. 1602) "It is the public policy of the State of Illinois to grant public employees full freedom of association, self-organization, and designation of representatives of their own choosing for the purpose of negotiating wages, hours and other conditions of employment or other mutual aid or protection."	Wage negotiation is legal Statute: Illinois Compiled Statutes: ILCS 315/4 (from Ch. 48, par. 1604) "...Employers, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by employee representatives."	Striking is illegal Statute: Illinois Compiled Statutes: ILCS 315/14 (from Ch. 48, par. 1614) "Security officers of public employers, and Peace Officers, Fire Fighters and fire department and fire protection district paramedics, covered by this Section may not withhold services, nor may public employers lock out or prevent such employees from performing services at any time."
Firefighters	Collective bargaining is legal Statute: Illinois Compiled Statutes: ILCS 315/2 (from Ch. 48, par. 1602) "It is the public policy of the State of Illinois to grant public employees full freedom of association, self-organization, and designation of representatives of their own choosing for the purpose of negotiating wages, hours and other conditions of employment or other mutual aid or protection."	Wage negotiation is legal Statute: Illinois Compiled Statutes: ILCS 315/4 (from Ch. 48, par. 1604) "...Employers, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by employee representatives."	Striking is illegal Statute: Illinois Compiled Statutes: ILCS 315/14 (from Ch. 48, par. 1614) "Security officers of public employers, and Peace Officers, Fire Fighters and fire department and fire protection district paramedics, covered by this Section may not withhold services, nor may public employers lock out or prevent such employees from performing services at any time."
Teachers	Collective bargaining is legal Statute: IL ST CH 115 § 5/1 "Recognizing that harmonious relationships are required between educational employees and their employers, the General Assembly has determined that the overall policy may best be accomplished by... (b) requiring educational employers to negotiate and bargain with employee organizations representing educational employees and to enter into written agreements evidencing the result of such bargaining..."	Wage negotiation is legal Statute: IL ST CH 115 § 5/3 Representatives selected by educational employees in a unit appropriate for collective bargaining purposes shall be the exclusive representative of all the employees in such unit to bargain on wages, hours, terms and conditions of employment."	Striking is legal Statute: Illinois Compiled Statutes: 115 ILC 5/13(b) "Educational employees in a school district organized under Article 34 of the School Code shall not engage in a strike except under the following conditions: (1) they are represented by an exclusive bargaining representative; (2) mediation has been used without success; (3) at least 10 days have elapsed after a notice of intent has been given by the exclusive bargaining representative to the educational

employer, the regional superintendent and the Illinois Educational Labor Relations Board; (4) the collective bargaining agreement between the educational employer and educational employees, if any, has expired; and (5) the employer and the exclusive bargaining representative have not mutually submitted the unresolved issues to arbitration."

Indiana				
All/Other		Collective Bargaining	Wage Negotiation	Striking
Police	Collective bargaining is legal Statute: IC 36-8-22 Meet and Confer for Public Safety Employees “Sec. 3. As used in this chapter, "employee organization" means an organization... whose primary purpose is to represent the members of the organization on issues concerning grievances, wages, rates of pay, hours of employment, conditions of employment, or becoming an exclusive recognized representative.” “All employees have the right to ... form an employee organization on the employees' own time; and join and assist an employee organization.”	Wage negotiation is legal Statute: IC 36-8-22 Meet and Confer for Public Safety Employees “Sec. 3. As used in this chapter, "employee organization" means an organization... whose primary purpose is to represent the members of the organization on issues concerning grievances, wages, rates of pay, hours of employment, conditions of employment, or becoming an exclusive recognized representative.”	Striking is illegal Statute: IC 36-8-22 Meet and Confer for Public Safety Employees “Sec. 15. (b) An employee, an employee organization, or an exclusive recognized representative may not participate in or encourage participation in a strike against an employer.”	
Firefighters	Collective bargaining is legal Statute: IC 36-8-22 Meet and Confer for Public Safety Employees “Sec. 3. As used in this chapter, "employee organization" means an organization... whose primary purpose is to represent the members of the organization on issues concerning grievances, wages, rates of pay, hours of employment, conditions of employment, or becoming an exclusive recognized representative.” “All employees have the right to ... form an employee organization on the employees' own time; and join and assist an employee organization.”	Wage negotiation is legal Statute: IC 36-8-22 Meet and Confer for Public Safety Employees “Sec. 3. As used in this chapter, "employee organization" means an organization... whose primary purpose is to represent the members of the organization on issues concerning grievances, wages, rates of pay, hours of employment, conditions of employment, or becoming an exclusive recognized representative.”	Striking is illegal Statute: IC 36-8-22 Meet and Confer for Public Safety Employees “Sec. 15. (b) An employee, an employee organization, or an exclusive recognized representative may not participate in or encourage participation in a strike against an employer.”	

Teachers	Collective bargaining is legal Statute: IC 20-29-6-1 "School employers and school employees shall: (1) have the obligation and the right to bargain collectively the items set forth in section 4 of this chapter; (2) have the right and obligation to discuss any item set forth in section 7 of this chapter; and (3) enter into a contract embodying any of the matters listed in section 4 of this chapter on which they have bargained collectively."	Wage negotiation is legal Statute: IC 20-29-6-4 "A school employer shall bargain collectively with the exclusive representative on the following:(1) salary (2) wages"	Striking is illegal Statute: IC 20-29-9-1 "It is unlawful for: (1) a school employee; (2) a school employee organization; or (3) an affiliate including state and national affiliates, of a school employee organization; to take part in or assist in a strike against a school employer or school corporation."
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Iowa			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Iowa State Code: 20.9 "The public employer and the employee organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon."	Wage negotiation is legal Statute: Iowa State Code: 20.9 "The public employer and the employee organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon."	Striking is illegal Statute: Iowa State Code: 20.12 "It shall be unlawful for any public employee or any employee organization, directly or indirectly, to induce, instigate, encourage, authorize, ratify or participate in a strike against any public employer."
Police	Collective bargaining is legal Statute: Iowa State Code: 20.9 "The public employer and the employee organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon."	Wage negotiation is legal Statute: Iowa State Code: 20.9 "The public employer and the employee organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon."	Striking is illegal Statute: Iowa State Code: 20.12 "It shall be unlawful for any public employee or any employee organization, directly or indirectly, to induce, instigate, encourage, authorize, ratify or participate in a strike against any public employer."
Firefighters	Collective bargaining is legal Statute: Iowa State Code: 20.9 "The public employer and the employee	Wage negotiation is legal Statute: Iowa State Code: 20.9 "The public employer and the employee	Striking is illegal Statute: Iowa State Code: 20.12 "It shall be unlawful for any public employee or

Teachers	organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon." Collective bargaining is legal Statute: Iowa State Code: 20.9 "The public employer and the employee organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon."	organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon." Wage negotiation is legal Statute: Iowa State Code: 20.9 "The public employer and the employee organization shall meet at reasonable times... to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training and other matters mutually agreed upon."	any employee organization, directly or indirectly, to induce, instigate, encourage, authorize, ratify or participate in a strike against any public employer." Striking is illegal Statute: Iowa State Code: 20.12 "It shall be unlawful for any public employee or any employee organization, directly or indirectly, to induce, instigate, encourage, authorize, ratify or participate in a strike against any public employer."
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Kansas			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Kansas Statutes: 75-4324 "Public employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing, for the purpose of meeting and conferring with public employers or their designated representatives with respect to grievances and conditions of employment. Public employees also shall have the right to refuse to join or participate in the activities of employee organizations."	Wage negotiation is legal Statute: Kansas Statutes: 75-4327 "Public employee organizations; recognition and certification; membership; meet and confer; determination and certification of appropriate unit; rules and regulations. (a) Public employers shall recognize employee organizations for the purpose of representing their members in relations with public agencies as to grievances and conditions of employment. Employee organizations may establish reasonable provisions for an individual's admission to or dismissal from membership. Statute: Kansas Statutes: 75-4322(t) "Conditions of employment' means salaries, wages, hours of work, vacation allowances, sick	Striking is illegal Statute: Kansas Statutes: 72-4333(c)(5) "It shall be a prohibited practice for public employees or employee organizations willfully to... Engage in a strike."

and injury leave, number of holidays, retirement benefits, insurance benefits, prepaid legal service benefits, wearing apparel, premium pay for overtime, shift differential pay, jury duty and grievance procedures, but nothing in this act shall authorize the adjustment or change of such matters which have been fixed by statute or by the constitution of this state.”

Police	Collective bargaining is legal Statute: Kansas Statutes: 75-4327(f) “A recognized employee organization shall not include: (1) Both professional and other employees, unless a majority of the professional employees vote for inclusion in the organization; (2) uniform police employees and public property security guards with any other public employees, but such employees may form their own separate homogenous units; or (3) uniformed firemen with any other public employees, but such employees may form their own separate homogenous units. The employees of a public safety department of cities which has both police and fire protection duties shall be an appropriate unit.”	Wage negotiation is legal Statute: Kansas Statutes: 75-4327 “Public employee organizations; recognition and certification; membership; meet and confer; determination and certification of appropriate unit; rules and regulations. (a) Public employers shall recognize employee organizations for the purpose of representing their members in relations with public agencies as to grievances and conditions of employment. Employee organizations may establish reasonable provisions for an individual's admission to or dismissal from membership.	Striking is illegal Statute: Kansas Statutes: 72-4333(c)(5) “It shall be a prohibited practice for public employees or employee organizations willfully to... Engage in a strike.”
Firefighters	Collective bargaining is legal Statute: Kansas Statutes: 75-4327(f) “A recognized employee organization shall not include: (1) Both professional and other employees, unless a majority of the professional employees vote for inclusion in the organization; (2) uniform police employees and public property security guards with any other public employees, but such employees may form their own separate homogenous units; or (3) uniformed firemen with any other public employees, but such employees may form their own separate homogenous units. The employees of a public safety department of cities which has both police and fire protection duties shall be an appropriate unit.”	Wage negotiation is legal Statute: Kansas Statutes: 75-4327 “Public employee organizations; recognition and certification; membership; meet and confer; determination and certification of appropriate unit; rules and regulations. (a) Public employers shall recognize employee organizations for the purpose of representing their members in relations with public agencies as to grievances and conditions of employment. Employee organizations may establish reasonable provisions for an individual's admission to or dismissal from membership.	Striking is illegal Statute: Kansas Statutes: 72-4333(c)(5) “It shall be a prohibited practice for public employees or employee organizations willfully to... Engage in a strike.”
Teachers	Collective bargaining is legal Statute: Kansas Statutes: 72-5421 "A board of education and an exclusive	Wage negotiation is legal Statute: Kansas Statutes: 72-5414 "Professional employees shall have the right...to	Striking is illegal Statute: Kansas Statutes: 72-4333(c)(5) "It shall be a prohibited practice for

representative selected or designated under the provisions of this act, or the act of which this section is amendatory, may enter into an agreement covering terms and conditions of professional service." Statute: Kansas Statutes: 72-5423 "...when such an organization is recognized, the board of education and the professional employees' organization shall enter into professional negotiations on request of either party at any time during the school year prior to issuance or renewal of the annual teachers' contracts."	participate in professional negotiations with boards of education through representatives of their own choosing for the purpose of establishing, maintaining, protecting or improving terms and conditions of professional service." Statute: Kansas Statutes: 72-5413(l)(1) "Terms and conditions of professional service" means (A) salaries and wages, including pay for duties under supplemental contracts; hours and amounts of work; vacation allowance, holiday, sick, extended, sabbatical, and other leave, and number of holidays; retirement; insurance benefits; wearing apparel; pay for overtime; jury duty; grievance procedure; including binding arbitration of grievances; disciplinary procedure; resignations; termination and nonrenewal of contracts; reemployment of professional employees; terms and form of the individual professional employee contract; probationary period; professional employee appraisal procedures; each of the foregoing being a term and condition of professional service, regardless of its impact on the employee or on the operation of the educational system..."	professional employees or professional employees' organizations or their designated representatives willfully to: (5) authorize, instigate, aid or engage in a strike or in picketing of any facility under the jurisdiction and control of the board of education."
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Kentucky			
	Collective Bargaining	Wage Negotiation	Striking
All/Other			
Police	Collective bargaining is legal Kentucky Revised Statutes § 67A.6902 "Police officers, firefighter personnel, firefighters, and corrections personnel of an urban-county government shall have, and shall be protected in the exercise of, the right of self-organization, to form, join, or assist any labor organization, to bargain collectively through representatives of their own choosing on questions of wages, hours, and other conditions of employment free from interference, restraint, or coercion."	Wage negotiation is legal Kentucky Revised Statutes § 67A.6902 "Police officers, firefighter personnel, firefighters, and corrections personnel of an urban-county government shall have, and shall be protected in the exercise of, the right of self-organization, to form, join, or assist any labor organization, to bargain collectively through representatives of their own choosing on questions of wages, hours, and other conditions of employment free from interference, restraint, or coercion."	Striking is illegal Kentucky Revised Statutes § 67A.6910 "No police officer, firefighter personnel, firefighter, or corrections officer of an urban-county government shall engage in, and no police officer labor organization, firefighter personnel labor organization, firefighter labor organization, or corrections officer labor organization shall sponsor or condone, any strike."

