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ALEC 2025

STATES THAT WORK

A Labor Policy Roadmap Across America



ALEC

ABOUT THE AMERICAN LEGISLATIVE EXCHANGE COUNCIL

States that Work: A Labor Policy Roadmap Across America was published by the American Legislative Exchange Council (ALEC) as part of its mission to discuss, develop, and disseminate model policies that expand free markets, promote economic growth, limit the size of government, and preserve individual liberty.

ALEC is the nation's largest nonpartisan, voluntary membership organization of state legislators, with more than 2,000 members across the nation. ALEC is governed by a [Board of Directors](#)¹ of state legislators. ALEC is classified by the Internal Revenue Service as a 501(c)(3) nonprofit, public policy, and educational organization. Individuals, philanthropic foundations, businesses, and associations are eligible to support the work of ALEC through tax-deductible gifts.

About the Commerce, Insurance and Economic Development Task Force

Members of the Commerce, Insurance and Economic Development Task Force believe that economic freedom is the cornerstone of prosperity. The Task Force promotes policies that enhance competitiveness, promote employment, encourage innovation, and limit government regulations imposed on business. The Task Force develops model policy to facilitate the implementation of these policies in the states and educates ALEC members through Task Force meetings, issue briefings, policy papers, and special workshops.

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INTRODUCTION

ALEC 2025 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA

INTRODUCTION

The freedom to work is integral to Americans' right to pursue happiness. Elected leaders can assist in this pursuit by fostering a labor policy landscape that promotes flexibility and removes barriers to help individuals access work and thrive on the job. While certain guardrails are needed, restricting people's options can also inhibit their ability to reach desired outcomes. Good labor policy focuses less on restrictions and instead on protecting Americans' right to work in a way that allows them to most effectively, efficiently, and enjoyably achieve their goals.

Renamed for its third edition, introductory chapters of this report discuss key labor policy events from recent months and explain the 10 labor policies promoted and highlighted throughout the publication. Each state then receives its own page that provides an overview of key labor facts, including unionization rates for both the private and public sectors and private sector job growth rates.

To rank the 50 states on how they prioritize labor freedom, this publication provides a snapshot and ranking of each state's labor policies and landscape. Using this information, workers, businesses, and lawmakers can identify if a state's policies are hindering or protecting worker freedom and flexibility. The publication also includes trusted policy solutions developed by ALEC's Commerce, Insurance and Economic Development Task Force to expand worker and workplace freedom.

Thanks to its significant progress on free market labor policy, Arizona earned the first-place ranking in this publication. Not only has Arizona been a leader in passing gold standard universal recognition of occupational licensing reform, but it also passed a first-in-the-nation reform banning union release time ([Page 35](#)). The percentage of government jobs is the eighth lowest in the nation, meaning that the private sector provides noticeably more employment and opportunity to Arizonans than the government.

Alaska placed last, as the legislature has not passed any recommended reforms. The policy it came closest to earning a star for is the [Public Employee Rights and Authorization Act](#)² ([Page 34](#)). However, the [Administrative Order](#)³ was overturned by the Alaska Supreme Court.

This publication reflects data and policies that were effective as of February 2025. All changes after this date will be reflected in the next edition of this publication. Six labor reform model policies have been added: [Prohibition On Paid Union Activity \(Release Time\) By Public Employees Act](#)⁴, [Collateral Consequences Reduction Act](#)⁵, [Taxpayers Protect Worker Act](#)⁶, [Right-to-Work Act](#)⁷, [Fair and Accountable Public Sector Authority Act](#)⁸, and the [Open Contracting Act](#)⁹.

As Americans consider options for pursuing their goals, they can use this publication to determine if a specific state is the correct option for them. Businesses can use this resource for determining which states prioritize policies that welcome skilled workers. Finally, for American lawmakers, the rankings can assist in identifying existing protections for labor choice and areas for improvement.

CHAPTER 1:

NEVER OFF THE CLOCK

**ALEC 2025 | STATES THAT WORK:
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CHAPTER 1: NEVER OFF THE CLOCK

In 2023, ALEC celebrated 50 years of championing free market-friendly labor policies across industries, sectors, and the spectrum of labor issues. As the first episode in the ALEC 50th anniversary article and video series, “[Worker Freedom](#)¹⁰” set the tone for the celebration of the reforms driving change across the nation and highlighted ALEC’s pivotal role in securing worker freedom policy wins across the states.

Of course, even as we celebrated the many victories and policy wins, we also acknowledged that, just as it is for the entrepreneurs, craftspeople, and laborers driving America’s economy forward, the work is never done. No policy victory is ever final.

Right-to-Work Repeal

Michigan kicked off 2024 by losing its status as a Right-to-Work state. Thanks to 2023 legislation that went into effect in February 2024, Michigan became the first state in [58 years](#)¹¹ to *legislatively* repeal Right-to-Work protections for private sector workers in the state. Previously, Michigan law had protected workers from being forced to join, leave, or pay fees to a union as job requirement. However, Michigan lawmakers undid these protections, allowing union memberships or fees to be added as job requirements.

ALEC Board Member and Michigan Speaker Matt Hall, who opposed the change, shared with ALEC that the state’s Right-to-Work reform had “made our state more competitive with job growth in cutting-edge areas like manufacturing and engineering.” Data supports his claim.

The repeal ignores research showing that after Michigan passed its Right-to-Work law in 2012, it experienced an [increase in employment rates](#)¹² from 2013-2018 that was 1.9% higher than non-Right-to-Work states and that, in the manufacturing sector, Michigan saw a 6.4% increase in employment, while non-Right-to-Work states saw an average decrease in employment in this sector of 1.1%.

Not only did employment increase, but a study from the Mackinac Center for Public Policy found states with Right-to-Work laws experience [faster wage growth](#)¹³ compared to non-Right-to-Work states. In addition, workers in Right-to-Work states report [an increase in life satisfaction](#)¹⁴.

Federal Fights

Labor policy took a hit at the federal level too. In early 2024, the Department of Labor released a final [independent contractor rule](#)¹⁵, to set new standards under the Fair Labor Standards Act for determining employees from independent contractors. While the rule does not set the California-style ABC test (explained on [Page 14](#)) as the standard, it does raise the bar for classifying workers as independent contractors.

In addition to setting six new determining factors, the rule indicates that “[economic dependence](#)¹⁶ is the ultimate inquiry for determining whether a worker is an independent contractor or an employee, making it more difficult for workers to maintain their professional autonomy and riskier for businesses to contract with freelancers. While it is important to protect workers from unfair misclassifications that can mean losing benefits, as [Liya Palagashvili](#)¹⁷ of the Mercatus Center notes, “it’s impossible for every independent work opportunity affected by this rule to turn into a traditional, full-time job, and [the rule could]... leave many workers with fewer job opportunities altogether.”

Released on January 10th, 2024, the rule was met with a [series of lawsuits](#)¹⁸ arguing the rule violates the Administrative Procedures Act and the Fair Labor Standards Act.

The National Labor Relation Board (NLRB) also issued a significant new final labor rule. Released in October 2023, the final [joint employer rule](#)¹⁹ rescinded a 2020 rule, replacing it with a new version that expanded joint-employer liability. Under the new rule, businesses that provided “indirect or reserved control” could be held liable as employers. However, in March 2024 this rule was [struck down](#)²⁰ by the U.S. District Court for the Eastern District of Texas on the basis that the rule was [defined overbroadly](#)²¹.

Finally, while other U.S. Supreme Court decisions have significant labor implications, the Court’s [Starbucks Corp. v. McKinney](#)²² ruling directly addresses the NLRB. In a near-unanimous decision, the Court reversed a decision from the Sixth Circuit that [reduced the standard](#)²³ for awarding preliminary injunctions to the NLRB. As explained by the [Federalist Society](#)²⁴, “In *Starbucks v. McKinney*... the Supreme Court... reminded the NLRB that it is subject to the same four-factor test that anyone seeking a preliminary injunction or temporary restraining order must pass to get that kind of relief—its exalted federal agency status notwithstanding.”

PRO Act Promises Nothing Good for Workers

President Biden took time during his 2024 State of the Union Address to urge Congress to pass the [Protecting the Right to Organize \(PRO\) Act](#)²⁵. While the bill had an almost inconsequential impact on the address—taking up about two seconds of an hour-long speech—the same cannot be said of the bill’s potential impact on America’s workers.

Of note, the PRO Act contains provisions that would repeal Right-to-Work laws in [26 states](#)²⁶ and would also impose California-style regulations on independent contractors that severely restrict workers’ ability to keep their current work status. Commonly dubbed the “ABC test,” this new standard would reclassify workers who do not meet all three factors—the ABCs—as employees under the National Labor Relations Act (NLRA). These factors are in stark contrast to the principles put forth in the ALEC [Uniform Worker Classification Act](#)²⁷, which protects the status and is explained in more detail on [Page 14](#).

The inclusion of the ABC test in the PRO Act is surprising given the positive data that continues to emerge on the success of independent contractors. Over [79%](#)²⁸ of independent contractors across America indicate that they prefer their “alternative employment arrangement.” [Sixty percent](#)²⁹ of Americans who have transitioned to independent contractor roles report higher incomes. Full-time independent workers contributed more than [\\$1.28 trillion](#)³⁰ to the American economy in 2018. [Ninety-one percent](#)³¹ of independent contractors expect the best days are ahead for independent work.