Firefighters	Collective bargaining is legal Kentucky Revised Statutes § 345.030 “Firefighters of a city of the first class shall have, and shall be protected in the exercise of, the right of self-organization, to form, join, or assist any labor organization, to bargain collectively through representatives of their own choosing on questions of wages, hours, and other conditions of employment free from interference, restraint, or coercion.”	Wage negotiation is legal Kentucky Revised Statutes § 345.030 “Firefighters of a city of the first class shall have, and shall be protected in the exercise of, the right of self-organization, to form, join, or assist any labor organization, to bargain collectively through representatives of their own choosing on questions of wages, hours, and other conditions of employment free from interference, restraint, or coercion.	Striking is illegal Kentucky Revised Statutes § 345.130 “No firefighter shall engage in, and no firefighter labor organization shall sponsor or condone any strike.”
Teachers	Collective bargaining is legal Case Law: Board of Trustees 571 S.W.2d at 616, 620-621; Fayette County Educ. Ass'n v. Hardy 626 S.W.2d 217, 219 (Ky. App. 1980) The right to organize and join an employee organization is protected by the Bill of Rights of the Kentucky Constitution and the First Amendment of the US Constitution.	Wage negotiation not addressed	Striking is illegal Case Law: Board of Trustees, 571 S.W.2d at 616, 619; Jefferson County Teachers Ass'n v. Board of Education of Jefferson County, 463 S.W.2d 627 (Ky. App. 1970) Public employees, including educational employees, have no right .

Louisiana			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) "A review of jurisprudence, statutes and constitution shows Louisiana public policy favors the organization of and collective bargaining for both public and private employees." Statute: Louisiana Revised Statute 44:67.1(a) “No collective bargaining agreement to which a public employer is a party shall be accepted or ratified by the public employer or its representative until the collective bargaining agreement has been made available to the public via the Internet website of the public employer for at least five business days. The public employer shall issue a written public notice in the manner provided in R.S. 42:19(A)(2) informing the public of how such agreement may be accessed and the date, time, and place of the meeting at which the agreement will be	Wage negotiation not addressed	Striking is legal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) Public employees, except for those essential to public safety, have "the right to engaged in peaceful picketing, work stoppage and other concerted activities.... is applicable to public school employees."

Police	considered by the public employer for acceptance or ratification." Collective bargaining is legal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) "A review of jurisprudence, statutes and constitution shows Louisiana public policy favors the organization of and collective bargaining for both public and private employees."	Wage negotiation not addressed No Provision	Striking is illegal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) Public employees, except for those essential to public safety, have "the right to engaged in peaceful picketing, work stoppage and other concerted activities.... is applicable to public school employees."
Firefighters	Collective bargaining is legal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) "A review of jurisprudence, statutes and constitution shows Louisiana public policy favors the organization of and collective bargaining for both public and private employees."	Wage negotiation not addressed No Provision	Striking is illegal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) Public employees, except for those essential to public safety, have "the right to engaged in peaceful picketing, work stoppage and other concerted activities.... is applicable to public school employees."
Teachers	Collective bargaining is legal Case Law: Louisiana Teachers' Ass'n v. Orleans Parish School Bd., 303 So.2d 564, 567 (La. App. 1974) "We hold that a school board, incidental to its statutory duties above enumerated, has the power and authority to collectively bargain with an agent selected by the employees, if the Board determines in its discretion that implementation of collective bargaining will more effectively and efficiently accomplish its objects and purposes."	Wage negotiation not addressed	Striking is legal Case Law: Davis v. Henry, 555 So.2d 457, 459, 133 L.R.R.M. (BNA) 2271 (La., 1990) Public employees, except for those essential to public safety, have "the right to engaged in peaceful picketing, work stoppage and other concerted activities.... is applicable to public school employees."

Maine			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Maine Revised Statutes: 26-965 (1) "It shall be the obligation of the public employers and the bargaining agent to bargain collectively."	Wage negotiation is legal Statute: Maine Revised Statutes: 26-965.1(C) "To confer and negotiate in good faith with respect to wages, hours, working conditions and contract grievance arbitration..."	Striking is illegal Case Law: Sanford Highway Unit of Local 481, AFSCME Council No. 74 v. Sanford, 411 A.2d 1010 (Me. 1980) Board decision upheld that ordered reinstatement without backpay of employees who had engaged in an illegal strike after the town had engaged in prohibited practices.
Police	Collective bargaining is legal Statute: Maine Revised Statutes: 26-965 (1) "It shall be the obligation of the public	Wage negotiation is legal Statute: Maine Revised Statutes: 26-965.1(C) "To confer and negotiate in good faith with	Striking is illegal Statute: Maine Revised Statutes: 26-964.2(C)(3) "Public employees, public employee

	employers and the bargaining agent to bargain collectively."	respect to wages, hours, working conditions and contract grievance arbitration..."	organizations, their agents, members and bargaining agents are prohibited from: Engaging in: A strike"
Firefighters	Collective bargaining is legal Statute: Maine Revised Statutes: 26-965 (1) "It shall be the obligation of the public employers and the bargaining agent to bargain collectively."	Wage negotiation is legal Statute: Maine Revised Statutes: 26-965.1(C) "To confer and negotiate in good faith with respect to wages, hours, working conditions and contract grievance arbitration..."	Striking is illegal Statute: Maine Revised Statutes: 26-964.2(C)(3) "Public employees, public employee organizations, their agents, members and bargaining agents are prohibited from: Engaging in: A strike"
Teachers	Collective bargaining is legal Statute: Maine Revised Statutes: 26-965 (1) "It shall be the obligation of the public employers and the bargaining agent to bargain collectively."	Wage negotiation is legal Statute: Maine Revised Statutes: 26-965.1(C) "To confer and negotiate in good faith with respect to wages, hours, working conditions and contract grievance arbitration..."	Striking is illegal Case Law: Sanford Highway Unit of Local 481, AFSCME Council No. 74 v. Sanford, 411 A.2d 1010 (Me. 1980) Board decision upheld that ordered reinstatement without backpay of employees who had engaged in an illegal strike after the town had engaged in prohibited practices.

Maryland			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Article State Personnel and Pensions §3–301(a) "Employees subject to this title have the right to: (1) take part or refrain from taking part in forming, joining, supporting, or participating in any employee organization or its lawful activities"	Wage negotiation is legal Statute: Article State Personnel and Pensions §3–502(a) "Collective bargaining shall include all matters relating to wages, hours, and other terms and conditions of employment."	Striking is illegal Statute: Article State Personnel and Pensions §3–303(b) "State employees are prohibited from engaging in any strike."
Police	Collective bargaining is legal Statute: Article State Personnel and Pensions §3–301(a) "Employees subject to this title have the right to: (1) take part or refrain from taking part in forming, joining, supporting, or participating in any employee organization or its lawful activities"	Wage negotiation is legal Statute: Article State Personnel and Pensions §3–502(a) "Collective bargaining shall include all matters relating to wages, hours, and other terms and conditions of employment."	Striking is illegal Statute: Article State Personnel and Pensions §3–303(b) "State employees are prohibited from engaging in any strike."
Firefighters	Collective bargaining is legal Statute: Maryland Code § 3-502 "Each employer covered by this subtitle shall have the authority to enact a local law or ordinance to permit voluntary collective bargaining between the employer and any employee organization that the employer has	Wage negotiation is legal Statute: Article State Personnel and Pensions §3–502(a) "Collective bargaining shall include all matters relating to wages, hours, and other terms and conditions of employment."	Striking is illegal Statute: Article State Personnel and Pensions §3–303(b) "State employees are prohibited from engaging in any strike."

	recognized as an exclusive representative of its employees."		
Teachers	Collective bargaining is legal Statute: Maryland Education Code: 6-402(a) "Public school employees may for, join, and participate in the activities of employee organizations of their own choice for the purpose of being represented on all matters that relate to salaries, wages, hours, and other working conditions."	Wage negotiation is legal Statute: Maryland Education Code: 6-408 "When a public school employer and an employee organization negotiate under this section, the public school employer and the employee shall: confer in good faith, at all reasonable times;...on all matters that relate to salaries wages, hours, and other working conditions...."	Striking is illegal Statute: Maryland Education Code: 6-410(a) "An employee organization may not call or direct a strike."

Massachusetts			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-2 "Employees shall have the right of self-organization and the right to form, join, or assist any employee organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from interference, restraint, or coercion.."	Wage negotiation is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages, hours, standards of productivity and performance, and any other terms and conditions of employment...."	Striking is illegal Statute: The General Laws of Massachusetts, Title XXI, 150E-9A(a) "No public employee or employee organization shall engage in a strike, and no public employee or organization shall induce, encourage or condone any strike..."
Police	Collective bargaining is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages, hours, standards of productivity and performance, and any other terms and conditions of employment."	Wage negotiation is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages, hours, standards of productivity and performance, and any other terms and conditions of employment...."	Striking is illegal Statute: The General Laws of Massachusetts, Title XXI, 150E-9A(a) "No public employee or employee organization shall engage in a strike, and no public employee or organization shall induce, encourage or condone any strike..."
Firefighters	Collective bargaining is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages,	Wage negotiation is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages,	Striking is illegal Statute: The General Laws of Massachusetts, Title XXI, 150E-9A(a) "No public employee or employee organization shall engage in a strike, and no public employee or organization shall induce, encourage or

	hours, standards of productivity and performance, and any other terms and conditions of employment."	hours, standards of productivity and performance, and any other terms and conditions of employment...."	condone any strike..."
Teachers	Collective bargaining is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages, hours, standards of productivity and performance, and any other terms and conditions of employment."	Wage negotiation is legal Statute: The General Laws of Massachusetts: Title XXI, 150E-6 "The employer and the exclusive representative shall meet at reasonable times...and shall negotiate in good faith with respect to wages, hours, standards of productivity and performance, and any other terms and conditions of employment...."	Striking is illegal Statute: The General Laws of Massachusetts, Title XXI, 150E-9A(a) "No public employee or employee organization shall engage in a strike, and no public employee or organization shall induce, encourage or condone any strike..."

Michigan			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Michigan Compiled Laws: 423.215(1) "A public employer shall bargain collectively with representatives of its employees... to bargain collectively is to perform the mutual obligation of the employer and the representative of the employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment..." Statute: Public Act 436 of 2012 (Financial Stability Act) This allows state-appointed managers of struggling districts and cities the power to nullify collective bargaining agreements.	Wage negotiation is legal Statute: Michigan Compiled Laws: 423.215(1) "A public employer shall bargain collectively with representatives of its employees ... and confer in good faith with respect to wages, hours and terms and conditions of employment..."	Striking is illegal Statute: Michigan Compiled Laws: 423.202 "A public employee shall not strike and a public school employer shall not institute a lockout."
Police	Collective bargaining is legal Statute: Michigan Compiled Laws: 423.215(1) "A public employer shall bargain collectively with representatives of its employees... to bargain collectively is to perform the mutual obligation of the employer and the representative of the employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment..."	Wage negotiation is legal Statute: Michigan Compiled Laws: 423.215(1) "A public employer shall bargain collectively with representatives of its employees ... and confer in good faith with respect to wages, hours and terms and conditions of employment..."	Striking is illegal Statute: Michigan Compiled Laws: 423.202 "A public employee shall not strike and a public school employer shall not institute a lockout."
Firefighters	Collective bargaining is legal Statute: Michigan Compiled Laws: 423.215(1)	Wage negotiation is legal Statute: Michigan Compiled Laws: 423.215(1)	Striking is illegal Statute: Michigan Compiled Laws: 423.202

	"A public employer shall bargain collectively with representatives of its employees... to bargain collectively is to perform the mutual obligation of the employer and the representative of the employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment..."	"A public employer shall bargain collectively with representatives of its employees ... and confer in good faith with respect to wages, hours and terms and conditions of employment..."	"A public employee shall not strike and a public school employer shall not institute a lockout."
Teachers	Collective bargaining is legal Statute: Michigan Compiled Laws: 423.215(1) "A public employer shall bargain collectively with representatives of its employees....to bargain collectively is to perform the mutual obligation of the employer and the representative of the employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment..."	Wage negotiation is legal Statute: Michigan Compiled Laws: 423.215(1) "A public employer shall bargain collectively with representatives of its employees ... and confer in good faith with respect to wages, hours and terms and conditions of employment..."	Striking is illegal Statute: Michigan Compiled Laws: 423.202 "A public employee shall not strike and a public school employer shall not institute a lockout."