The bill would also require employers to give out employees’ personal information (including home addresses and cell phone numbers) to unions. As former AFL-CIO president Richard Trumka [acknowledged](#)³² in a Congressional hearing in 2020, this section would allow union representatives to follow workers to the grocery store and into their homes.

As [the Institute for the American Worker has explained](#)³³, policies in the PRO Act ultimately restrict worker freedom and choice, and constitute a “comprehensive rewrite of labor rules for the workplace.

Hard Hat Trick

In 2024, Georgia and Alabama became the second and third states to pass a unique reform that was spearheaded by Tennessee the previous year. Explained in more detail on [Page 13](#), [Tennessee’s law](#)³⁴ requires companies seeking state subsidies to conduct unionization votes via secret ballot, if possible. It also requires that these businesses give employees the choice to share personal contact information with unions or keep it private.

Not following these guidelines can have consequences. Businesses that receive state subsidies and then take unionization votes using a method other than secret ballots can be required to reimburse all “money, grants, funds, or other incentives disbursed” by the state. Using card check—the process of collecting signed union authorization cards from workers to gather votes—as the voting method also makes a company ineligible to receive any “economic development incentives” from the state.

Card check votes are recognized by the NLRB, but there are [significant concerns about the neutrality and security of the process](#)³⁵. Many of these concerns stem from the lack of oversight over how or when signed authorization cards are collected from workers, as this can create an opening for interference, including [threats of violence](#)³⁶. Conversely, secret ballots allow workers to cast the vote they want in private and away from interested parties. This protection from coercion and intimidation is among the many reasons federal, state, and local elections use secret ballots to protect voters’ rights and ensure election integrity. Notably, [unions themselves use secret ballots](#)³⁷ to elect their leaders.

Georgia and Alabama have followed Tennessee’s lead. Georgia’s [SB 362](#)³⁸ states that “to be eligible to receive an economic development incentive, an employer” cannot voluntarily recognize a unionization vote conducted via card check if a secret ballot option was possible. In other words, companies must commit to conducting any unionization votes via secret ballot to be eligible to receive and keep state subsidies. The Georgia bill also requires companies to obtain employees’ written consent before sharing personal contact information with a union.

Alabama’s [SB 231](#)³⁹ also ties state subsidies to businesses committing to conducting unionization votes via secret ballot and to obtaining employees’ written permission before sharing their contact information with unions. As the bill’s sponsor, [Senator Arthur Orr explains](#)⁴⁰, “It’s good policy to have the private vote matter [and] to make sure that the employees...can keep their votes to themselves and not be coerced or bullied one way or the other.”

Like these three states’ reforms, ALEC’s [Taxpayer Dollars Protect Workers Act](#)⁴¹ strives to protect workers’ personal information and their right to a secret ballot. Approved at the 2023 ALEC Annual Meeting, the model policy affirms that “whenever State funds or benefits are sought by a private business... such benefits [should] be conditioned on the private business agreeing not to waive its employees’ right to a secret ballot election when recognizing a labor organization.” It likewise states that employees and sub-contractors have the right to decide if their personal contact information is shared with unions.

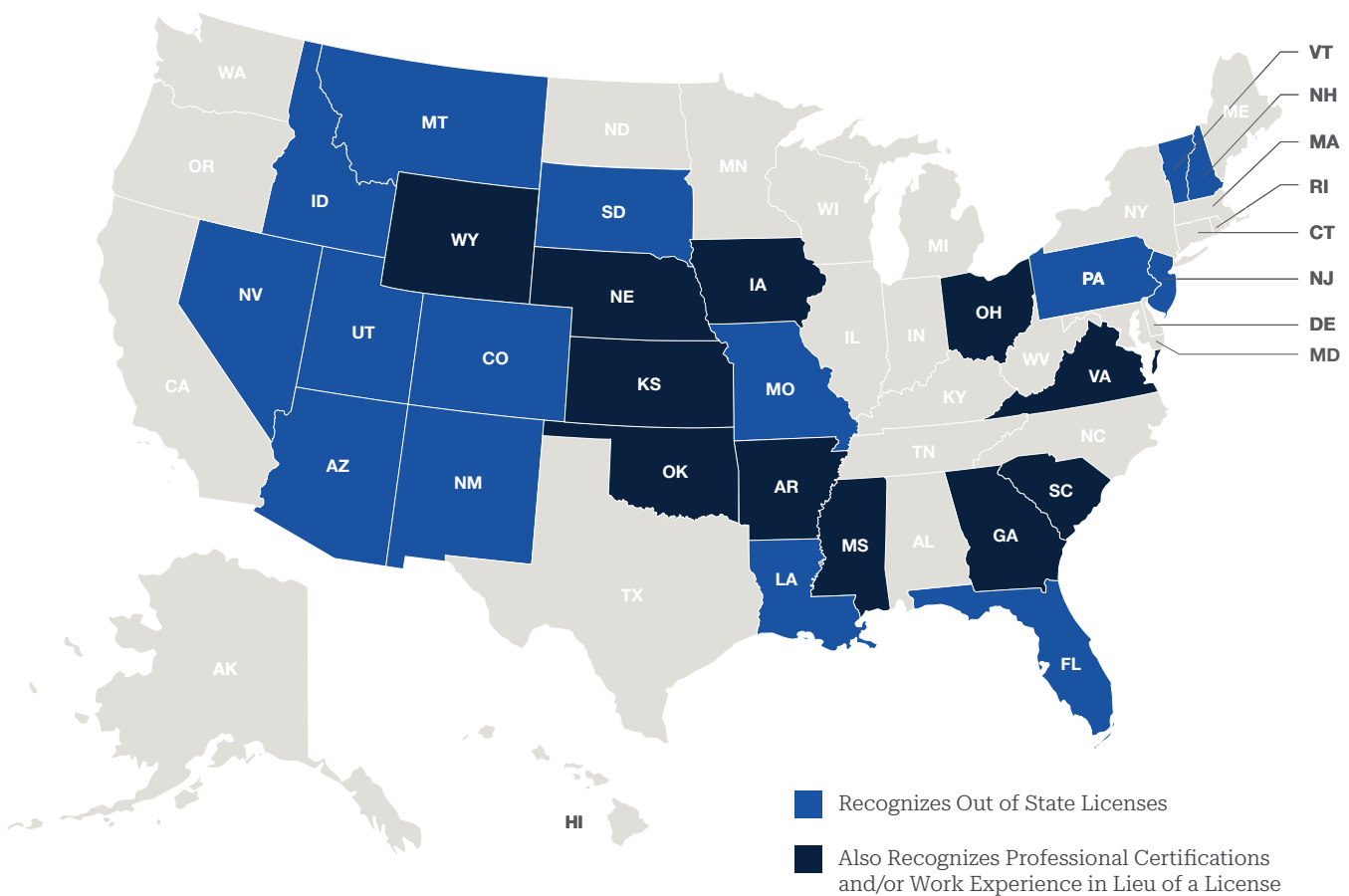
While efforts to protect election integrity usually focus on presidential and Congressional elections, some states are expanding the effort to protect workers’ votes and voices too. Through reforms like those described above, states like Tennessee, Georgia, and Alabama emphasize that workers’ votes – like those of caucus chairs and union bosses – should be protected from intimidation, interference, and surveillance.

26 by 2024: Universal Recognition

Thanks to the efforts of state legislators and governors in three states last year, over half the states now recognize workers' professional experience across state lines.

Explained in detail on [Page 15](#), universal recognition of occupational licenses allows licensed and experienced workers to have their relevant expertise recognized in a new state after moving. Years like 2020 set high watermarks for the number of states enacting license recognition reform, as Iowa, Missouri, Idaho, Utah, and Colorado passed versions of a licensing recognition law. Mississippi passed one of the strongest license recognition laws to date in 2021, and Arkansas, Georgia, and Virginia passed versions of the reform in 2023.

In 2024, Nebraska, Louisiana, and Florida became the 24th, 25th, and 26th states to enact the policy, effectively hanging up the “welcome” sign to skilled and experienced workers looking for a new state to call home.



CHAPTER 2:

UNDERSTANDING THE STATE PAGES

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CHAPTER 2: UNDERSTANDING THE STATE PAGES

LABOR POLICY RANK

As explained in the introduction, 10 state-level labor policies were selected as consequential reforms that promote worker and workplace freedom, and these are listed on each state page as potential achievements. States that have passed substantial legislation consistent with these ALEC model policies receive a full gold star, increasing their overall Labor Policy Rank. States that have passed similar reforms in need of improvement receive half stars. States that have not passed the reforms or that have repealed them receive no stars.

The states were then ranked according to these stars, with the higher number of stars earning a better rank on a 1-50 scale. The state ranked in 1st place earned the most stars, and the state in 50th place earned the least. Ties were broken using state employment data to compare the number of government jobs with the total number of jobs in a state. Preference went to the states in which government jobs constituted a lower percentage of total jobs in the state.

LABOR POLICY CHECKLIST

Each state page features a list of 10 labor model policies that have been vetted and recommended by ALEC's Commerce, Insurance, and Economic Development Task Force. Each policy is explained in detail on subsequent pages and can be found at ALEC.org.

States receive one gold star for each law passed containing one of these reforms. Half stars indicate partial reforms that may include significant exemptions or non-recommended standards. Gray stars indicate that the reform is not active in a state.

1. [Right-to-Work Act](#)⁴² – Protects private sector workers' right to participate or not participate in a union without employment consequences.
2. [Taxpayer Dollars Protect Workers Act](#)⁴³ – Protects private sector workers' right to privacy and to a secret ballot vote in unionization processes.
3. [Open Contracting Act](#)⁴⁴ – Bans labor discrimination in public work contracting.
4. [Uniform Worker Classification Act](#)⁴⁵ – Protects independent contractors and employees from misclassification.
5. [Model Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)⁴⁶ – Allows out-of-state workers to have their occupational licenses and work experience recognized.

**A full star is awarded if a state's policy includes three or more of the most crucial elements outlined on [Page 16](#): "scope of practice" language, recognition of private certifications and/or work experience, no residency requirement, minimal occupation exceptions, and a defined time period for determining parity.*

6. [Occupational Licensing Review Act](#)⁴⁷ – Requires states to complete sunrise and sunset reviews on occupational licenses.

**Half stars are awarded if a state has either a sunset or sunrise review process but not both.*

7. [Collateral Consequences Reduction Act](#)⁴⁸ – Lowers occupational licensing barriers for rehabilitated ex-offenders.

A full star is awarded if a state's policy includes three crucial elements: elimination of blanket bans, creation of a petition process, and requirement that a person's committed crimes and the scope of a licensed occupation be "substantially" or "directly" related. Half stars are awarded if any of these sections are missing or if all three sections are included but contain significant inferior standards or significant exclusions.

8. [Public Employee Rights and Authorization Act](#)⁴⁹ – Protects "Janus Rights" for public employees.

**Half stars are awarded if the reform applies to only specific types of public employees or if types of employees are exempt.*

9. [Fair and Accountable Public Sector Authority Act](#)⁵⁰ – Eliminates a conflict of interest between taxpayers and public employees.

**Half stars are awarded if the reform applies to only specific types of public employees or if types of employees are exempt.*

10. [Prohibition On Paid Union Activity \(Release Time\) By Public Employees Act](#)⁵¹ – Prevents taxpayer dollars from covering

[†] Analysis was informed by work reflected in the Institute for Justice's publication, [Barred from Working: A Nationwide Study of Occupational Licensing Barriers for Ex-Offenders](#).

work done on behalf of private organizations.

JOBS OVERVIEW

State Government Job Prevalence

Using data from the [Bureau of Labor Statistics](#)⁵², we calculated the percentage of jobs that are government jobs in each state. These percentages were then ranked, with 1st place being the state with the lowest percentage of government jobs in July 2024, and 50th place being the state with the highest percentage of government jobs in July 2024.

A chart listing these rankings can be found in Chapter 4.

Average 10-Year Private Employment Growth (2014-2024)

Using data from the [Bureau of Labor Statistics](#)⁵³, we calculated the average private sector employment growth in each state from 2014 to 2024. The state with the highest growth rate ranks 1st, and the state with the lowest growth rate ranks 50th.

A chart listing these rankings can be found in Chapter 4.

State Minimum Wage

Lists each state's hourly minimum wage (as of January 1, 2025) as provided by the [U.S. Department of Labor](#)⁵⁴. Employers subject to the Fair Labor Standards Act (FLSA) must pay at least the Federal minimum wage of \$7.25. Some states may have different minimum wages depending on the size of businesses or type of employment, and many states also allow localities to pass minimum wages higher than the state minimum wage.

A graph comparing state minimum wages can be found in Chapter 4.

Union Membership

Lists current state public and private sector employment and union membership information. It also lists notable public sector unions and their membership numbers. Data comes from [unionstats.com](#).⁵⁵

States' union membership percentages were compared and ranked against each other, with 1st place indicating the lowest membership rate and 50th place indicating the highest membership rate.

Chart listing these rankings can be found in Chapter 4.

Political Landscape

Lists which political party holds control of the governorship and the chambers of the state legislature.

CHAPTER 3:

UNDERSTANDING THE POLICIES

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PRIVATE SECTOR WORKER POLICIES



Right-to-Work Act

The Right-to-Work protects workers from forced associations by prohibiting employers from making union membership or union dues a condition of employment. Workers in Right-to-Work states are thus free to join and pay a union or to not join or pay a union without their decision affecting their job.

Over 80 years, [26⁵⁶](#) states have passed Right-to-Work laws, including [10 states⁵⁷](#) that have enshrined the protection in their constitutions. As noted in Chapter 1, Michigan repealed its Right-to-Work protections last year, ignoring the 71% of Michigan voters from [union households⁵⁸](#) who opposed the repeal.

The ALEC model [Right-to-Work Act⁵⁹](#) ensures workers' freedom to start or keep a job regardless of whether they accept or reject union membership. As it explains, "the right to work shall not be infringed or restricted in any way based on membership in, affiliation with, or financial support of a labor organization."



Taxpayer Dollars Protect Workers Act

Secret ballots ensure voters can cast votes in private and away from interested parties. This protection from coercion and intimidation is among the many reasons federal, state, and local elections use secret ballots to protect voters' rights and ensure election integrity. While efforts to protect election integrity usually focus on such governmental elections, states are expanding the effort to protect workers' votes and voices.

In the past couple of years, Tennessee, Alabama, and Georgia have led the nation on this issue by passing reforms that tie state subsidy eligibility with specific worker privacy requirements. All three states require companies seeking state subsidies to conduct unionization votes via secret ballot, if possible, and to give employees the choice to share personal contact information with unions or keep it private.

Under this law, not following these guidelines can have consequences. Businesses that receive state subsidies and then take unionization votes using a method other than secret ballots can be required to reimburse all "money, grants, funds, or other incentives disbursed" by the state. Using card check—the process of collecting signed union authorization cards from workers to gather votes—as the voting method also makes a company ineligible to receive any "economic development incentives" from the state.

Like these states' reforms, ALEC's [Taxpayer Dollars Protect Workers Act⁶⁰](#) strives to protect workers' personal information and their right to a secret ballot. The model policy affirms that "whenever State funds or benefits are sought by a private business... such benefits [should] be conditioned on the private business agreeing not to waive its employees' right to a secret ballot election when recognizing a labor organization." It likewise states that employees and subcontractors have the right to decide if their personal contact information is shared with unions.



Open Contracting Act

The ALEC model [Open Contracting Act](#)⁶¹ is designed to ensure fair and open competition in public construction projects by prohibiting government-mandated Project Labor Agreements (PLAs). This policy protects workers, taxpayers, consumers, and businesses in several key ways.

First, the Act safeguards workers by preventing the imposition of union membership or dues as a condition for employment on public projects. This means that skilled employees, regardless of their union affiliation, can compete for jobs based on merit rather than union membership, ensuring that all workers have equal opportunities. Given that [almost 90%](#)⁶² of American construction workers are not union members, PLAs disincentivize and even [financially penalize](#)⁶³ these workers from bidding and working on projects.

For taxpayers, the Act aims to reduce the cost of public construction projects. Government-mandated PLAs typically [drive up costs by 12% to 20%](#)⁶⁴ due to reduced competition. By prohibiting these agreements, the Act encourages more competitive bidding processes, potentially lowering project costs and ensuring that taxpayer money is spent efficiently. This helps in delivering better value and quality in public infrastructure projects without unnecessary financial burdens.

Consumers benefit from the Act, as it promotes the construction of high-quality public works at the best possible price. Without the restrictive rules and additional costs imposed by PLAs, contractors can focus on delivering superior projects. This means better schools, roads, and public buildings that serve the community effectively.

Businesses, particularly small contractors, are protected under this Act, as it prevents discriminatory practices that favor some firms over others. By eliminating the requirement to adhere to union agreements, the Act levels the playing field, allowing all qualified contractors to compete fairly for public contracts. This fosters a more vibrant and diverse construction industry, encouraging innovation and efficiency.

In summary, the Open Contracting Act promotes fairness, reduces unnecessary costs, and ensures equal opportunities for all workers and businesses while protecting the interests of taxpayers and consumers.



Uniform Worker Classification Act

By 2027, [over 50% of America's workforce](#)⁶⁵ is expected to engage in the gig economy, either as a full-time or part-time worker. For the workers already engaged in freelance and contract work, [nearly 80%](#)⁶⁶ report that they prefer their current work arrangement and [60%](#)⁶⁷ report higher incomes in their new roles.

Yet in 2019, California made headlines by passing [AB5](#)⁶⁸, a sweeping labor bill that set the so-called "[ABC test](#)"⁶⁹ as the new standard in the state for distinguishing independent contractors from employees. The law impacted over [two million Californians](#)⁷⁰, many of whom opposed the legislation and have since lobbied to be exempted. Thanks to numerous amendments and campaigns, over [109 categories of workers](#)⁷¹ are now excluded from the law.

For workers not able to gain an exemption, the consequences are still being documented. According to research from the [Mercurius Center](#)⁷², AB5 "resulted in a significant decline in self-employment and overall employment." Consequences include a 10.5% decrease in self-employment and a 4.4% decrease in overall employment for affected occupations since the bill's implementation. As documented by the [Institute for the American Worker](#)⁷³ and [New Jobs America](#)⁷⁴, many of the workers most impacted by the law were women and people with disabilities or disabled family members, who relied on the flexibility inherent to independent contractor work.