Minnesota			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Minnesota Statutes: 179A.06, Subd. 5 "Public employees, through their certified exclusive representative, have the right and obligation to meet and negotiate in good faith with their employer regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the exclusive representative to agree to a proposal or require the making of a concession."	Wage negotiation is legal Statute: Minnesota Statute: 179A.06 Subd. 19 "Terms and conditions of employment" means the hours of employment, the compensation therefor including fringe benefits except retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the employees.	Striking is legal Statute: Minnesota Statutes: 179A.18(2) "...public employees may strike only under the following circumstances:(1)(a) the collective bargaining agreement between their exclusive representative and their employer has expired or, if there is no agreement, impasse under section 179A.17, subdivision 2, has occurred; and(b) the exclusive representative and the employer have participated in mediation over a period of at least 45 days, provided that the mediation period established by section 179A.17, subdivision 2, governs negotiations under that section, and provided that for the purposes of this sub clause the mediation period commences on the day following receipt by the commissioner of a request for mediation ..."
Police	Collective bargaining is legal Statute: Minnesota Statutes: 179A.06, Subd. 5 "Public employees, through their certified exclusive representative, have the right and obligation to meet and negotiate in good faith	Wage negotiation is legal Statute: Minnesota Statute: 179A.06 Subd. 19 "Terms and conditions of employment" means the hours of employment, the compensation therefor including fringe benefits except	Striking is illegal Statute: Minnesota Statutes: 179A.18 "Essential employees may not strike"

	with their employer regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the exclusive representative to agree to a proposal or require the making of a concession."	retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the employees.	
Firefighters	Collective bargaining is legal Statute: Minnesota Statutes: 179A.06, Subd. 5 "Public employees, through their certified exclusive representative, have the right and obligation to meet and negotiate in good faith with their employer regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the exclusive representative to agree to a proposal or require the making of a concession."	Wage negotiation is legal Statute: Minnesota Statute: 179A.06 Subd. 19 "Terms and conditions of employment" means the hours of employment, the compensation therefor including fringe benefits except retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the employees.	Striking is illegal Statute: Minnesota Statutes: 179A.18 "Essential employees may not strike"
Teachers	Collective bargaining is legal Statute: Minnesota Statutes: 179A.06, Subd. 5 "Public employees, through their certified exclusive representative, have the right and obligation to meet and negotiate in good faith with their employer regarding grievance procedures and the terms and conditions of employment, but this obligation does not compel the exclusive representative to agree to a proposal or require the making of a concession."	Wage negotiation is legal Statute: Minnesota Statute: 179A.06 Subd. 19 "Terms and conditions of employment" means the hours of employment, the compensation therefor including fringe benefits except retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the employees.	Striking is legal Statute: Minnesota Statutes: 179A.18(2) "...public employees may strike only under the following circumstances:(1)(a) the collective bargaining agreement between their exclusive representative and their employer has expired or, if there is no agreement, impasse under section 179A.17, subdivision 2, has occurred; and(b) the exclusive representative and the employer have participated in mediation over a period of at least 45 days, provided that the mediation period established by section 179A.17, subdivision 2, governs negotiations under that section, and provided that for the purposes of this sub clause the mediation period commences on the day following receipt by the commissioner of a request for mediation ..."

Mississippi			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	No statute on collective bargaining There is no state statute regarding collective bargaining	Wage negotiation not addressed There is no state statute regarding collective bargaining	Striking is illegal Statute: Mississippi Code: 25-1-105 "All provisions of Section 37-9-75 prohibiting strikes by teachers and teacher organizations and providing penalties therefor, and providing certain responsibilities for members of local

Police	No statute on collective bargaining Collective bargaining rights are determined on the local level.	Wage negotiation not addressed There is no state statute regarding collective bargaining	school governing boards and school administrators shall likewise apply as far as is practicable to all public employees and public employers respectively.” Striking is illegal Statute: Mississippi Code: 25-1-105 “All provisions of Section 37-9-75 prohibiting strikes by teachers and teacher organizations and providing penalties therefor, and providing certain responsibilities for members of local school governing boards and school administrators shall likewise apply as far as is practicable to all public employees and public employers respectively.”
Firefighters	No statute on collective bargaining Collective bargaining rights are determined on the local level.	Wage negotiation not addressed There is no state statute regarding collective bargaining	Striking is illegal Statute: Mississippi Code: 25-1-105 “All provisions of Section 37-9-75 prohibiting strikes by teachers and teacher organizations and providing penalties therefor, and providing certain responsibilities for members of local school governing boards and school administrators shall likewise apply as far as is practicable to all public employees and public employers respectively.”
Teachers	Collective bargaining is legal Case Law: Jackson v Hazelhurst, 427 So.2d 134, 137 (Miss. 1983) Teachers have a constitutional right to join unions, which can be designated as collective bargaining representatives for school districts.	Wage negotiation not addressed There is no state statute regarding collective bargaining	Striking is illegal Statute: Mississippi Code: 37-9-75(2) "It is hereby declared that a strike, concerted work stoppage or concerted refusal to perform lawful duties in any manner by certified teachers against public school districts within the state of Mississippi shall be illegal, unprotected and contrary to the public policy of the State of Mississippi."

Missouri			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Missouri Revised Statutes 105.510 “Employees, except police, deputy sheriffs, Missouri state highway patrolmen, Missouri National Guard, all teachers of all Missouri schools, colleges and universities, of any public body shall have the right to form and join labor	Wage negotiation is legal Statute: Missouri Revised Statutes: 105.520 "Whenever such proposals are presented by the exclusive bargaining representative to a public body, the public body or its designated representative or representatives shall meet, confer and discuss proposals relative to salaries	Striking is illegal Statute: Missouri Revised Statutes: 105.530 "Nothing contained in sections 105.500 to 105.530 shall be construed as granting a right to employees covered in sections 105.500 to 105.530 to strike."

organizations and to present proposals to any public body relative to salaries and other conditions of employment through the representative of their own choosing.”

and other conditions of employment of the employees of the public body with the labor organization which is the exclusive bargaining representative of its employees in a unit appropriate.”

Police	Collective bargaining is legal Case Law: <i>Eastern Missouri Coalition of Police, Fraternal Order of Police, Lodge 15 v. City of Chesterfield</i>, No. SC 91736 and <i>Eastern Missouri Coalition of Police, Fraternal Order of Police, Lodge 15 v. City of University City</i>, No. SC 91737 (Mo. banc 2012) “article I, section 29 inherently imposes a duty on each City to bargain collectively with the exclusive bargaining representative elected by its police officers and sergeants with a goal of reaching an agreement.”	Wage negotiation is legal Statute: Missouri Revised Statutes: 105.520 "Whenever such proposals are presented by the exclusive bargaining representative to a public body, the public body or its designated representative or representatives shall meet, confer and discuss proposals relative to salaries and other conditions of employment of the employees of the public body with the labor organization which is the exclusive bargaining representative of its employees in a unit appropriate."	Striking is illegal Case Law: <i>Eastern Missouri Coalition of Police, Fraternal Order of Police, Lodge 15 v. City of Chesterfield</i>, No. SC 91736 and <i>Eastern Missouri Coalition of Police, Fraternal Order of Police, Lodge 15 v. City of University City</i>, No. SC 91737 (Mo. banc 2012) “expressly denies all public employees the right to strike”
Firefighters	Collective bargaining is legal Statute: Missouri Revised Statutes 105.510 “Employees, except police, deputy sheriffs, Missouri state highway patrolmen, Missouri National Guard, all teachers of all Missouri schools, colleges and universities, of any public body shall have the right to form and join labor organizations and to present proposals to any public body relative to salaries and other conditions of employment through the representative of their own choosing.”	Wage negotiation is legal Statute: Missouri Revised Statutes: 105.520 "Whenever such proposals are presented by the exclusive bargaining representative to a public body, the public body or its designated representative or representatives shall meet, confer and discuss proposals relative to salaries and other conditions of employment of the employees of the public body with the labor organization which is the exclusive bargaining representative of its employees in a unit appropriate."	Striking is illegal Statute: Missouri Revised Statutes: 105.530 "Nothing contained in sections 105.500 to 105.530 shall be construed as granting a right to employees covered in sections 105.500 to 105.530 to strike."
Teachers	Collective bargaining is legal Case Law: <i>Independence National Education Association v. Independence School District</i>, 223 S.W.3d 131 (Mo. 1977) "All employees, including those represented by the employee associations in this case, have the 'right to bargain collectively.' Although the employer is not required to reach an agreement with employees as to working conditions, once an employer has done so, it is bound by the terms of that agreement."	Wage negotiation is legal Statute: Missouri Revised Statutes: 105.520 "Whenever such proposals are presented by the exclusive bargaining representative to a public body, the public body or its designated representative or representatives shall meet, confer and discuss proposals relative to salaries and other conditions of employment of the employees of the public body with the labor organization which is the exclusive bargaining representative of its employees in a unit appropriate."	Striking is illegal Statute: Missouri Revised Statutes: 105.530 "Nothing contained in sections 105.500 to 105.530 shall be construed as granting a right to employees covered in sections 105.500 to 105.530 to strike."

	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Montana Code Annotated: 39-31-305 "The public employer and the exclusive representative, through appropriate officials or their representatives, have the authority and the duty to bargain collectively."	Wage negotiation is legal Statute: Montana Code Annotated: 39-31-305 (2) "...to bargain collectively is the performance of mutual obligation ... to meet at reasonable times and negotiate in good faith with respect to wages, hours, fringe benefits, and other conditions of employment..."	Striking is legal Case Law: Montana Dept. of Highways v Public Employees Craft Council of Montana, 529 P 2d 785 (Mont. 1974) The Montana Supreme Court has held that the right to engage in concerted activities guaranteed by PECB gives public employees the right by implication. The Montana Supreme Court held that the right to engage in concerted activities guaranteed by PERB gives employees the right by implication.
Police	Collective bargaining is legal Statute: Montana Code Annotated: 39-31-305 "The public employer and the exclusive representative, through appropriate officials or their representatives, have the authority and the duty to bargain collectively."	Wage negotiation is legal Statute: Montana Code Annotated: 39-31-305 (2) "...to bargain collectively is the performance of mutual obligation ... to meet at reasonable times and negotiate in good faith with respect to wages, hours, fringe benefits, and other conditions of employment..."	Striking is illegal Statute: Montana Code Annotated: 39-31-501 "It is unlawful for a police officer to recognize a picket line of a labor organization while in the performance of official duties."
Firefighters	Collective bargaining is legal Statute: Montana Code Annotated: 39-31-305 "The public employer and the exclusive representative, through appropriate officials or their representatives, have the authority and the duty to bargain collectively."	Wage negotiation is legal Statute: Montana Code Annotated: 39-31-305 (2) "...to bargain collectively is the performance of mutual obligation ... to meet at reasonable times and negotiate in good faith with respect to wages, hours, fringe benefits, and other conditions of employment..."	Striking is illegal Statute: Montana Code Annotated: 39-34-105 "Strikes are prohibited during the term of any contract and the negotiations or arbitration of that contract."
Teachers	Collective bargaining is legal Statute: Montana Code Annotated: 39-31-305 "The public employer and the exclusive representative, through appropriate officials or their representatives, have the authority and the duty to bargain collectively."	Wage negotiation is legal Statute: Montana Code Annotated: 39-31-305 (2) "...to bargain collectively is the performance of mutual obligation ... to meet at reasonable times and negotiate in good faith with respect to wages, hours, fringe benefits, and other conditions of employment..."	Striking is legal Case Law: Montana Dept. of Highways v Public Employees Craft Council of Montana, 529 P 2d 785 (Mont. 1974) The Montana Supreme Court has held that the right to engage in concerted activities guaranteed by PECB gives public employees the right by implication. The Montana Supreme Court held that the right to engage in concerted activities guaranteed by PERB gives employees the right by implication.

Nebraska			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal	Wage negotiation is legal	Striking is illegal

Statute: Nebraska Statutes: 81-1370
 "recognizing the right of state employees in bargaining units to organize for the purpose of collective bargaining"

Statute: Nebraska Statutes: 81-1370
 "requiring state employees represented by an exclusive collective-bargaining agent to negotiate ... on matters of wages, hours, and other terms and conditions of employment"

Statute: Nebraska Statutes: 48-802(2)
 "No right shall exist in any natural or corporate person or group of persons to hinder, delay, limit, or suspend the continuity or efficiency of any governmental service or governmental services is a proprietary capacity of this state, either by strike, lockout or other means."

Police	Collective bargaining is legal Statute: Nebraska Statutes: 48-816 "The commission shall require good faith bargaining concerning the terms and conditions of employment."	Wage negotiation is legal Statute: Nebraska Statutes: 48-816(1)(a) "To bargain in good faith shall mean ... to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment..."	Striking is illegal Statute: Nebraska Statutes: 48-802(2) "No right shall exist in any natural or corporate person or group of persons to hinder, delay, limit, or suspend the continuity or efficiency of any governmental service or governmental services is a proprietary capacity of this state, either by strike, lockout or other means."
Firefighters	Collective bargaining is legal Statute: Nebraska Statutes: 48-816 "The commission shall require good faith bargaining concerning the terms and conditions of employment."	Wage negotiation is legal Statute: Nebraska Statutes: 48-816(1)(a) "To bargain in good faith shall mean ... to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment..."	Striking is illegal Statute: Nebraska Statutes: 48-802(2) "No right shall exist in any natural or corporate person or group of persons to hinder, delay, limit, or suspend the continuity or efficiency of any governmental service or governmental services is a proprietary capacity of this state, either by strike, lockout or other means."
Teachers	Collective bargaining is legal Statute: Nebraska Statutes: 48-816 "The commission shall require good faith bargaining concerning the terms and conditions of employment."	Wage negotiation is legal Statute: Nebraska Statutes: 48-816(1)(a) "To bargain in good faith shall mean ... to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment..."	Striking is illegal Statute: Nebraska Statutes: 48-802(2) "No right shall exist in any natural or corporate person or group of persons to hinder, delay, limit, or suspend the continuity or efficiency of any governmental service or governmental services is a proprietary capacity of this state, either by strike, lockout or other means."