While [federal regulations and bills](#)⁷⁵ (like those described in Chapter 1) threaten to reclassify workers across the states using California standards, states can signal that they support workers' right to negotiate and set their own working relationships by passing reforms that protect independent contractors' status and provide clarity for contractors, employees, and employers to ensure workers are not inappropriately classified.

ALEC's [Uniform Worker Classification Act](#)⁷⁶ simplifies and clarifies both the criteria used to define independent contractors and the criteria used to differentiate independent contractors from employees. By providing this needed clarity, the ALEC model better allows workers and business owners to set the working relationship they both want.

OCCUPATIONAL LICENSING REFORM

Overview

Occupational licenses are regulations that require individuals to obtain permission from the government to perform certain types of work.⁷⁷ Nearly 25% of workers are licensed today, despite licensing requirements varying widely between states, with some states requiring stringent education and training requirements for a profession and other states requiring no license at all.⁷⁸

Occupational licenses act as a barrier to entry for many people to perform certain professions. These barriers decrease the ability of people to be gainfully employed in the profession of their choosing, which in turn decreases the availability of services for consumers and leads to higher prices. While it is important for state legislatures to protect the health and safety of the public, many times occupational licenses are required for reasons other than health and safety, or there are more effective and less restrictive ways of regulating a profession to protect the public.

Licensing barriers disproportionately burden people seeking entry-level employment who may not have the time or money to navigate the required training and testing requirements,⁷⁹ ex-offenders who may be legally prohibited from receiving a license due to an unrelated criminal record,⁸⁰ and individuals who want to work across state lines.^{81 82}

To address these barriers, ALEC provides a series of specific policy solutions:



Model Interstate-Mobility and Universal-Recognition Occupational Licensing Act

The ALEC [Model Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)⁸³ creates a process for recognizing the occupational license, work experience and/or private certification obtained by a worker in another state when applying for an occupational license. Obtaining an occupational license to work in a new state often requires workers to reapply for a license for the same profession they are already working in a different state. Many times, individuals must pursue additional training, education, and testing, even if they already have a license or years of work experience practicing the profession. This extra time, energy, and money imposes great financial and personal burdens on professionals and often deters them from moving to or conducting business in new states.

A universal recognition policy prevents the duplicative licensing process and allows individuals to get to work quicker in their experienced profession and contribute to the overall state economy.

The COVID-19 pandemic highlighted these occupational licensing barriers across state lines, particularly when additional health-care workers were needed in states affected most by the virus. States like New York, for instance, issued [temporary executive orders](#)⁸⁴ recognizing licenses for out-of-state healthcare workers to meet the increased demand for healthcare services.⁸⁵

While it is important for essential workers to be able to move and work across state lines during emergencies, the demand for workers from other states also exists outside of pandemics. Building on the success of these temporary measures, states can make these reforms permanent and let all workers from all professions more easily move and work across state lines.

The [Model Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)⁸⁶ asserts that if you have held an occupational license for over a year, have three years of work experience, or two years of experience with a private certification in a certain profession, states should grant you a state license.

Due to the complexity in licensing across the states, universal recognition policies have many components that can make them more or less effective. Some of the most important aspects of an effective universal recognition policy include who it applies to, what occupations it recognizes, how the state determines if it will recognize another state's license, residency requirements, and a defined time period for when a board will notify an applicant of their final decision.

Five Important Aspects of an Effective Universal Recognition Policy

In order to be as effective as possible, a universal recognition policy must meet the following criteria:⁸⁷

1. Ideally, a universal recognition policy should apply to *all* workers and *all* occupations that require licensing in the state. Some more narrow licensing recognition policies only apply to military spouses, like Mississippi's initial recognition policy, while others have been introduced temporarily solely for healthcare workers amid the COVID-19 pandemic, like in New York. While these narrower policies are steps in the right direction, all workers should be able to benefit from universal recognition.
2. The policy should include "scope of practice" language over "substantially equivalent" to evaluate whether to recognize a person's license from another state. "Substantially equivalent" language gives boards more discretion to deny a license based on their interpretation of education, training, and other requirements of a license. "Scope of practice," however, is a more direct comparison of whether a license is to perform the same day-to-day duties of the job itself. It tells the board to evaluate and compare the actual job duties of the worker, which is what matters most in evaluating the worker's ability to perform that job in a new state. Arizona, Idaho, Iowa, Kansas, Mississippi, Missouri, and Utah all include a scope of practice standard in their universal recognition policies.
3. The policy should *not* include a residency requirement for workers. If an individual lives in Kansas City, Kansas, they should be able to utilize a recognition policy to get a license to work a couple of miles down the road in Missouri without going through a complicated regulatory process. Workers should be able to practice their profession in their state of residence and in other states. Arizona, Kansas, Mississippi, and Oklahoma have residency requirements embedded into their policies and could improve their recognition process by removing the requirement.
4. In addition to recognizing an occupational license from another state, a universal recognition policy should recognize an individual's work experience and private certifications. Not all states license the same occupations or have the exact same requirements. Utilizing years of work experience or private certifications in addition to work experience gives a state another way to verify someone's ability to perform a job.
5. Finally, it is important for a policy to include a defined period for a licensing board to respond to an applicant. Government bureaucracy is notoriously slow-moving. If a person moves into another state or wants to practice in a neighboring state, that person should not have to wait indefinitely to receive government approval to legally begin earning a living. The ALEC model includes a 60-day maximum time period for a board to approve or disapprove an occupational license.

With universal recognition policies in place that meet these criteria, states can become more economically competitive and welcome new individuals and businesses.



Occupational Licensing Review Act

The ALEC model [Occupational Licensing Review Act](#)⁸⁸ creates a process for a state to review all current and proposed occupational licenses. All new licenses are put through a sunrise review process, and all current licenses are put through a periodic sunset review process that analyzes 20% of a state's licenses each year, evaluating all licenses every five years.

To assess whether an occupational license is necessary to protect public health and safety, the model utilizes a framework described by The Institute for Justice as an [inverted pyramid](#)⁸⁹. The broadest form of regulation—market competition—forms the broad top. Regulations narrow to more restrictive forms, like periodic inspections in the middle, and the most restrictive regulation, occupational licensure, at the very bottom.⁹⁰

This structure allows state legislatures and regulators to be conscious of all the forms of regulation at their disposal and not think of labor regulations as a binary choice between using no regulation and using one of the most restrictive forms of labor regulations, like occupational licensing.

Conducting periodic reviews is important when comparing how different occupations are regulated within a given state or across state lines. Restaurant chefs are responsible for cooking potentially dangerous raw foods but are not required to have an occupational license. Instead, they utilize market competition and periodic health inspections to ensure quality and safety. Meanwhile,

barbers responsible for cutting and trimming hair are required to have a license.

Comparing regulations across state lines further highlights how some professions are unnecessarily regulated. While some states license occupations like florists, bartenders, or funeral attendants, most states do not. Creating a periodic review process allows states to shift to less restrictive forms of labor regulation, harmonize regulations across professions, and incorporate data and information from other states to better inform their regulatory decision-making.

Many states have some form of sunrise or sunset review but lack the robust processes contained in the [Occupational Licensing Review Act](#)⁹¹ that make the review effective. Notable states with strong review processes include Arizona and Colorado. Utah, in particular, has made [significant headway](#)⁹² in creating new pathways and reducing licensing barriers due to its [2022 reform](#)⁹³.

The following requirements strengthen the state review process:

1. Require both a sunrise and a sunset review process.
2. Use the least restrictive means of regulation language necessary to protect consumers from present, significant, and substantiated harms with a list of regulations ordered from least restrictive to most restrictive.
3. Have the review conducted by staff or an agency shielded from special interest lobbying.
4. Include a comparison of how other states regulate the occupation.
5. Include guidelines for how specific types of harm can be regulated.
6. Stipulate a percentage of occupational licenses to be reviewed each year and the overall timeframe for reviewing all occupational licenses in the state.



Collateral Consequences Reduction Act

With [78 million Americans](#)⁹⁴ possessing a criminal record and with [the unemployment rate for the formerly incarcerated sitting at around 30%](#)⁹⁵, addressing existing barriers to employment can go a long way towards supporting positive reintegration and contribution to society.

Indeed, opening the door for ex-offenders with nonviolent histories to find meaningful employment opportunities not only helps get them back on their feet but also decreases [recidivism rates](#)⁹⁶. This study by the Manhattan Institute and America Works found a 20% reduction in return to crime by non-violent offenders due to employment opportunities. Further research by America Works shows that, while general recidivism rates vary widely from around [31% to 70%](#),⁹⁷ the recidivism rate for nonviolent offenders who find employment shortly after release can be as low as [3.3% to 8%](#)⁹⁸.

Some barriers to employment due to criminal records are justified to ensure public safety. Other occupational license standards can create needless restrictions. ALEC's [Collateral Consequences Reduction Act](#)⁹⁹ creates a process for ex-offenders to determine if their criminal record will prevent them from being granted an occupational license before starting the process of earning credentials. This prevents applicants from spending the time and money on education and training, only to learn their criminal history makes them ineligible to receive a license.

To ensure ex-offenders are not unfairly rejected, the ALEC model policy limits and outlines circumstances in which the licensing board can deny an applicant due to criminal history. Likewise, it prevents licensing boards from using other considerations, including vague character requirements, arrest records without a conviction, or sealed/expunged records.