Nevada			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "...every local government employer shall negotiate in good faith through one or more representatives of its own choosing concerning the mandatory subjects of bargaining..."	Wage negotiation is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "The scope of mandatory bargaining is limited to: (a) Salary or wage rates or other forms of direct monetary compensation..."	Striking is illegal Statute: Nev. Rev. Stat. Ann. § 288.230 "The Legislature therefore declares it to be the public policy of the State of Nevada that strikes against the State or any local government employer are illegal."
Police	Collective bargaining is legal Statute: Nev. Rev. Stat. Ann. § 288.170 "A police officer, sheriff, deputy sheriff or	Wage negotiation is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "The scope of mandatory bargaining is limited	Striking is illegal Statute: Nev. Rev. Stat. Ann. § 288.230 "The Legislature therefore declares it to be the

	other law enforcement officer may be a member of an employee organization only if such employee organization is composed exclusively of law enforcement officers”	to: (a) Salary or wage rates or other forms of direct monetary compensation...”	public policy of the State of Nevada that strikes against the State or any local government employer are illegal.”
Firefighters	Collective bargaining is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "...every local government employer shall negotiate in good faith through one or more representatives of its own choosing concerning the mandatory subjects of bargaining..."	Wage negotiation is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "The scope of mandatory bargaining is limited to: (a) Salary or wage rates or other forms of direct monetary compensation..."	Striking is illegal Statute: Nev. Rev. Stat. Ann. § 288.230 "The Legislature therefore declares it to be the public policy of the State of Nevada that strikes against the State or any local government employer are illegal."
Teachers	Collective bargaining is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "...every local government employer shall negotiate in good faith through one or more representatives of its own choosing concerning the mandatory subjects of bargaining..."	Wage negotiation is legal Statute: Nev. Rev. Stat. Ann. § 288.150 "The scope of mandatory bargaining is limited to: (a) Salary or wage rates or other forms of direct monetary compensation..."	Striking is illegal Statute: Nev. Rev. Stat. Ann. § 288.230 "The Legislature therefore declares it to be the public policy of the State of Nevada that strikes against the State or any local government employer are illegal."

New Hampshire			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: New Hampshire Revised Statutes: 273-A:3 "It is the obligation of the public employer and the employee organization certified by the board as the exclusive representative of the bargaining unit to negotiate in good faith... but the obligation to negotiate in good faith shall not compel either party to agree to a proposal or to make a concession."	Wage negotiation is legal Statute: New Hampshire Revised Statutes: 273-A:1(XI) "Terms and conditions of employment means wages, hours and other conditions of employment other than managerial policy within the prerogative of the public employer."	Striking is illegal Statute: New Hampshire Revised Statutes: 273-A:13 "Strikes and other forms of job action by public employees are hereby declared to be unlawful."
Police	Collective bargaining is legal Statute: New Hampshire Revised Statutes: 273-A:3 "It is the obligation of the public employer and the employee organization certified by the board as the exclusive representative of the bargaining unit to negotiate in good faith... but the obligation to negotiate in good faith shall not compel either party to agree to a proposal or to make a concession."	Wage negotiation is legal Statute: New Hampshire Revised Statutes: 273-A:1(XI) "Terms and conditions of employment means wages, hours and other conditions of employment other than managerial policy within the prerogative of the public employer."	Striking is illegal Statute: New Hampshire Revised Statutes: 273-A:13 "Strikes and other forms of job action by public employees are hereby declared to be unlawful."
Firefighters	Collective bargaining is legal Statute: New Hampshire Revised Statutes: 273-A:3 "It is the obligation of the public employer and	Wage negotiation is legal Statute: New Hampshire Revised Statutes: 273-A:1(XI) "Terms and conditions of employment means	Striking is illegal Statute: New Hampshire Revised Statutes: 273-A:13 "Strikes and other forms of job action by public

	the employee organization certified by the board as the exclusive representative of the bargaining unit to negotiate in good faith... but the obligation to negotiate in good faith shall not compel either party to agree to a proposal or to make a concession."	wages, hours and other conditions of employment other than managerial policy within the prerogative of the public employer."	employees are hereby declared to be unlawful."
Teachers	Collective bargaining is legal Statute: New Hampshire Revised Statutes: 273-A:3 "It is the obligation of the public employer and the employee organization certified by the board as the exclusive representative of the bargaining unit to negotiate in good faith... but the obligation to negotiate in good faith shall not compel either party to agree to a proposal or to make a concession."	Wage negotiation is legal Statute: New Hampshire Revised Statutes: 273-A:1(XI) "Terms and conditions of employment means wages, hours and other conditions of employment other than managerial policy within the prerogative of the public employer."	Striking is illegal Statute: New Hampshire Revised Statutes: 273-A:13 "Strikes and other forms of job action by public employees are hereby declared to be unlawful."

New Jersey			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: New Jersey Statutes: 34:13A-5.3 "The majority representative and designated representatives of the public employer shall meet at reasonable times and negotiate in good faith with respect to grievances, disciplinary disputes, and other terms and conditions of employment."	Wage negotiation is legal Statute: New Jersey Statutes: 34:13A-23 "All aspects of assignment to, retention in, dismissal from, and any terms and conditions of employment concerning extracurricular activities shall be deemed mandatory subjects for collective negotiations between an employer and the majority representative of the employees in a collective bargaining unit..."	Striking is illegal Case Law: Passaic Tp Board of Educ. v. Passaic Tp Educ. Ass'n, 536 A.2d 1276, 222 N.J. Super. 298 (N.J. Super. A.D., 1987) Public employees have no right to strike.
Police	Collective bargaining is legal Statute: New Jersey Statutes: 34:13A-5.3 "The majority representative and designated representatives of the public employer shall meet at reasonable times and negotiate in good faith with respect to grievances, disciplinary disputes, and other terms and conditions of employment."	Wage negotiation is legal Statute: New Jersey Statutes: 34:13A-23 "All aspects of assignment to, retention in, dismissal from, and any terms and conditions of employment concerning extracurricular activities shall be deemed mandatory subjects for collective negotiations between an employer and the majority representative of the employees in a collective bargaining unit..."	Striking is illegal Statute: New Jersey Statutes: 34:13A-14 "Recognizing the unique and essential duties which law enforcement officers and firefighters perform for the benefit and protection of the people of this State, cognizant of the life threatening dangers these public servants regularly confront in the daily pursuit of their public mission, and fully conscious of the fact that these public employees, by legal and moral precept, do not enjoy the right to strike"
Firefighters	Collective bargaining is legal Statute: New Jersey Statutes: 34:13A-5.3 "The majority representative and designated representatives of the public employer shall	Wage negotiation is legal Statute: New Jersey Statutes: 34:13A-23 "All aspects of assignment to, retention in, dismissal from, and any terms and conditions of	Striking is illegal Statute: New Jersey Statutes: 34:13A-14 "Recognizing the unique and essential duties which law enforcement officers and firefighters

meet at reasonable times and negotiate in good faith with respect to grievances, disciplinary disputes, and other terms and conditions of employment."

employment concerning extracurricular activities shall be deemed mandatory subjects for collective negotiations between an employer and the majority representative of the employees in a collective bargaining unit..."

perform for the benefit and protection of the people of this State, cognizant of the life threatening dangers these public servants regularly confront in the daily pursuit of their public mission, and fully conscious of the fact that these public employees, by legal and moral precept, do not enjoy the right to strike"

Teachers	Collective bargaining is legal Statute: New Jersey Statutes: 34:13A-5.3 "The majority representative and designated representatives of the public employer shall meet at reasonable times and negotiate in good faith with respect to grievances, disciplinary disputes, and other terms and conditions of employment."	Wage negotiation is legal Statute: New Jersey Statutes: 34:13A-23 "All aspects of assignment to, retention in, dismissal from, and any terms and conditions of employment concerning extracurricular activities shall be deemed mandatory subjects for collective negotiations between an employer and the majority representative of the employees in a collective bargaining unit..."	Striking is illegal Case Law: Board of Ed., Borough of Union Beach v. New Jersey Ed. Ass'n, 247 A.2d 867, 53 N.J. 29 (N.J., 1968) School employees do not have the right to strike.
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New Mexico			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: New Mexico Statutes: 10-7E-2 "The purpose of the Public Employee Bargaining Act is to guarantee public employees the right to organize and bargain collectively with their employers..."	Wage negotiation is legal Statute: New Mexico Statutes: 10-7E-17(A)(1) "...public employers and exclusive representatives: shall bargain in good faith on wages, hours and all other terms and conditions of employment and other issues agreed to by the parties."	Striking is illegal Statute: New Mexico Statutes: 10-7E-21(A) "A public employee or labor organization shall not engage in a strike. A labor organization shall not cause, instigate, encourage or support a public employee strike. A public employer shall not cause, instigate or engage in a public employee lockout."
Police	Collective bargaining is legal Statute: New Mexico Statutes: 10-7E-2 "The purpose of the Public Employee Bargaining Act is to guarantee public employees the right to organize and bargain collectively with their employers..."	Wage negotiation is legal Statute: New Mexico Statutes: 10-7E-17(A)(1) "...public employers and exclusive representatives: shall bargain in good faith on wages, hours and all other terms and conditions of employment and other issues agreed to by the parties."	Striking is illegal Statute: New Mexico Statutes: 10-7E-21(A) "A public employee or labor organization shall not engage in a strike. A labor organization shall not cause, instigate, encourage or support a public employee strike. A public employer shall not cause, instigate or engage in a public employee lockout."
Firefighters	Collective bargaining is legal Statute: New Mexico Statutes: 10-7E-2 "The purpose of the Public Employee Bargaining Act is to guarantee public employees the right to organize and bargain collectively with their employers..."	Wage negotiation is legal Statute: New Mexico Statutes: 10-7E-17(A)(1) "...public employers and exclusive representatives: shall bargain in good faith on wages, hours and all other terms and conditions of employment and other issues agreed to by the parties."	Striking is illegal Statute: New Mexico Statutes: 10-7E-21(A) "A public employee or labor organization shall not engage in a strike. A labor organization shall not cause, instigate, encourage or support a public employee strike. A public employer shall not cause, instigate or engage in a public employee lockout."

Teachers	Collective bargaining is legal Statute: New Mexico Statutes: 10-7E-2 "The purpose of the Public Employee Bargaining Act is to guarantee public employees the right to organize and bargain collectively with their employers..."	Wage negotiation is legal Statute: New Mexico Statutes: 10-7E-17(A)(1) "...public employers and exclusive representatives: shall bargain in good faith on wages, hours and all other terms and conditions of employment and other issues agreed to by the parties."	Striking is illegal Statute: New Mexico Statutes: 10-7E-21(A) "A public employee or labor organization shall not engage in a strike. A labor organization shall not cause, instigate, encourage or support a public employee strike. A public employer shall not cause, instigate or engage in a public employee lockout."
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New York			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: N.Y. Civ. Serv. Law § 204(2) "...the appropriate public employer shall be, and hereby is, required to negotiate collectively with such employee organization in the determination of, and administration of grievances arising under, the terms and conditions of employment of the public employees as provided in this article, and to negotiate and enter into written agreements with such employee organizations in determining such terms and conditions of employment."	Wage negotiation is legal Statute: N.Y. Civ. Serv. Law § 204(3) "For the purposes of this article, to negotiate collectively is performance of mutual obligation of the public employer and a recognized certified employee organization to meet at reasonable times and confer in good faith with respect to wages, hours, and terms and conditions of employment..."	Striking is illegal Statute: N.Y. Civ. Serv. Law § 210(1) "No public employee or employee organization shall engage in a strike, and no public employee or employee organization shall cause, instigate, encourage, or condone a strike."
Police	Collective bargaining is legal Statute: N.Y. Civ. Serv. Law § 204(2) "...the appropriate public employer shall be, and hereby is, required to negotiate collectively with such employee organization in the determination of, and administration of grievances arising under, the terms and conditions of employment of the public employees as provided in this article, and to negotiate and enter into written agreements with such employee organizations in determining such terms and conditions of employment."	Wage negotiation is legal Statute: N.Y. Civ. Serv. Law § 204(3) "For the purposes of this article, to negotiate collectively is performance of mutual obligation of the public employer and a recognized certified employee organization to meet at reasonable times and confer in good faith with respect to wages, hours, and terms and conditions of employment..."	Striking is illegal Statute: N.Y. Civ. Serv. Law § 210(1) "No public employee or employee organization shall engage in a strike, and no public employee or employee organization shall cause, instigate, encourage, or condone a strike."
Firefighters	Collective bargaining is legal Statute: N.Y. Civ. Serv. Law § 204(2) "...the appropriate public employer shall be, and hereby is, required to negotiate collectively with such employee organization in the determination of, and administration of grievances arising under, the terms and conditions of employment of the public	Wage negotiation is legal Statute: N.Y. Civ. Serv. Law § 204(3) "For the purposes of this article, to negotiate collectively is performance of mutual obligation of the public employer and a recognized certified employee organization to meet at reasonable times and confer in good faith with respect to wages, hours, and terms and	Striking is illegal Statute: N.Y. Civ. Serv. Law § 210(1) "No public employee or employee organization shall engage in a strike, and no public employee or employee organization shall cause, instigate, encourage, or condone a strike."

employees as provided in this article, and to negotiate and enter into written agreements with such employee organizations in determining such terms and conditions of employment."

conditions of employment..."