The Institute for Justice's publication, [Barred from Working: A Nationwide Study of Occupational Licensing Barriers for Ex-Offenders](#)¹⁰⁰, contains detailed, granular evaluations of each state's policy and provides a corresponding grade. For more information, we recommend referencing the data and analysis provided in that publication.

PUBLIC SECTOR WORKER POLICIES



Public Employee Rights and Authorization Act

On June 27, 2018, the United States Supreme Court's *Janus v. AFSCME* decision recognized the right of public sector workers to choose whether or not to affiliate with a union. This effectively gave all public sector workers Right-to-Work status, meaning they cannot be fired from their jobs for not joining or paying money to a union. To ensure this right, the justices also stated the government must verify that a worker has given consent before union dues can be deducted from their paychecks and sent to a third-party organization.

State Attorneys Generals subsequently released legal opinions explaining and clarifying both the *Janus* decision and how their states can come into full compliance. For example, Alaska Attorney General Kevin Clarkson was the first to release a legal opinion in [August 2019](#),¹⁰¹ followed by Attorney General Ken Paxton in Texas in [May 2020](#),¹⁰² Attorney General Curtis Hill Jr. in Indiana in [June 2020](#),¹⁰³ and the Michigan Civil Service Commission changed their rules in [July 2020](#).¹⁰⁴

However, despite the *Janus* decision and these AG opinions, many states' current dues deductions procedures are not in compliance. In fact, some state legislatures have attempted to subvert the intent of the decision by passing laws that create limited opt-out periods, mandatory new employee union meetings, and forced disclosures of private employee contact information.

In 2021, Indiana became the first state to pass a law that explicitly complies with the full scope of the *Janus* decision. Updated in 2022 to reflect [judicial feedback](#)¹⁰⁵, [the law](#)¹⁰⁶ requires public school personnel to be specifically informed of their rights, and it requires these workers to give affirmative consent before union dues can be taken out of their paychecks.

The ALEC model [Public Employee Rights and Authorization Act](#)¹⁰⁷ reiterates the *Janus* decision requirement for affirmative consent from workers. It also states that public employees should be allowed to opt out of dues deduction at any time. When the *Janus* decision is implemented fully, public employees are informed of their rights and given regular opportunities to opt into or out of an association with a union.



Fair and Accountable Public Sector Authority Act

In 1937, President Franklin Roosevelt famously acknowledged the inherent conflict of interest between public employees' ability to collectively bargain and the interests of the American people. In his [Letter on the Resolution of Federation of Federal Employees Against Strikes in Federal Service](#)¹⁰⁸, he states:

"The process of collective bargaining, as usually understood, cannot be transplanted into the public service...The very nature and purposes of Government make it impossible for administrative officials to represent fully or to bind the employer in mutual discussions with Government employee organizations. The employer is the whole people, who speak by means of laws enacted by their representatives in Congress."

Given this concern, the ALEC model [Fair and Accountable Public Sector Authority Act](#)¹⁰⁹ helps to ensure that the government is primarily accountable to all Americans, not to select groups, by banning public sector collective bargaining. While this initially might seem unfair to public sector workers—especially given that private sector workers have this right guaranteed by the National Labor Relations Act—the fact remains that government workers hold a unique position that necessitates the reform.

Importantly, the policy maintains public workers' First Amendment right to advocate for preferred government policies and employment terms through regular channels, and it ensures that they can still form associations to promote their interests. Eliminating collective bargaining would not prevent or impede this, as government officials could still discuss employment matters with workers.

For Americans, this policy reinforces the principle that the government should represent the interests of all citizens. By prohibiting collective bargaining in the public sector, the reform seeks to prevent the ceding of government authority to third parties, ensuring that elected officials and public managers can more effectively represent the broader public interest and not be beholden to special interest groups.

Thus, the model Fair and Accountable Public Sector Authority Act preserves the democratic process in public sector employment decisions, ensuring that policies are made in the interest of all citizens, while still allowing public employees to advocate for their interests.

Earlier this year, [Utah](#)¹¹⁰ joined North Carolina and South Carolina with a complete ban on public sector collective bargaining. One of the champions of the bill, Senate Majority Leader Kirk Cullimore, highlighted the need for the reform by [stating](#),¹¹¹ “When you have government employees negotiating with other government employees, and you don’t have market forces underlying those negotiations, you’re negotiating against yourself to the detriment of the taxpayer.”



Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Legal [across the country](#)¹¹², union release time allows public sector workers to complete work on behalf of unions – rather than their normal jobs – while still collecting their taxpayer-funded paychecks from their public employers¹¹³. Practically speaking, union release time means taxpayers fund workers’ time spent advocating for their unions’ priorities, like enhancing employee benefits.

As research from [the Goldwater Institute](#)¹¹⁴ indicates, the price tag for taxpayers can reach hundreds of millions of dollars in a fiscal year. Denver Public Schools, for example, covered 8,479 hours of release time in 2019, which cost taxpayers \$317,165 by allowing school workers to complete work on behalf of the unions, instead of the schools. This amounted to Colorado taxpayers paying the equivalent of [six Colorado teachers’ annual salaries](#)¹¹⁵ to cover union work. Likewise, state taxpayers covered 2,125.8 hours of release time in Nevada in 2019 alone, and in [Louisville, Kentucky](#)¹¹⁶, a public school teacher with a salary of \$80,500 was “released” to work full-time for his union for 20 years.

While workers are free to work for unions on their own time, the ALEC model [Prohibition on Paid Union Activity \(Release Time\) by Public Employees Act](#)¹¹⁷ makes it clear that personal, private activity should be paid for by personal, private dollars. As the policy states, “public employees should not be prohibited from freely associating outside of their employment duties, including hiring individuals to help represent their interests, [but] this should occur at public employee, not taxpayer, expense.”

CHAPTER 4:

STATE COMPARISON CHARTS

**ALEC 2025 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA**

State Ranking

STATE	TOTAL STARS	GOVERNMENT JOBS / TOTAL NON-FARM JOBS	OVERALL RANK
Arizona	5.5	13.34%	1
Utah	5.5	15.65%	2
Georgia	5	14.39%	3
Arkansas	5	15.49%	4
Florida	4.5	11.57%	5
Tennessee	4.5	13.39%	6
North Carolina	4.5	15.17%	7
Idaho	4.5	15.51%	8
Louisiana	4.5	16.32%	9
Mississippi	4.5	20.17%	10
West Virginia	4.5	21.44%	11
Texas	4	14.81%	12
South Carolina	4	16.00%	13
Nebraska	4	16.30%	14
Iowa	4	16.54%	15
Wyoming	4	24.12%	16
Virginia	3.5	17.56%	17
Kansas	3.5	17.58%	18
South Dakota	3.5	17.71%	19
Oklahoma	3.5	20.63%	20
Indiana	3	12.86%	21
Wisconsin	3	13.39%	22
Missouri	3	14.44%	23
Alabama	3	18.59%	24
Nevada	2.5	11.54%	25
Ohio	2.5	13.90%	26
Kentucky	2.5	15.27%	27
North Dakota	2.5	18.99%	28
Colorado	2	16.54%	29
Vermont	2	17.60%	30
Montana	2	17.86%	31
New Mexico	2	21.62%	32
Pennsylvania	1.5	11.19%	33
New Hampshire	1.5	12.61%	34
Michigan	1.5	13.85%	35

STATE	TOTAL STARS	GOVERNMENT JOBS / TOTAL NON-FARM JOBS	OVERALL RANK
New Jersey	1.5	13.86%	36
Minnesota	1.5	14.53%	37
Delaware	1.5	14.66%	38
California	1.5	14.75%	39
Washington	1.5	16.40%	40
Hawaii	1.5	19.76%	41
Illinois	1	13.62%	42
Maine	1	15.46%	43
Maryland	1	19.60%	44
Rhode Island	0.5	12.88%	45
Connecticut	0.5	13.88%	46
New York	0.5	15.07%	47
Oregon	0.5	15.77%	48
Massachusetts	0	12.50%	49
Alaska	0	23.35%	50

STATE GOVERNMENT JOB PREVELANCE AND RANKING

STATE	GOVERNMENT JOBS / TOTAL NON-FARM JOBS (July 2024)	STATE RANK (1 st is the lowest; 50 th is the highest)
Pennsylvania	11.19%	1
Nevada	11.54%	2
Florida	11.57%	3
Massachusetts	12.50%	4
New Hampshire	12.61%	5
Indiana	12.86%	6
Rhode Island	12.88%	7
Arizona	13.34%	8
Wisconsin	13.39%	9
Tennessee	13.39%	9
Illinois	13.62%	11
Michigan	13.85%	12
New Jersey	13.86%	13
Connecticut	13.88%	14
Ohio	13.90%	15
Georgia	14.39%	16
Missouri	14.44%	17
Minnesota	14.53%	18