Teachers	Collective bargaining is legal Statute: N.Y. Civ. Serv. Law § 204(2) "...the appropriate public employer shall be, and hereby is, required to negotiate collectively with such employee organization in the determination of, and administration of grievances arising under, the terms and conditions of employment of the public employees as provided in this article, and to negotiate and enter into written agreements with such employee organizations in determining such terms and conditions of employment."	Wage negotiation is legal Statute: N.Y. Civ. Serv. Law § 204(3) "For the purposes of this article, to negotiate collectively is performance of mutual obligation of the public employer and a recognized certified employee organization to meet at reasonable times and confer in good faith with respect to wages, hours, and terms and conditions of employment..."	Striking is illegal Statute: N.Y. Civ. Serv. Law § 210(1) "No public employee or employee organization shall engage in a strike, and no public employee or employee organization shall cause, instigate, encourage, or condone a strike."
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North Carolina

	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is illegal Statute: N.C. Gen. Stat. Ann. § 95-98 "Any agreement, or contract, between the governing authority of any city, town, county, or other municipality, or between any agency, unit, or instrumentality thereof, or between any agency, instrumentality, or institution of the State of North Carolina, and any labor union, trade union, or labor organization, as bargaining agent for any public employees of such city, town, county or other municipality, or agency or instrumentality of government, is hereby declared to be against the public policy of the State, illegal, unlawful, void and of no effect."	State does not allow collective bargaining	Striking is illegal Statute: N.C. Gen. Stat. Ann. § 95-98.1 "Strikes by public employees are hereby declared illegal and against the public policy of this State."
Police	Collective bargaining is illegal Statute: N.C. Gen. Stat. Ann. § 95-98 "Any agreement, or contract, between the governing authority of any city, town, county, or other municipality, or between any agency, unit, or instrumentality thereof, or between any agency, instrumentality, or institution of the State of North Carolina, and any labor union, trade union, or labor organization, as bargaining agent for any public employees of such city,	State does not allow collective bargaining	Striking is illegal Statute: N.C. Gen. Stat. Ann. § 95-98.1 "Strikes by public employees are hereby declared illegal and against the public policy of this State."

	town, county or other municipality, or agency or instrumentality of government, is hereby declared to be against the public policy of the State, illegal, unlawful, void and of no effect."		
Firefighters	Collective bargaining is illegal Statute: N.C. Gen. Stat. Ann. § 95-98 "Any agreement, or contract, between the governing authority of any city, town, county, or other municipality, or between any agency, unit, or instrumentality thereof, or between any agency, instrumentality, or institution of the State of North Carolina, and any labor union, trade union, or labor organization, as bargaining agent for any public employees of such city, town, county or other municipality, or agency or instrumentality of government, is hereby declared to be against the public policy of the State, illegal, unlawful, void and of no effect."	State does not allow collective bargaining	Striking is illegal Statute: N.C. Gen. Stat. Ann. § 95-98.1 "Strikes by public employees are hereby declared illegal and against the public policy of this State."
Teachers	Collective bargaining is illegal Statute: N.C. Gen. Stat. Ann. § 95-98 "Any agreement, or contract, between the governing authority of any city, town, county, or other municipality, or between any agency, unit, or instrumentality thereof, or between any agency, instrumentality, or institution of the State of North Carolina, and any labor union, trade union, or labor organization, as bargaining agent for any public employees of such city, town, county or other municipality, or agency or instrumentality of government, is hereby declared to be against the public policy of the State, illegal, unlawful, void and of no effect."	State does not allow collective bargaining	Striking is illegal Statute: N.C. Gen. Stat. Ann. § 95-98.1 "Strikes by public employees are hereby declared illegal and against the public policy of this State."

North Dakota			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: North Dakota Century Code: 34-11.1-03. Membership in organizations. "No employee may be denied the right to be a member of an organization of employees or be intimidated or coerced in a decision to communicate or affiliate with an organization."	Wage negotiation not addressed	Striking is illegal Statute: North Dakota Century Code: 34-12-03(2)(a) "It is an unfair labor practice for a labor organization or its agents: ... To engage in, or to induce or encourage any employee to engage in a strike..."

Police	Collective bargaining is legal Statute: North Dakota Century Code: 34-11.1-03. Membership in organizations. "No employee may be denied the right to be a member of an organization of employees or be intimidated or coerced in a decision to communicate or affiliate with an organization."	Wage negotiation not addressed	Striking is illegal Statute: North Dakota Century Code: 34-12-03(2)(a) "It is an unfair labor practice for a labor organization or its agents: ... To engage in, or to induce or encourage any employee to engage in a strike..."
Firefighters	Collective bargaining is legal Statute: North Dakota Century Code: 34-11.1-03. Membership in organizations. "No employee may be denied the right to be a member of an organization of employees or be intimidated or coerced in a decision to communicate or affiliate with an organization."	Wage negotiation not addressed	Striking is illegal Statute: North Dakota Century Code: 34-12-03(2)(a) "It is an unfair labor practice for a labor organization or its agents: ... To engage in, or to induce or encourage any employee to engage in a strike..."
Teachers	Collective bargaining is legal Statute: North Dakota Century Code: 15.1-16-13 "The board of a school district or its representatives and the representative organization or its representatives shall, if requested by either entity, meet at reasonable times and negotiate in good faith regarding: a. The terms and conditions of employment. b. Employer-employee relations. c. Formation of a contract, which may contain a provision for binding arbitration. d. The interpretation of an existing contract."	Wage negotiation not addressed	Striking is illegal Statute: North Dakota Century Code: 15.1-16-16 "Teachers and administrators employed by school districts may not participate in a strike."

Ohio			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Ohio Rev. Code Ann. § 4117.03 "Public employees have the right to... bargain collectively with their public employers to determine hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, and enter into collective bargaining agreements."	Collective Bargaining is legal Statute: Ohio Rev. Code Ann. § 4117.03 "Public employees have the right to... bargain collectively with their public employers to determine hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, and enter into collective bargaining agreements."	Striking is legal Statute: Ohio Rev. Code Ann. § 4117.14 "Public employees other than those listed in division (D)(1) of this section have the right to strike under Chapter 4117 of the Revised Code..."
Police	Collective bargaining is legal Statute: Ohio Rev. Code Ann. § 4117.03 "Public employees have the right to... bargain collectively with their public employers to determine hours, terms and other conditions of	Wage negotiation is legal Statute: Ohio Rev. Code Ann. § 4117.08 "All matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an	Striking is legal Statute: Ohio Rev. Code Ann. § 4117.15 "Whenever a strike by members of a police or fire department, members of the state highway patrol, deputy sheriffs, dispatchers employed by

	employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, and enter into collective bargaining agreements."	existing provision of a collective bargaining agreement are subject to collective bargaining between the public employer and the exclusive representative, except as otherwise specified in this section and division (E) of section 4117.03 of the Revised Code."	a police, fire or sheriff's department or the state highway patrol or civilian dispatchers employed by a public employer other than a police, fire, or sheriff's department to dispatch police, fire, sheriff's department ..., the public employer may seek an injunction against the strike in the court of common pleas of the county in which the strike is located."
Firefighters	Collective bargaining is legal Statute: Ohio Rev. Code Ann. § 4117.03 "Public employees have the right to... bargain collectively with their public employers to determine hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, and enter into collective bargaining agreements."	Wage negotiation is legal Statute: Ohio Rev. Code Ann. § 4117.08 "All matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement are subject to collective bargaining between the public employer and the exclusive representative, except as otherwise specified in this section and division (E) of section 4117.03 of the Revised Code."	Striking is legal Statute: Ohio Rev. Code Ann. § 4117.15 "Whenever a strike by members of a police or fire department, members of the state highway patrol, deputy sheriffs, dispatchers employed by a police, fire or sheriff's department or the state highway patrol or civilian dispatchers employed by a public employer other than a police, fire, or sheriff's department to dispatch police, fire, sheriff's department ..., the public employer may seek an injunction against the strike in the court of common pleas of the county in which the strike is located."
Teachers	Collective bargaining is legal Statute: Ohio Rev. Code Ann. § 4117.03 "Public employees have the right to... bargain collectively with their public employers to determine hours, terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement, and enter into collective bargaining agreements."	Wage negotiation is legal Statute: Ohio Rev. Code Ann. § 4117.08 "All matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a collective bargaining agreement are subject to collective bargaining between the public employer and the exclusive representative, except as otherwise specified in this section and division (E) of section 4117.03 of the Revised Code."	Striking is legal Statute: Ohio Rev. Code Ann. § 4117.14 "Public employees other than those listed in division (D)(1) of this section have the right to strike under Chapter 4117 of the Revised Code..."

Oklahoma			
	Collective Bargaining	Wage Negotiation	Striking
All/Other			
Police	Collective bargaining is legal Statute: Okla. Stat. Ann. tit. 50, § 101 "The protection of the public health, safety and welfare demands that the permanent members of any paid fire department or police department in any municipality not be accorded	Wage negotiation is legal Statute: Okla. Stat. Ann. tit. 50, § 101 "...the right to bargain collectively concerning wages, hours and other terms and conditions of employment; and such employees shall also have the right to refrain from any and all such	Striking is illegal Statute: Okla. Stat. Ann. tit. 50, § 101 "The protection of the public health, safety and welfare demands that the permanent members of any paid fire department or police department in any municipality not be accorded

	the right or engage in any work stoppage or slowdown. This necessary prohibition does not, however, require the denial to such employees of other well-recognized rights of labor such as the right to organize, to be represented by a collective bargaining representative of their choice and the right to bargain collectively concerning wages, hours and other terms and conditions of employment; and such employees shall also have the right to refrain from any and all such activities.”	activities.”	the right or engage in any work stoppage or slowdown.”
Firefighters	Collective bargaining is legal Statute: Okla. Stat. Ann. tit. 50, § 101 “This necessary prohibition does not, however, require the denial to such employees of other well-recognized rights of labor such as the right to organize, to be represented by a collective bargaining representative of their choice and the right to bargain collectively concerning wages, hours and other terms and conditions of employment; and such employees shall also have the right to refrain from any and all such activities.”	Wage negotiation is legal Statute: Okla. Stat. Ann. tit. 50, § 101 “...the right to bargain collectively concerning wages, hours and other terms and conditions of employment; and such employees shall also have the right to refrain from any and all such activities.”	Striking is illegal Statute: Okla. Stat. Ann. tit. 50, § 101 “The protection of the public health, safety and welfare demands that the permanent members of any paid fire department or police department in any municipality not be accorded the right or engage in any work stoppage or slowdown.”
Teachers	Collective bargaining is legal Statute: Okla. Stat. Ann. tit. 70, § 509.6 "The board of education and the representatives of the organization must negotiate in good faith on wages, hours, fringe benefits and other terms and conditions of employment."	Wage negotiation is legal Statute: Okla. Stat. Ann. tit. 70, § 509.6 "The board of education and the representatives of the organization must negotiate in good faith on wages, hours, fringe benefits and other terms and conditions of employment."	Striking is illegal Statute: Okla. Stat. Ann. tit. 70, § 509.8 "It shall be illegal for the organization to strike or threaten as a means of resolving differences with the board of education."

Oregon			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Or. Rev. Stat. Ann. § 243.650(4) "Collective bargaining means the performance of the mutual obligation of a public employer and the representatives of its employees to meet at reasonable times and confer in good faith with respect to employment relations for purpose of negotiations concerning mandatory subjects of bargaining..."	Wage negotiation is legal Statute: Or. Rev. Stat. Ann. § 243.650(7)(a) "'Employment relations' includes, but is not limited to, matters concerning direct or indirect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of employment."	Striking is illegal Statute: Or. Rev. Stat. Ann. § 243.726(2) "It shall be lawful for a public employee who is not prohibited from striking under subsection (1) of this section and who is in the appropriate bargaining unit involved in a labor dispute to participate in a strike over mandatory subjects of bargaining..."
Police	Collective bargaining is legal Statute: Or. Rev. Stat. Ann. § 243.650(4)	Wage negotiation is legal Statute: Or. Rev. Stat. Ann. § 243.650(7)(a)	Striking is illegal Statute: Or. Rev. Stat. Ann. § 243.736(1)

	"Collective bargaining means the performance of the mutual obligation of a public employer and the representatives of its employees to meet at reasonable times and confer in good faith with respect to employment relations for purpose of negotiations concerning mandatory subjects of bargaining..."	"'Employment relations' includes, but is not limited to, matters concerning direct or indirect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of employment."	"It is unlawful for any of the following public employees to strike or recognize a picket line of a labor organization while in the performance of official duties... (d) Firefighter; ... (g) Police officer."
Firefighters	Collective bargaining is legal Statute: Or. Rev. Stat. Ann. § 243.650(4) "Collective bargaining means the performance of the mutual obligation of a public employer and the representatives of its employees to meet at reasonable times and confer in good faith with respect to employment relations for purpose of negotiations concerning mandatory subjects of bargaining..."	Wage negotiation is legal Statute: Or. Rev. Stat. Ann. § 243.650(7)(a) "'Employment relations' includes, but is not limited to, matters concerning direct or indirect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of employment."	Striking is illegal Statute: Or. Rev. Stat. Ann. § 243.736(1) "It is unlawful for any of the following public employees to strike or recognize a picket line of a labor organization while in the performance of official duties... (d) Firefighter; ... (g) Police officer."
Teachers	Collective bargaining is legal Statute: Or. Rev. Stat. Ann. § 243.650(4) "Collective bargaining means the performance of the mutual obligation of a public employer and the representatives of its employees to meet at reasonable times and confer in good faith with respect to employment relations for purpose of negotiations concerning mandatory subjects of bargaining..."	Wage negotiation is legal Statute: Or. Rev. Stat. Ann. § 243.650(7)(a) "'Employment relations' includes, but is not limited to, matters concerning direct or indirect monetary benefits, hours, vacations, sick leave, grievance procedures and other conditions of employment."	Striking is legal Statute: Or. Rev. Stat. Ann. § 243.726(2) "It shall be lawful for a public employee who is not prohibited from striking under subsection (1) of this section and who is in the appropriate bargaining unit involved in a labor dispute to participate in a strike over mandatory subjects of bargaining..."

Pennsylvania			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: 43 Pa. Stat. Ann. § 1101.701 "Collective bargaining is the performance of the mutual obligation of the public employer and the representative of the public employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment, or the negotiation of an agreement or any question arising thereunder and the execution of a written contract incorporating any agreement reached but such obligation does not compel either party to agree to a proposal or require the making of a concession."	Wage negotiation is legal Statute: 43 Pa. Stat. Ann. § 1101.701 "Collective bargaining is the performance of the mutual obligation of the public employer and the representative of the public employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment, or the negotiation of an agreement or any question arising thereunder and the execution of a written contract incorporating any agreement reached but such obligation does not compel either party to agree to a proposal or require the making of a concession."	Striking is legal Statute: 43 Pa. Stat. Ann. § 1101.1003 "If a strike by public employees occurs after the collective bargaining processes set forth in sections 801 and 802 of Article VIII of this act have been completely utilized and exhausted, it shall not be prohibited unless or until such a strike creates a clear and present danger or threat to the health, safety or welfare of the public."
Police	Collective bargaining is legal	Wage negotiation is legal	Striking is illegal

	Statute: Pa. Stat. Ann., Title 43, §§ 217.1-217.10 Police and Firefighter Collective Bargaining Act “Policemen or firemen employed by a political subdivision of the Commonwealth or by the Commonwealth shall, through labor organizations or other representatives designated by fifty percent or more of such policemen or firemen, have the right to bargain collectively with their public employers concerning the terms and conditions of their employment, including compensation, hours, working conditions, retirement, pensions and other benefits, and shall have the right to an adjustment or settlement of their grievances or disputes in accordance with the terms of this act.”	Statute: Pa. Stat. Ann., Title 43, §§ 217.1-217.10 Police and Firefighter Collective Bargaining Act “Policemen or firemen employed by a political subdivision of the Commonwealth or by the Commonwealth shall, through labor organizations or other representatives designated by fifty percent or more of such policemen or firemen, have the right to bargain collectively with their public employers concerning the terms and conditions of their employment, including compensation, hours, working conditions, retirement, pensions and other benefits, and shall have the right to an adjustment or settlement of their grievances or disputes in accordance with the terms of this act.”	Statute: Pa. Stat. Ann., Title 43, §§ 217.1-217.10 Police and Firefighter Collective Bargaining Act
Firefighters	Collective bargaining is legal Statute: Pa. Stat. Ann., Title 43, §§ 217.1-217.10 Police and Firefighter Collective Bargaining Act “Policemen or firemen employed by a political subdivision of the Commonwealth or by the Commonwealth shall, through labor organizations or other representatives designated by fifty percent or more of such policemen or firemen, have the right to bargain collectively with their public employers concerning the terms and conditions of their employment, including compensation, hours, working conditions, retirement, pensions and other benefits, and shall have the right to an adjustment or settlement of their grievances or disputes in accordance with the terms of this act.”	Wage negotiation is legal Statute: Pa. Stat. Ann., Title 43, §§ 217.1-217.10 Police and Firefighter Collective Bargaining Act “Policemen or firemen employed by a political subdivision of the Commonwealth or by the Commonwealth shall, through labor organizations or other representatives designated by fifty percent or more of such policemen or firemen, have the right to bargain collectively with their public employers concerning the terms and conditions of their employment, including compensation, hours, working conditions, retirement, pensions and other benefits, and shall have the right to an adjustment or settlement of their grievances or disputes in accordance with the terms of this act.”	Striking is illegal Statute: Pa. Stat. Ann., Title 43, §§ 217.1-217.10 Police and Firefighter Collective Bargaining Act
Teachers	Collective bargaining is legal Statute: 43 Pa. Stat. Ann. § 1101.701 "Collective bargaining is the performance of the mutual obligation of the public employer and the representative of the public employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment, or the negotiation of an agreement or any question arising thereunder and the execution of a written contract incorporating any agreement reached but such obligation does not compel either party to agree	Wage negotiation is legal Statute: 43 Pa. Stat. Ann. § 1101.701 "Collective bargaining is the performance of the mutual obligation of the public employer and the representative of the public employees to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment, or the negotiation of an agreement or any question arising thereunder and the execution of a written contract incorporating any agreement reached but such obligation does not compel either party to agree	Striking is legal Statute: 43 Pa. Stat. Ann. § 1101.1003 "If a strike by public employees occurs after the collective bargaining processes set forth in sections 801 and 802 of Article VIII of this act have been completely utilized and exhausted, it shall not be prohibited unless or until such a strike creates a clear and present danger or threat to the health, safety or welfare of the public."

	to a proposal or require the making of a concession."	to a proposal or require the making of a concession."	
Rhode Island			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: R.I. Gen. Laws Ann. § 36-11-1(a) "State employees, except for casual employees or seasonal employees, shall have the right to organize and designate representatives of their own choosing for the purpose of collective bargaining with respect to wages, hours, and other conditions of employment."	Wage negotiation is legal Statute: R.I. Gen. Laws Ann. § 36-11-1(a) "State employees, except for casual employees or seasonal employees, shall have the right to organize and designate representatives of their own choosing for the purpose of collective bargaining with respect to wages, hours, and other conditions of employment."	Striking is illegal Statute: R.I. Gen. Laws Ann. § 28-9.4-16 "Municipal employees covered by the provisions of this chapter shall not have the right to engage in any strike, work stoppage, or slowdown strike; and any strike, work stoppage, or slowdown strike shall be illegal."
Police	Collective bargaining is legal Statute: R.I. Gen. Laws Ann. § 28-9.2-4 "The police officers in any city or town have the right to bargain collectively with their respective cities or towns and be represented by an organization in the collective bargaining as to wages, rates of pay, hours, working conditions, and all other terms and conditions of employment."	Wage negotiation is legal Statute: R.I. Gen. Laws Ann. § 28-9.2-4 "The police officers in any city or town have the right to bargain collectively with their respective cities or towns and be represented by an organization in the collective bargaining as to wages, rates of pay, hours, working conditions, and all other terms and conditions of employment."	Striking is illegal Statute: R.I. Gen. Laws Ann. § 28-9.4-16 "Municipal employees covered by the provisions of this chapter shall not have the right to engage in any strike, work stoppage, or slowdown strike; and any strike, work stoppage, or slowdown strike shall be illegal."
Firefighters	Collective bargaining is legal Statute: R.I. Gen. Laws Ann. § 28-9.1-4 "The fire fighters in any city or town have the right to bargain collectively with their respective cities or towns and be represented by a labor organization in the collective bargaining as to wages, rates of pay, hours, working conditions, and all other terms and conditions of employment."	Wage negotiation is legal Statute: R.I. Gen. Laws Ann. § 28-9.1-4 "The fire fighters in any city or town have the right to bargain collectively with their respective cities or towns and be represented by a labor organization in the collective bargaining as to wages, rates of pay, hours, working conditions, and all other terms and conditions of employment."	Striking is illegal Statute: R.I. Gen. Laws Ann. § 28-9.4-16 "Municipal employees covered by the provisions of this chapter shall not have the right to engage in any strike, work stoppage, or slowdown strike; and any strike, work stoppage, or slowdown strike shall be illegal."
Teachers	Collective bargaining is legal Statute: R.I. Gen. Laws Ann. § 28-9.3-4 "It shall be the obligation of the school committee to meet and confer in good faith with the representative or representatives of the negotiating or bargaining agent within ten (10) days after receipt of written notice from the agent of the request for a meeting for negotiating or collective bargaining purposes."	Wage negotiation is legal Statute: R.I. Gen. Laws Ann. § 28-9.3-2 "The certified teachers in the public school system in any city, town, or regional school district have the right to negotiate professionally and to bargain collectively with their respective school committees and to be represented by an association or labor organization in the negotiation or collective bargaining concerning hours, salary, working conditions, and all other terms and conditions of professional employment."	Striking is illegal Statute: R.I. Gen. Laws Ann. § 28-9.3-1 "...nothing contained in this chapter shall be construed to accord to certified public school teachers the right to strike."

South Carolina			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is illegal Case Law: Branch v. City of Myrtle Beach, 340 S.C. 405, 411, 532 S.E.2d 289, 292 (2000) "Unlike private employees, public employees in South Carolina do not have the right to collective bargaining."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal State does not allow collective bargaining
Police	Collective bargaining is illegal State does not allow collective bargaining	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal State does not allow collective bargaining
Firefighters	Collective bargaining is illegal State does not allow collective bargaining	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal State does not allow collective bargaining
Teachers	Collective bargaining is illegal State does not allow collective bargaining	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal State does not allow collective bargaining

South Dakota			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: S.D. Codified Laws § 3-18-2 "The negotiations by the governmental agency or its designated representatives and the employee organization or its designated representatives shall be conducted in good faith."	Wage negotiation is legal Statute: S.D. Codified Laws § 3-18-3 "Representatives designated or selected for the purpose of formal representation by the majority of the employees in a unit appropriate for such purposes shall be the exclusive representatives of all employees in such unit for the purpose of representation in respect to rates of pay, wages, hours of employment, or other conditions of employment..."	Striking is illegal Statute: S.D. Codified Laws § 3-18-10 "No public employee shall strike against the State of South Dakota, any of the political subdivisions thereof, any of its authorities, commissions, or boards, the public school system or any other branch of the public service."
Police	Collective bargaining is legal Statute: S.D. Codified Laws § 3-18-2 "The negotiations by the governmental agency or its designated representatives and the employee organization or its designated representatives shall be conducted in good faith."	Wage negotiation is legal Statute: S.D. Codified Laws § 3-18-3 "Representatives designated or selected for the purpose of formal representation by the majority of the employees in a unit appropriate for such purposes shall be the exclusive representatives of all employees in such unit for the purpose of representation in respect to rates of pay, wages, hours of employment, or other conditions of employment..."	Striking is illegal Statute: S.D. Codified Laws § 3-18-10 "No public employee shall strike against the State of South Dakota, any of the political subdivisions thereof, any of its authorities, commissions, or boards, the public school system or any other branch of the public service."
Firefighters	Collective bargaining is legal Statute: S.D. Codified Laws § 3-18-2 "The negotiations by the governmental agency or its designated representatives and the	Wage negotiation is legal Statute: S.D. Codified Laws § 3-18-3 "Representatives designated or selected for the purpose of formal representation by the	Striking is illegal Statute: S.D. Codified Laws § 3-18-10 "No public employee shall strike against the State of South Dakota, any of the political

employee organization or its designated representatives shall be conducted in good faith."

majority of the employees in a unit appropriate for such purposes shall be the exclusive representatives of all employees in such unit for the purpose of representation in respect to rates of pay, wages, hours of employment, or other conditions of employment..."

subdivisions thereof, any of its authorities, commissions, or boards, the public school system or any other branch of the public service."