STATE	GOVERNMENT JOBS / TOTAL NON-FARM JOBS (July 2024)	STATE RANK (1 st is the lowest; 50 th is the highest)
Delaware	14.66%	19
California	14.75%	20
Texas	14.81%	21
New York	15.07%	22
North Carolina	15.17%	23
Kentucky	15.27%	24
Maine	15.46%	25
Arkansas	15.49%	26
Idaho	15.51%	27
Utah	15.65%	28
Oregon	15.77%	29
South Carolina	16.00%	30
Nebraska	16.30%	31
Louisiana	16.32%	32
Washington	16.40%	33
Colorado	16.54%	34
Iowa	16.54%	34
Virginia	17.56%	36
Kansas	17.58%	37
Vermont	17.60%	38
South Dakota	17.71%	39
Montana	17.86%	40
Alabama	18.59%	41
North Dakota	18.99%	42
Maryland	19.60%	43
Hawaii	19.76%	44
Mississippi	20.17%	45
Oklahoma	20.63%	46
West Virginia	21.44%	47
New Mexico	21.62%	48
Alaska	23.35%	49
Wyoming	24.12%	50

STATE MINIMUM WAGE RANKING AS OF JANUARY 1, 2025

STATE	STATE MINIMUM WAGE <i>*If a state has multiple minimum wages, the highest is listed here.</i>	MINIMUM WAGE RANK <i>(1st is the lowest; 50th is the highest)</i>
Alabama	\$7.25	1
Georgia	\$7.25	1
Iowa	\$7.25	1
Idaho	\$7.25	1
Indiana	\$7.25	1
Kansas	\$7.25	1
Kentucky	\$7.25	1
Louisiana	\$7.25	1
Mississippi	\$7.25	1
North Carolina	\$7.25	1
North Dakota	\$7.25	1
New Hampshire	\$7.25	1
Oklahoma	\$7.25	1
Pennsylvania	\$7.25	1
South Carolina	\$7.25	1
Tennessee	\$7.25	1
Texas	\$7.25	1
Utah	\$7.25	1
Wisconsin	\$7.25	1
Wyoming	\$7.25	1
West Virginia	\$8.75	21
Montana	\$10.55	22
Michigan	\$10.56	23
Ohio	\$10.70	24
Arkansas	\$11.00	25
Minnesota	\$11.13	26
South Dakota	\$11.50	27
Alaska	\$11.91	28
Nevada	\$12.00	29
New Mexico	\$12.00	29
Virginia	\$12.41	31
Florida	\$13.00	32
Nebraska	\$13.50	33
Missouri	\$13.75	34

STATE	STATE MINIMUM WAGE <i>*If a state has multiple minimum wages, the highest is listed here.</i>	MINIMUM WAGE RANK <i>(1st is the lowest; 50th is the highest)</i>
Hawaii	\$14.00	35
Vermont	\$14.01	36
Maine	\$14.65	37
Arizona	\$14.70	38
Oregon	\$14.70	38
Colorado	\$14.81	40
Delaware	\$15.00	41
Illinois	\$15.00	41
Maryland	\$15.00	41
Massachusetts	\$15.00	41
Rhode Island	\$15.00	41
New Jersey	\$15.49	46
New York	\$15.50	47
Connecticut	\$16.35	48
California	\$16.50	49
Washington	\$16.66	50

AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH

STATE	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH <i>(Q1 2014 – Q1 2024)</i>	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH RANKING <i>(1st is the highest; 50th is the lowest)</i>
Idaho	37.12%	1
Utah	35.71%	2
Nevada	33.03%	3
Florida	31.64%	4
Arizona	31.36%	5
South Carolina	25.49%	6
Texas	25.27%	7
North Carolina	24.61%	8
Georgia	23.88%	9
Colorado	22.91%	10
Washington	22.09%	11
Tennessee	20.63%	12
Montana	20.10%	13
Arkansas	18.68%	14
California	17.72%	15

STATE	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH (Q1 2014 – Q1 2024)	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH RANKING (1 st is the highest; 50 th is the lowest)
Oregon	17.30%	16
Alabama	14.88%	17
New Jersey	13.77%	18
Virginia	13.65%	19
Delaware	12.96%	20
Kentucky	12.81%	21
Indiana	12.42%	22
South Dakota	12.37%	23
New Hampshire	12.08%	24
Missouri	11.89%	25
New Mexico	11.36%	26
Massachusetts	10.84%	27
Maine	10.10%	28
New York	9.96%	29
Oklahoma	8.74%	30
Mississippi	8.62%	31
Minnesota	8.45%	32
Wisconsin	8.30%	33
Michigan	8.14%	34
Pennsylvania	7.94%	35
Nebraska	7.90%	36
Rhode Island	7.79%	37
Ohio	6.97%	38
Kansas	6.16%	39
Illinois	5.38%	40
Maryland	4.89%	41
Iowa	4.28%	42
Connecticut	3.53%	43
Hawaii	1.98%	44
Vermont	1.58%	45
Louisiana	0.10%	46
Alaska	-0.09%	47
West Virginia	-0.71%	48
Wyoming	-1.03%	49
North Dakota	-4.65%	50

STATE PUBLIC SECTOR UNION MEMBERSHIP (2023 DATA)

STATE	MEMBERSHIP PERCENTAGE	RANKING <i>(1st is lowest membership rate; 50th is highest membership rate)</i>
South Carolina	5.68%	1
North Carolina	7.81%	2
Arkansas	9.00%	3
Virginia	11.07%	4
Louisiana	11.59%	5
Mississippi	12.81%	6
Idaho	12.81%	6
Wyoming	13.05%	8
Georgia	14.04%	9
Utah	15.56%	10
South Dakota	16.54%	11
Texas	16.58%	12
Arizona	16.83%	13
North Dakota	17.63%	14
West Virginia	17.95%	15
New Mexico	18.66%	16
Tennessee	18.85%	17
Indiana	19.61%	18
Kansas	19.78%	19
Colorado	19.82%	20
Wisconsin	20.10%	21
Florida	20.48%	22
Iowa	21.28%	23
Alabama	21.48%	24
Oklahoma	22.10%	25
Missouri	22.33%	26
Kentucky	22.59%	27
Nebraska	25.93%	28
Maryland	26.30%	29
Delaware	30.75%	30
Nevada	33.34%	31
Montana	33.58%	32
Alaska	34.74%	33
Maine	37.38%	34

STATE	MEMBERSHIP PERCENTAGE	RANKING <i>(1st is lowest membership rate; 50th is highest membership rate)</i>
Michigan	39.21%	35
Ohio	45.12%	36
New Hampshire	45.35%	37
Illinois	46.14%	38
Rhode Island	47.03%	39
Vermont	47.63%	40
Minnesota	48.99%	41
Washington	49.94%	42
Oregon	50.71%	43
California	51.17%	44
Hawaii	52.99%	45
Pennsylvania	53.61%	46
Massachusetts	54.48%	47
New Jersey	56.14%	48
New York	63.68%	49
Connecticut	67.01%	50

STATE PRIVATE SECTOR UNION MEMBERSHIP (2023)

STATE	MEMBERSHIP PERCENTAGE	RANKING <i>(1st is lowest membership rate; 50th is highest membership rate)</i>
South Carolina	1.59%	1
South Dakota	1.76%	2
North Carolina	1.85%	3
Utah	1.93%	4
Virginia	2.39%	5
Arizona	2.41%	6
Florida	2.49%	7
Texas	2.65%	8
Louisiana	2.79%	9
Idaho	2.80%	10
Georgia	2.95%	11
Oklahoma	2.98%	12
Wyoming	3.05%	13
New Mexico	3.62%	14
New Hampshire	3.74%	15
Nebraska	3.76%	16

STATE	MEMBERSHIP PERCENTAGE	RANKING <i>(1st is lowest membership rate; 50th is highest membership rate)</i>
Tennessee	3.79%	17
North Dakota	4.03%	18
Arkansas	4.25%	19
Maine	4.30%	20
Colorado	4.31%	21
Delaware	4.60%	22
Alabama	4.63%	23
Iowa	4.84%	24
Maryland	5.05%	25
Wisconsin	5.61%	26
Mississippi	5.68%	27
Kentucky	6.09%	28
Indiana	6.33%	29
Kansas	6.48%	30
West Virginia	6.66%	31
Connecticut	6.71%	32
Montana	6.81%	33
Ohio	7.01%	34
Massachusetts	7.08%	35
Missouri	7.23%	36
Oregon	7.23%	36
Alaska	7.23%	36
Minnesota	7.63%	39
Pennsylvania	7.79%	40
Rhode Island	7.79%	40
Illinois	8.03%	42
Vermont	8.18%	43
California	8.79%	44
Nevada	9.38%	45
Michigan	9.73%	46
Washington	10.03%	47
New Jersey	10.04%	48
New York	12.22%	49
Hawaii	15.16%	50

CONCLUSION

ALEC 2025 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA

CONCLUSION

Since our nation's founding, Americans have pursued the American Dream by seeking better opportunities for themselves and their families. As people weigh opportunities, state labor policies play a significant role as individuals decide where to live and work. States win when they prioritize labor policies that protect workers' rights and expand worker freedom.

Even as Congress debates federal legislation for the nation, the 50 states hold significant control over their labor policy landscapes. Pro-worker policies in this publication can serve as a roadmap as lawmakers aim to distinguish their states as places where Americans can pursue happiness and build a better life.