Teachers	Collective bargaining is legal Statute: S.D. Codified Laws § 3-18-2 "The negotiations by the governmental agency or its designated representatives and the employee organization or its designated representatives shall be conducted in good faith."	Wage negotiation is legal Statute: S.D. Codified Laws § 3-18-3 "Representatives designated or selected for the purpose of formal representation by the majority of the employees in a unit appropriate for such purposes shall be the exclusive representatives of all employees in such unit for the purpose of representation in respect to rates of pay, wages, hours of employment, or other conditions of employment..."	Striking is illegal Statute: S.D. Codified Laws § 3-18-10 "No public employee shall strike against the State of South Dakota, any of the political subdivisions thereof, any of its authorities, commissions, or boards, the public school system or any other branch of the public service."
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Tennessee			
	Collective Bargaining	Wage Negotiation	Striking
All/Other			
Police	Collective bargaining is illegal "See <i>Fulenwider v. Firefighters Ass'n Local 1784</i> , 649 S.W.2d 268, 270 (Tenn. 1982) (individual had no enforceable right arising from informal labor agreement between city and firefighters' union; "contracts between municipal corporations and unions representing their employees are unenforceable."); <i>Kraemer v. Luttrell</i> , 189 Fed. Appx. 361 (6th Cir. 2006) (MOU between County and Deputy Sheriff's Association unenforceable)."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal State does not allow collective bargaining
Firefighters	Collective bargaining is illegal "See <i>Fulenwider v. Firefighters Ass'n Local 1784</i> , 649 S.W.2d 268, 270 (Tenn. 1982) (individual had no enforceable right arising from informal labor agreement between city and firefighters' union; "contracts between municipal corporations and unions representing their employees are unenforceable."); <i>Kraemer v. Luttrell</i> , 189 Fed. Appx. 361 (6th Cir. 2006) (MOU between County and Deputy Sheriff's Association unenforceable)."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal State does not allow collective bargaining
Teachers	Collective bargaining is legal Statute: Tenn. Code Ann. § 49-5-602	Wage negotiation is legal Statute: Tenn. Code Ann. § 49-5-608 (a)(1)	Striking is illegal Statute: Tenn. Code Ann. § 49-5-606 (b)(5)

“Professional employees have the right to self-organization, to form, join or be assisted by organizations, to participate in collaborative conferencing with local boards of education through representatives of their own choosing and to engage in other concerted activities for the purpose of other mutual aid and benefit; provided, that professional employees also have the right to refrain from any or all such activities.”
[Collective bargaining is referred to as “conferencing”]

“A local board of education shall be required to participate in collaborative conferencing with professional employees, or their designated representatives, if any, with respect to only those terms and conditions of employment that are specified in this section. Such terms and conditions include and are limited to the following: Salaries or wages;”

"It is unlawful for a recognized professional employees' organization or its representatives to: Engage in a strike;."

Texas			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is illegal Statute: Tex. Gov't Code Ann. § 617.002 "An official of the state or of a political subdivision of the state may not enter into a collective bargaining contract with a labor organization regarding wages, hours, or conditions of employment of public employees."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Tex. Gov't Code Ann. § 617.003 "Public employees may not strike or engage in an organized work stoppage against the state or a political subdivision of the state."
Police	Collective bargaining is legal Statute: Tex. Gov't Code Ann. § 174.002 "The policy of this state is that fire fighters and police officers, like employees in the private sector, should have the right to organize for collective bargaining..."	Wage negotiation is legal Statute: Tex. Gov't Code Ann. § 174.002 "The policy of this state is that fire fighters and police officers, like employees in the private sector, should have the right to organize for collective bargaining, as collective bargaining is a fair and practical method for determining compensation and other conditions of employment."	Striking is illegal Statute: Tex. Gov't Code Ann. § 174.002 "The health, safety, and welfare of the public demands that strikes, lockouts, and work stoppages and slowdowns of fire fighters and police officers be prohibited"
Firefighters	Collective bargaining is legal Statute: Tex. Gov't Code Ann. § 174.002 "The policy of this state is that fire fighters and police officers, like employees in the private sector, should have the right to organize for collective bargaining..."	Wage negotiation is legal Statute: Tex. Gov't Code Ann. § 174.002 "The policy of this state is that fire fighters and police officers, like employees in the private sector, should have the right to organize for collective bargaining, as collective bargaining is a fair and practical method for determining compensation and other conditions of employment."	Striking is illegal Statute: Tex. Gov't Code Ann. § 174.002 "The health, safety, and welfare of the public demands that strikes, lockouts, and work stoppages and slowdowns of fire fighters and police officers be prohibited"
Teachers	Collective bargaining is illegal Statute: Tex. Gov't Code Ann. § 617.002 "An official of the state or of a political subdivision of the state may not enter into a collective bargaining contract with a labor	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Tex. Gov't Code Ann. § 617.003 "Public employees may not strike or engage in an organized work stoppage against the state or a political subdivision of the state."

organization regarding wages, hours, or conditions of employment of public employees."

Utah			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Utah Code Ann. § 34-34-16 "Nothing in this chapter shall be construed to deny the right of employees to bargain collectively with their employer by and through labor unions, labor organizations or any other type of associations."	Wage negotiation is legal Statute: Utah Code Ann. § 34-19-1 "It is not unlawful for employees to organize themselves into or carry on labor unions for the purpose of lessening hours of labor, increasing wages, bettering the conditions of members, or carrying out the legitimate purposes of such organizations as freely as they could do if acting singly."	Striking not addressed
Police	Collective bargaining is legal Statute: Utah Code Ann. § 34-20-7 "Nothing in this chapter shall be construed to deny the right of employees to bargain collectively with their employer by and through labor unions, labor organizations or any other type of associations."	Wage negotiation is legal Statute: Utah Code Ann. § 34-19-1 "It is not unlawful for employees to organize themselves into or carry on labor unions for the purpose of lessening hours of labor, increasing wages, bettering the conditions of members, or carrying out the legitimate purposes of such organizations as freely as they could do if acting singly."	Striking not addressed
Firefighters	Collective bargaining is legal Statute: Utah Code Ann. § 34-20a-3 Utah Fire Fighters' Negotiations Act "Fire fighters have the right to bargain collectively about wages, hours, and other conditions of employment with corporate authorities and to be represented in such negotiations by a bargaining representative chosen by such fire fighters."	Wage negotiation is legal Statute: Utah Code Ann. § 34-20a-3 "Fire fighters have the right to bargain collectively about wages, hours, and other conditions of employment with corporate authorities and to be represented in such negotiations by a bargaining representative chosen by such fire fighters."	Striking is illegal Statute: Utah Code Ann. § 34-20a-5 "Each bargaining agreement shall contain a no-strike clause."
Teachers	Collective bargaining is legal Statute: Utah Code Ann. § 34-34-16 "Nothing in this chapter shall be construed to deny the right of employees to bargain collectively with their employer by and through labor unions, labor organizations or any other type of associations."	Wage negotiation is legal Statute: Utah Code Ann. § 34-19-1 "It is not unlawful for employees to organize themselves into or carry on labor unions for the purpose of lessening hours of labor, increasing wages, bettering the conditions of members, or carrying out the legitimate purposes of such organizations as freely as they could do if acting singly."	Striking not addressed
Vermont			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal	Wage negotiation is legal	Striking is illegal

Statute: Vt. Stat. Ann. Title 3, Ch. 27, §903
 “Employees shall have the right to self-organization; to form, join or assist employee organizations; to bargain collectively through representatives of their own choice, and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities”

Statute: Vt. Stat. Ann. Title 3, Ch. 27, §903
 “All matters relating to the relationship between the employer and employees shall be the subject of collective bargaining except those matters which are prescribed or controlled by statute. Such matters appropriate for collective bargaining to the extent they are not prescribed or controlled by statute include but are not limited to wages, salaries, benefits and reimbursement practices relating to necessary expenses and the limits of reimbursable expenses”

Statute: Vt. Stat. Ann. Title 3, Ch. 27, §903
 “(b) A State employee may not strike or recognize a picket line of an employee or labor organization while in the performance of his or her official duties.”

Police	Collective bargaining is legal Statute: Vt. Stat. Ann. Title 21, Ch. 22, §1721 “to protect the rights of individual employees to self-organization; to allow individuals to form, join or assist employee organizations and to bargain collectively”	Wage negotiation is legal Statute: Vt. Stat. Ann. Title 21, Ch. 22, §1725 “For the purpose of collective bargaining, the representatives of the municipal employer and the bargaining unit shall meet at any reasonable time and shall bargain in good faith with respect to wages, hours and conditions of employment”	Striking is illegal Statute: Vt. Stat. Ann. Title 21, Ch. 22, §1730 “(a) A strike shall not be prohibited unless... (3) It will endanger the health, safety or welfare of the public. A municipal employer may petition for an injunction or other appropriate relief from the superior court within the county wherein such strike in violation of this section is occurring or is about to occur.”
Firefighters	Collective bargaining is legal Statute: Vt. Stat. Ann. Title 21, Ch. 22, §1721 “to protect the rights of individual employees to self-organization; to allow individuals to form, join or assist employee organizations and to bargain collectively”	Wage negotiation is legal Statute: Vt. Stat. Ann. Title 21, Ch. 22, §1725 “For the purpose of collective bargaining, the representatives of the municipal employer and the bargaining unit shall meet at any reasonable time and shall bargain in good faith with respect to wages, hours and conditions of employment”	Striking is illegal Statute: Vt. Stat. Ann. Title 21, Ch. 22, §1730 “(a) A strike shall not be prohibited unless... (3) It will endanger the health, safety or welfare of the public. A municipal employer may petition for an injunction or other appropriate relief from the superior court within the county wherein such strike in violation of this section is occurring or is about to occur.”
Teachers	Collective bargaining is legal Statute: Vt. Stat. Ann. tit. 16, § 2001 "The negotiations councils of the school board and of the recognized teachers' or administrators' organization shall meet together at reasonable times, upon request of either party, and shall negotiate in good faith on all matters properly before them under the provisions of this chapter."	Wage negotiation is legal Statute: Vt. Stat. Ann. tit. 16, § 2004 "The school board, through its negotiations council, shall, upon request, negotiate with representatives of the teachers' or administrators' organization negotiations council on matters of salary, related economic conditions of employment, an agency service fee, procedures for processing complaints and grievances relating to employment, and any mutually agreed upon matters not in conflict with the statutes and laws of the state of Vermont."	Striking is legal Statute: Vt. Stat. Ann. tit. 16, § 2010 "No restraining order or temporary or permanent injunction shall be granted in any case brought with respect to any action taken by a representative organization or an official thereof or by a school board or representative thereof in connection with or relating to pending or future negotiations, except on the basis of findings of fact made by a court of competent jurisdiction after due hearing prior to the issuance of the restraining order or injunction that the commencement or

continuance of the action poses a clear and present danger to a sound program of school education which in the light of all relevant circumstances it is in the best public interest to prevent."

Virginia			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is illegal Statute: Va. Code Ann. § 40.1-57.2 "No state, county, municipal, or like governmental officer, agent or governing body is vested with or possesses any authority to recognize any labor union or other employee association as a bargaining agent of any public officers or employees, or to collectively bargain or enter into any collective bargaining contract with any such union or association or its agents with respect to any matter relating to them or their employment or service."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Va. Code Ann. § 40.1-55 "Any employee of the Commonwealth, or of any county, city, town or other political subdivision thereof, or of any agency of any one of them, who, in concert with two or more other such employees, for the purpose of obstructing, impeding or suspending any activity or operation of his employing agency or any other governmental agency, strikes or willfully refuses to perform the duties of his employment shall, by such action, be deemed to have terminated his employment and shall thereafter be ineligible for employment in any position or capacity during the next twelve months by the Commonwealth, or any county, city, town or other political subdivision of the Commonwealth, or by any department or agency of any of them."
Police	Collective bargaining is illegal Statute: Va. Code Ann. § 40.1-57.2 "No state, county, municipal, or like governmental officer, agent or governing body is vested with or possesses any authority to recognize any labor union or other employee association as a bargaining agent of any public officers or employees, or to collectively bargain or enter into any collective bargaining contract with any such union or association or its agents with respect to any matter relating to them or their employment or service."	Wage negotiation not addressed State does not allow collective bargaining	Striking is illegal Statute: Va. Code Ann. § 40.1-55 "Any employee of the Commonwealth, or of any county, city, town or other political subdivision thereof, or of any agency of any one of them, who, in concert with two or more other such employees, for the purpose of obstructing, impeding or suspending any activity or operation of his employing agency or any other governmental agency, strikes or willfully refuses to perform the duties of his employment shall, by such action, be deemed to have terminated his employment and shall thereafter be ineligible for employment in any position or capacity during the next twelve months by the Commonwealth, or any county, city, town or other political subdivision of the Commonwealth, or by any department or agency of any of them."
Firefighters	Collective bargaining is illegal	Wage negotiation not addressed	Striking is illegal

Statute: Va. Code Ann. § 40.1-57.2
 "No state, county, municipal, or like governmental officer, agent or governing body is vested with or possesses any authority to recognize any labor union or other employee association as a bargaining agent of any public officers or employees, or to collectively bargain or enter into any collective bargaining contract with any such union or association or its agents with respect to any matter relating to them or their employment or service."