50 STATE **FACTSHEETS**

**ALEC 2025 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA**



ALABAMA

★★★

LABOR POLICY RANK:

24TH

Labor Policy Checklist

★	Right-to-Work Act ¹¹⁸
★	Taxpayer Dollars Protect Workers Act ¹¹⁹
★	Open Contracting Act ¹²⁰
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
☆	Occupational Licensing Review Act
☆	Collateral Consequences Reduction Act
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	18.59%	41
Average 10-Year Private Sector Employment Growth (2014-2024)	14.88%	17
State Minimum Wage	\$7.25*	1**

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,743,732	80,684	4.63%	23
Public	345,465	74,217	21.48%	24

Political Landscape



Governor



House



Senate

*Employers subject to the Fair Labor Standards Act must pay the current Federal minimum wage of \$7.25 per hour.
**Tied with 19 other states.



ALASKA

LABOR POLICY RANK:
50TH

Labor Policy Checklist

★	Right-to-Work Act
★	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act
★	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act
★	Public Employee Rights and Authorization Act <i>Administrative Order¹²¹ was overturned by the Supreme Court</i>
★	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	23.35%	49
Average 10-Year Private Sector Employment Growth (2014-2024)	-0.09%	47
State Minimum Wage	\$11.91	28

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	222,552	16,101	7.23%	36
Public	83,930	29,161	34.74%	33

Political Landscape



Governor



House



Senate



ARIZONA

★★★★★

LABOR POLICY RANK:

1ST

Labor Policy Checklist

★	Right-to-Work Act ¹²²
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹²³
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹²⁴ <i>Has a residency requirement, does not recognize experience, does not have "scope of practice" language</i>
★	Occupational Licensing Review Act Sunrise and sunset ¹²⁵
★	Collateral Consequences Reduction Act ¹²⁶
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act ¹²⁷

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.34%	8
Average 10-Year Private Sector Employment Growth (2014-2024)	31.36%	5
State Minimum Wage	\$14.70	38

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,768,493	66,705	2.41%	6
Public	391,025	65,825	16.83%	13

Political Landscape



Governor



House



Senate



ARKANSAS

★★★★★

LABOR POLICY RANK:

4TH

Labor Policy Checklist

★	Right-to-Work Act ¹²⁸
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹²⁹
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹³⁰
★	Occupational Licensing Review Act ¹³¹
★	Collateral Consequences Reduction Act ¹³² Does not use “substantially related language”
☆	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act ¹³³ Banned collective bargaining for all public employees except: police, firefighters, public safety officers, federal transit workers
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.49%	26
Average 10-Year Private Sector Employment Growth (2014-2024)	18.68%	14
State Minimum Wage	\$11.00*	25

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,002,319	42,648	4.25%	19
Public	215,294	19,370	9.00%	3

Political Landscape



Governor



House



Senate

*Applicable to employers with 4 or more employees



CALIFORNIA

★★

LABOR POLICY RANK:

39TH

Labor Policy Checklist

★	Right-to-Work Act
★	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act
★	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act <i>Clearer sunrise and sunset standards could be added to improve the processes</i> Sunrise review (does not include any commission created by the Legislature under the Food and Agricultural Code) ¹³⁴ Sunset review ¹³⁵
★	Collateral Consequences Reduction Act ¹³⁶ <i>No petition process</i>
★	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	14.75%	20
Average 10-Year Private Sector Employment Growth (2014-2024)	17.72%	15
State Minimum Wage	\$16.50	49

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	13,803,935	1,212,938	8.79%	44
Public	2,541,819	1,300,722	51.17%	44

Political Landscape



Governor



House



Senate













COLORADO



LABOR POLICY RANK:

29TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹³⁷ <i>Does not use "scope of practice language", Does not recognize experience and several exceptions</i>
	Occupational Licensing Review Act Sunrise ¹³⁸ Sunset ¹³⁹
	Collateral Consequences Reduction Act ¹⁴⁰ <i>No petition process</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	16.54%	34
Average 10-Year Private Sector Employment Growth (2014-2024)	22.91%	10
State Minimum Wage	\$14.81	40

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,275,000	98,001	4.31%	21
Public	461,081	91,391	19.82%	20

Political Landscape



Governor



House



Senate













CONNECTICUT



LABOR POLICY RANK:

46TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ¹⁴¹ <i>No petition process or “substantially related” language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.88%	14
Average 10-Year Private Sector Employment Growth (2014-2024)	3.53%	43
State Minimum Wage	\$16.35	48

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,367,158	91,704	6.71%	32
Public	244,161	163,619	67.01%	50

Political Landscape



Governor



House



Senate













DELAWARE



LABOR POLICY RANK:

38TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act Sunset¹⁴²
	Collateral Consequences Reduction Act¹⁴³
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	14.66%	19
Average 10-Year Private Sector Employment Growth (2014-2024)	12.96%	20
State Minimum Wage	\$15.00	41*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	365,960	16,836	4.60%	22
Public	71,185	21,892	30.75%	30

Political Landscape



Governor



House



Senate

*Tied with 4 other states



FLORIDA

★★★★★

LABOR POLICY RANK:

5TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁴⁴
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁴⁵
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁴⁶ No "scope of practice language", does not recognize work experience, no specified time for determination
★	Occupational Licensing Review Act Sunrise ¹⁴⁷
★	Collateral Consequences Reduction Act ¹⁴⁸ No petition process, no "substantially relates" language
★	Public Employee Rights and Authorization Act ¹⁴⁹
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	11.57%	3
Average 10-Year Private Sector Employment Growth (2014-2024)	31.64%	4
State Minimum Wage	\$13.00*	32

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	8,297,852	206,899	2.49%	7
Public	1,145,498	234,596	20.48%	22

Political Landscape



Governor



House



Senate

*The minimum wage is adjusted annually based on a set formula. The Florida minimum wage is scheduled to increase by \$1.00 every September 30th until reaching \$15.00 on September 30, 2026.



GEORGIA

★★★★★

LABOR POLICY RANK:

3RD

Labor Policy Checklist

★	Right-to-Work Act¹⁵⁰
★	Taxpayer Dollars Protect Workers Act¹⁵¹
★	Open Contracting Act¹⁵²
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹⁵³ <i>No scope of practice language, does not recognize experience, residency requirement</i>
★	Occupational Licensing Review Act Sunset¹⁵⁴
★	Collateral Consequences Reduction Act¹⁵⁵ <i>No petition process</i>
☆	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act¹⁵⁶ <i>Allows bargaining for firefighters</i>
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	14.39%	16
Average 10-Year Private Sector Employment Growth (2014-2024)	23.88%	9
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,941,924	116,145	2.95%	11
Public	682,102	95,738	14.04%	9

Political Landscape



Governor



House



Senate

*Tied with 19 other states.












HAWAII



LABOR POLICY RANK:

41ST

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act ¹⁵⁷
	Collateral Consequences Reduction Act ¹⁵⁸ <i>No petition process</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	19.76%	44
Average 10-Year Private Sector Employment Growth (2014-2024)	1.98%	44
State Minimum Wage	\$14.00*	35

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	438,455	66,485	15.16%	50
Public	135,087	71,582	52.99%	45

Political Landscape



Governor



House



Senate

*An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the State minimum wage and overtime law. Domestic service workers are subject to Hawaii's minimum wage and overtime requirements. Act 248, Regular Session 2013.



IDAHO

★★★★★

LABOR POLICY RANK:

8TH

Labor Policy Checklist

★	Right-to-Work Act¹⁵⁹
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act¹⁶⁰
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹⁶¹
★	Occupational Licensing Review Act¹⁶²
★	Collateral Consequences Reduction Act¹⁶³ <i>No substantially equivalent language</i>
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.51%	27
Average 10-Year Private Sector Employment Growth (2014-2024)	37.12%	1
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	675,088	18,931	2.80%	10
Public	135,682	17,384	12.81%	6

Political Landscape



Governor



House



Senate

*Tied with 19 other states.













ILLINOIS



LABOR POLICY RANK:

42ND

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act <i>Sunset¹⁶⁴</i>
	<i>Collateral Consequences Reduction Act¹⁶⁵</i> <i>No petition process, no “substantially related” language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.62%	11
Average 10-Year Private Sector Employment Growth (2014-2024)	5.38%	40
State Minimum Wage	\$15.00*	41**

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	4,845,768	389,255	8.03%	42
Public	690,378	318,574	46.14%	38

Political Landscape



Governor



House



Senate

*Applicable to employers of 4 or more employees, excluding family members
**Tied with 4 other states



INDIANA

★★★

LABOR POLICY RANK:

21ST

Labor Policy Checklist

★	Right-to-Work Act ¹⁶⁶
☆	Taxpayer Dollars Protect Workers Act
☆	Open Contracting Act
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act Sunset ¹⁶⁷
★	Collateral Consequences Reduction Act ¹⁶⁸
★	Public Employee Rights and Authorization Act ¹⁶⁹ <i>Only applies to school employees</i>
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	12.86%	6
Average 10-Year Private Sector Employment Growth (2014-2024)	12.42%	22
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,678,626	169,562	6.33%	29
Public	378,380	74,202	19.61%	18

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



IOWA



LABOR POLICY RANK:

15TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁷⁰
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁷¹
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁷²
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ¹⁷³
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	16.54%	34
Average 10-Year Private Sector Employment Growth (2014-2024)	4.28%	42
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,281,198	62,048	4.84%	24
Public	208,130	44,294	21.28%	23

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



KANSAS

★★★★

LABOR POLICY RANK:

18TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁷⁴
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁷⁵
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁷⁶
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ¹⁷⁷ <i>No blanket ban</i>
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	17.58%	37
Average 10-Year Private Sector Employment Growth (2014-2024)	6.16%	39
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,122,487	72,750	6.48%	30
Public	238,925	47,268	19.78%	19

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



KENTUCKY

★★★

LABOR POLICY RANK:

27TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁷⁸
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁷⁹
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ¹⁸⁰ <i>No petition process</i>
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.27%	24
Average 10-Year Private Sector Employment Growth (2014-2024)	12.81%	21
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,442,183	87,787	6.09%	28
Public	283,258	63,974	22.59%	27

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



LOUISIANA

★★★★★

LABOR POLICY RANK:

9TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁸¹
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁸²
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁸³
★	Occupational Licensing Review Act Sunrise ¹⁸⁴ Sunset ¹⁸⁵
★	Collateral Consequences Reduction Act ¹⁸⁶ <i>No petition process</i>
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	16.32%	32
Average 10-Year Private Sector Employment Growth (2014-2024)	0.10%	46
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,461,438	40,730	2.79%	9
Public	304,299	35,280	11.59%	5

Political Landscape



Governor



House



Senate

*Tied with 19 other states.