State does not allow collective bargaining

Statute: Va. Code Ann. § 40.1-55
 "Any employee of the Commonwealth, or of any county, city, town or other political subdivision thereof, or of any agency of any one of them, who, in concert with two or more other such employees, for the purpose of obstructing, impeding or suspending any activity or operation of his employing agency or any other governmental agency, strikes or willfully refuses to perform the duties of his employment shall, by such action, be deemed to have terminated his employment and shall thereafter be ineligible for employment in any position or capacity during the next twelve months by the Commonwealth, or any county, city, town or other political subdivision of the Commonwealth, or by any department or agency of any of them."

Teachers

Collective bargaining is illegal
 Case Law: Com. v. County Bd. of Arlington County, 217 Va. 558, 232 S.E.2d 30 (1977)
 "...neither county board nor county school board could recognize labor organization as exclusive representative of group of public employees and negotiate and enter into binding contracts with organization concerning terms and conditions of employment of employees."

Wage negotiation not addressed
 State does not allow collective bargaining

Striking is illegal
 Statute: Va. Code Ann. § 40.1-55
 "Any employee of the Commonwealth, or of any county, city, town or other political subdivision thereof, or of any agency of any one of them, who, in concert with two or more other such employees, for the purpose of obstructing, impeding or suspending any activity or operation of his employing agency or any other governmental agency, strikes or willfully refuses to perform the duties of his employment shall, by such action, be deemed to have terminated his employment and shall thereafter be ineligible for employment in any position or capacity during the next twelve months by the Commonwealth, or any county, city, town or other political subdivision of the Commonwealth, or by any department or agency of any of them."

Washington

Collective Bargaining

All/Other

Collective bargaining is legal
 Statute: Wash. Rev. Code Ann. § 41.56.040
 "No public employer, or other person, shall directly or indirectly, interfere with, restrain, coerce, or discriminate against any public employee or group of public employees in the free exercise of their right to organize and

Wage Negotiation

Wage negotiation is legal
 Statute: Wash. Rev. Code Ann. § 41.56.030
 "'Collective bargaining' means the performance of the mutual obligations of the public employer and the exclusive bargaining representative to meet at reasonable times, to confer and negotiate in good faith, and to execute a written

Striking

Striking is illegal
 Statute: Wash. Rev. Code Ann. § 41.56.120
 "Nothing contained in this chapter shall permit or grant any public employee the right to strike or refuse to perform his or her official duties."

designate representatives of their own choosing for the purpose of collective bargaining, or in the free exercise of any other right under this chapter.”

Police	Collective bargaining is legal Statute: Wash. Rev. Code Ann. § 41.56.040 “No public employer, or other person, shall directly or indirectly, interfere with, restrain, coerce, or discriminate against any public employee or group of public employees in the free exercise of their right to organize and designate representatives of their own choosing for the purpose of collective bargaining, or in the free exercise of any other right under this chapter.”	Wage negotiation is legal Statute: Wash. Rev. Code Ann. § 41.56.030 ““Collective bargaining” means the performance of the mutual obligations of the public employer and the exclusive bargaining representative to meet at reasonable times, to confer and negotiate in good faith, and to execute a written agreement with respect to grievance procedures and collective negotiations on personnel matters, including wages, hours and working conditions”	Striking is illegal Statute: Wash. Rev. Code Ann. § 41.56.120 Nothing contained in this chapter shall permit or grant any public employee the right to strike or refuse to perform his or her official duties.”
Firefighters	Collective bargaining is legal Statute: Wash. Rev. Code Ann. § 41.56.040 “No public employer, or other person, shall directly or indirectly, interfere with, restrain, coerce, or discriminate against any public employee or group of public employees in the free exercise of their right to organize and designate representatives of their own choosing for the purpose of collective bargaining, or in the free exercise of any other right under this chapter.”	Wage negotiation is legal Statute: Wash. Rev. Code Ann. § 41.56.030 ““Collective bargaining” means the performance of the mutual obligations of the public employer and the exclusive bargaining representative to meet at reasonable times, to confer and negotiate in good faith, and to execute a written agreement with respect to grievance procedures and collective negotiations on personnel matters, including wages, hours and working conditions”	Striking is illegal Statute: Wash. Rev. Code Ann. § 41.56.120 Nothing contained in this chapter shall permit or grant any public employee the right to strike or refuse to perform his or her official duties.”
Teachers	Collective bargaining is legal Statute: Wash. Rev. Code Ann. § 41.59.060 "Employees shall have the right to self-organization, to form, join, or assist employee organizations, to bargain collectively through representatives of their own choosing..."	Wage negotiation is legal Statute: Wash. Rev. Code Ann. § 41.59.020 "The term 'collective bargaining' or 'bargaining' means the performance of the mutual obligation of the representatives of the employer and the exclusive bargaining representative to meet at reasonable times in light of the time limitations of the budget-making process, and to bargain in good faith in an effort to reach agreement with respect to the wages, hours, and terms and conditions of employment: PROVIDED, That prior law, practice or interpretation shall be neither restrictive, expansive, nor determinative with respect to the scope of bargaining."	Striking is illegal Statute: Wash. Att'y Gen. Op. 2006 NO. 3 (2006) "In Washington, state and local public employees do not have a legally protected right to strike."

West Virginia	Collective Bargaining	Wage Negotiation	Striking
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All/Other	Collective bargaining is not addressed The state of West Virginia does not have a collective bargaining statute for public employees; the legality is decided on local level.	Wage negotiation not addressed The state of West Virginia does not have a collective bargaining statute for public employees; the legality is decided on local level.	Striking not addressed
Police	Collective bargaining is not addressed The state of West Virginia does not have a collective bargaining statute for public employees, decided on local level	Wage negotiation not addressed The state of West Virginia does not have a collective bargaining statute for public employees; the legality is decided on local level.	Striking not addressed
Firefighters	Collective bargaining is not addressed The state of West Virginia does not have a collective bargaining statute for public employees, decided on local level	Wage negotiation not addressed The state of West Virginia does not have a collective bargaining statute for public employees; the legality is decided on local level.	Striking not addressed
Teachers	Collective bargaining is legal AG Opinion: 55 W. Va. Op. Att'y Gen. 300 (1974) "County boards of education legally may 'negotiate' with representatives of county school board employees regarding any pertinent issue affecting county school board employees regarding... any and all related or similar matters pertaining to their employment which are not totally and strictly governed by State law."	Wage negotiation is legal AG Opinion: 55 W. Va. Op. Att'y Gen. 300 (1974) "County boards of education legally may 'negotiate' with representatives of county school board employees regarding any pertinent issue affecting county school board employees, including, but not limited to, wages, hours of employment, working conditions, fringe benefits, transfers, assignments, and any and all related or similar matters pertaining to their employment which are not totally and strictly governed by State law."	Striking is illegal Case Law: Jefferson County Bd. of Educ. v Jefferson County Educ. Ass'n 393 S.E. 2d 653, 659 (W.Va. 1990) "Teachers have no right to strike."

Wisconsin			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Wis. Stat. Ann. § 111.70(2) "Municipal employees have the right of self-organization, and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection. Municipal employees have the right to refrain from any and all such activities."	Wage negotiation is legal Statute: Wis. Stat. Ann. § 111.70 "(4)(mb) The municipal employer is prohibited from bargaining collectively with a collective bargaining unit containing a general municipal employee with respect to any of the following: 1. Any factor or condition of employment except wages, which includes only total base wages and excludes any other compensation, which includes, but is not limited to, overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions."	Striking is illegal Statute: Wis. Stat. Ann. § 111.70 "(4) (L) Nothing contained in this subchapter constitutes a grant of the right by any municipal employee or labor organization, and such strikes are hereby expressly prohibited."
Police	Collective bargaining is legal Statute: Wis. Stat. Ann. § 111.70(2)	Wage negotiation is legal Statute: Wis. Stat. Ann. § 111.70	Striking is illegal Statute: Wis. Stat. Ann. § 111.70

	"Municipal employees have the right of self-organization, and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection. Municipal employees have the right to refrain from any and all such activities."	"(4)(mb) The municipal employer is prohibited from bargaining collectively with a collective bargaining unit containing a general municipal employee with respect to any of the following: 1. Any factor or condition of employment except wages, which includes only total base wages and excludes any other compensation, which includes, but is not limited to, overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions."	"(4) (L) Nothing contained in this subchapter constitutes a grant of the right by any municipal employee or labor organization, and such strikes are hereby expressly prohibited."
Firefighters	Collective bargaining is legal Statute: Wis. Stat. Ann. § 111.70(2) "Municipal employees have the right of self-organization, and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection. Municipal employees have the right to refrain from any and all such activities."	Wage negotiation is legal Statute: Wis. Stat. Ann. § 111.70 "(4)(mb) The municipal employer is prohibited from bargaining collectively with a collective bargaining unit containing a general municipal employee with respect to any of the following: 1. Any factor or condition of employment except wages, which includes only total base wages and excludes any other compensation, which includes, but is not limited to, overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions."	Striking is illegal Statute: Wis. Stat. Ann. § 111.70 "(4) (L) Nothing contained in this subchapter constitutes a grant of the right by any municipal employee or labor organization, and such strikes are hereby expressly prohibited."
Teachers	Collective bargaining is legal Statute: Wis. Stat. Ann. § 111.70(2) "Municipal employees have the right of self-organization, and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection. Municipal employees have the right to refrain from any and all such activities."	Wage negotiation is legal Statute: Wis. Stat. Ann. § 111.70 "(4)(mb) The municipal employer is prohibited from bargaining collectively with a collective bargaining unit containing a general municipal employee with respect to any of the following: 1. Any factor or condition of employment except wages, which includes only total base wages and excludes any other compensation, which includes, but is not limited to, overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions."	Striking is illegal Statute: Wis. Stat. Ann. § 111.70 "(4) (L) Nothing contained in this subchapter constitutes a grant of the right by any municipal employee or labor organization, and such strikes are hereby expressly prohibited."

Wyoming			
	Collective Bargaining	Wage Negotiation	Striking
All/Other	Collective bargaining is legal Statute: Wyo. Stat. Ann. § 27-7-103 “(a) No court of the state of Wyoming shall	Wage negotiation is legal Statute: Wyo. Stat. Ann. § 27-7-108 “The term "labor organization" means any	Striking is legal Statute: Wyo. Stat. Ann. § 27-7-103 “(a) No court of the state of Wyoming shall

have jurisdiction to issue any restraining order or temporary or permanent injunction in any case involving or growing out of any labor dispute to prohibit any person or persons participating or interested in such dispute from doing, whether singly or in concert, any of the following acts:

- (i) Ceasing or refusing to perform any work or to remain in any relation of employment;
- (ii) Becoming or remaining a member of any labor organization or of any employer organization”

organization, or any agency or employee representation committee, plan or arrangement, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.”

have jurisdiction to issue any restraining order or temporary or permanent injunction in any case involving or growing out of any labor dispute to prohibit any person or persons participating or interested in such dispute from doing, whether singly or in concert, any of the following acts:

- (i) Ceasing or refusing to perform any work or to remain in any relation of employment;
- (ii) Becoming or remaining a member of any labor organization or of any employer organization;
- (iii) Paying or giving to, or withholding from, any person participating or interested in such labor dispute, any strike or unemployment benefits or insurance, or other moneys or things of value;”

Police	Collective bargaining not addressed	Wage negotiation not addressed	Striking not addressed
Firefighters	Collective bargaining is legal Statute: Wyo. Stat. Ann. § 27-10-102 “The fire fighters in any city, town or county shall have the right to bargain collectively with their respective cities, towns or counties and to be represented by a bargaining agent in such collective bargaining as to wages, rates of pay, working conditions and all other terms and conditions of employment.”	Wage negotiation is legal Statute: Wyo. Stat. Ann. § 27-10-102 “The fire fighters in any city, town or county shall have the right to bargain collectively with their respective cities, towns or counties and to be represented by a bargaining agent in such collective bargaining as to wages, rates of pay, working conditions and all other terms and conditions of employment.”	Striking not addressed
Teachers	Collective bargaining is legal Statute: Wyo. Stat. Ann. § 21-3-111 “(a) The board of trustees in each school district within the state may... (iii) Enter into agreements with any public or private agency, institution, person, or corporation for the performance of acts or furnishing of services or facilities by or for the school district.” 1978 Wyo. Op. Att’y Gen. 157 (1978) “Accordingly, W.S. 21-3-111(a)(iii) empowers the school board to enter into a collective bargaining agreement with its employees if it chooses to do so. It may therefore recognize a labor organization as the exclusive bargaining agent for	Wage negotiation is legal AG Opinion: 1978 Wyo. Op. Att’y Gen. 157 (1978) “Accordingly, W.S. 21-3-111(a)(iii) empowers the school board to enter into a collective bargaining agreement with its employees if it chooses to do so. It may therefore recognize a labor organization as the exclusive bargaining agent for purposes of representing certain classes of employees in negotiating wages and other terms and conditions of employment, but it need not do so.”	Striking not addressed

purposes of representing certain classes of employees in negotiating wages and other terms and conditions of employment, but it need not do so."