MAINE



LABOR POLICY RANK:

43RD

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act <i>Sunrise</i> ¹⁸⁷
	<i>Collateral Consequences Reduction Act</i> ¹⁸⁸ <i>No "substantially related" language or petition process</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.46%	25
Average 10-Year Private Sector Employment Growth (2014-2024)	10.10%	28
State Minimum Wage	\$14.65	37

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	482,944	20,757	4.30%	20
Public	82,947	31,009	37.38%	34

Political Landscape



Governor



House



Senate






MARYLAND



LABOR POLICY RANK:

44TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act Sunset¹⁸⁹
	Collateral Consequences Reduction Act¹⁹⁰ <i>No petition process</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	19.60%	43
Average 10-Year Private Sector Employment Growth (2014-2024)	4.89%	41
State Minimum Wage	\$15.00	41*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,071,707	104,659	5.05%	25
Public	752,606	197,914	26.30%	29

Political Landscape



Governor



House



Senate

*Tied with 4 other states.



MASSACHUSETTS

LABOR POLICY RANK:

49TH

Labor Policy Checklist

★	Right-to-Work Act
★	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act
★	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act
★	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	12.50%	4
Average 10-Year Private Sector Employment Growth (2014-2024)	10.84%	27
State Minimum Wage	\$15.00	41*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,886,427	204,386	7.08%	35
Public	378,699	206,327	54.48%	47

Political Landscape



Governor



House



Senate

*Tied with 4 other states













MICHIGAN



LABOR POLICY RANK:

35TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act ¹⁹¹
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ¹⁹² <i>No petition process or "substantially related" language, no blanket ban</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.85%	12
Average 10-Year Private Sector Employment Growth (2014-2024)	8.14%	34
State Minimum Wage	\$10.56*	23

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,953,398	384,676	9.73%	46
Public	462,123	181,196	39.21%	35

Political Landscape



Governor



House



Senate

*Applicable to employers of 2 or more employees.













MINNESOTA



LABOR POLICY RANK:

37TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act Sunrise ¹⁹³
	Collateral Consequences Reduction Act ¹⁹⁴
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	14.53%	18
Average 10-Year Private Sector Employment Growth (2014-2024)	8.45%	32
State Minimum Wage	\$11.13	26

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,311,954	176,497	7.63%	39
Public	362,721	177,709	48.99%	41

Political Landscape



Governor



House



Senate



MISSISSIPPI

★★★★★

LABOR POLICY RANK:

10TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁹⁵
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁹⁶
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁹⁷
☆	Occupational Licensing Review Act Sunrise ¹⁹⁸
★	Collateral Consequences Reduction Act ¹⁹⁹
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	20.17%	45
Average 10-Year Private Sector Employment Growth (2014-2024)	8.62%	31
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	877,420	49,805	5.68%	27
Public	203,585	26,082	12.81%	6

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



MISSOURI

★★★

LABOR POLICY RANK:

23RD

Labor Policy Checklist

★	Right-to-Work Act
★	Taxpayer Dollars Protect Workers Act
★★	Open Contracting Act ²⁰⁰
★	Uniform Worker Classification Act
★★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁰¹
★	Occupational Licensing Review Act
★★	Collateral Consequences Reduction Act ²⁰²
★	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	14.44%	17
Average 10-Year Private Sector Employment Growth (2014-2024)	11.89%	25
State Minimum Wage	\$13.75*	34

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,356,546	170,265	7.23%	36
Public	376,569	84,100	22.33%	26

Political Landscape



Governor



House



Senate

*In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than \$500,000.













MONTANA



LABOR POLICY RANK:

31ST

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act ²⁰³
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁰⁴ <i>No "scope of practice language", does not recognize experience, no defined time period for determining parity</i>
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ²⁰⁵ <i>No petition process, no "substantially related" language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	17.86%	40
Average 10-Year Private Sector Employment Growth (2014-2024)	20.10%	13
State Minimum Wage	\$10.55*	22

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	382,266	26,051	6.81%	33
Public	87,897	29,519	33.58%	32

Political Landscape



Governor



House



Senate

*A business not covered by the federal Fair Labor Standards Act whose gross annual sales are \$110,000 or less may pay \$4.00 per hour. However, if an individual employee is producing or moving goods between states or otherwise covered by the federal Fair Labor Standards Act, that employee must be paid the greater of either the federal minimum wage or Montana's minimum wage. Businesses with gross annual sales of more than \$110,000 must pay \$10.30 as the minimum rate.



NEBRASKA



LABOR POLICY RANK:

14TH

Labor Policy Checklist

★	Right-to-Work Act ²⁰⁶
☆	Taxpayer Dollars Protect Workers Act
☆	Open Contracting Act
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁰⁷ <i>Could be improved by removing some current exemptions</i>
★	Occupational Licensing Review Act ²⁰⁸
★	Collateral Consequences Reduction Act ²⁰⁹
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	16.30%	31
Average 10-Year Private Sector Employment Growth (2014-2024)	7.90%	36
State Minimum Wage	\$13.50	33

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	792,263	29,786	3.76%	16
Public	147,401	38,221	25.93%	28

Political Landscape



Governor



Unicameral



NEVADA

★★★

LABOR POLICY RANK:

25TH

Labor Policy Checklist

★	Right-to-Work Act ²¹⁰
☆	Taxpayer Dollars Protect Workers Act
☆	Open Contracting Act
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²¹¹
★	Occupational Licensing Review Act Sunset ²¹²
☆	Collateral Consequences Reduction Act
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	11.54%	2
Average 10-Year Private Sector Employment Growth (2014-2024)	33.03%	3
State Minimum Wage	\$12.00	29*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,208,490	113,302	9.38%	45
Public	172,771	57,594	33.34%	31

Political Landscape



Governor



House



Senate

*Tied with one other state.













NEW HAMPSHIRE



LABOR POLICY RANK:

34TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²¹³ <i>No "scope of practice" language, does not recognize experience, no defined time period for determining parity</i>
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ²¹⁴
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	12.61%	5
Average 10-Year Private Sector Employment Growth (2014-2024)	12.08%	24
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	579,656	21,668	3.74%	15
Public	89,032	40,374	45.38%	37

Political Landscape



Governor



House



Senate

*Tied with 19 other states.













NEW JERSEY



LABOR POLICY RANK:

36TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²¹⁵ <i>No "scope of practice" language, does not recognize experience, no time period for determining parity</i>
	Occupational Licensing Review Act Sunset ²¹⁶
	Collateral Consequences Reduction Act ²¹⁷ <i>No petition process, no "substantially related" language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.86%	13
Average 10-Year Private Sector Employment Growth (2014-2024)	13.77%	18
State Minimum Wage	\$15.49*	46

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,653,204	366,879	10.04%	48
Public	553,445	310,708	56.14%	48

Political Landscape



Governor



House



Senate

*There is a minimum wage of \$14.53 per hour for seasonal and small employers who employ fewer than 6 people.



NEW MEXICO



LABOR POLICY RANK:

32ND

Labor Policy Checklist



Right-to-Work Act



Taxpayer Dollars Protect Workers Act



Open Contracting Act



Uniform Worker Classification Act


[Interstate-Mobility and Universal-Recognition Occupational Licensing Act²¹⁸](#)

No "scope of practice language, does not recognize experience, no defined time period for determining parity"



Occupational Licensing Review Act

[Sunset²¹⁹](#)
[Sunrise²²⁰](#)

[Collateral Consequences Reduction Act²²¹](#)

No petition process, no "substantially related" language



Public Employee Rights and Authorization Act



Fair and Accountable Public Sector Authority Act



Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	21.62%	48
Average 10-Year Private Sector Employment Growth (2014-2024)	11.36%	26
State Minimum Wage	\$12.00	29*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	598,175	21,683	3.62%	14
Public	206,482	38,531	18.66%	16

Political Landscape



Governor



House



Senate

*Tied with one other state.












NEW YORK



LABOR POLICY RANK:

47TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ²²² <i>No petition process, no “substantially related language”</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.07%	22
Average 10-Year Private Sector Employment Growth (2014-2024)	9.96%	29
State Minimum Wage	\$15.50*	47

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	6,946,904	848,715	12.22%	49
Public	1,352,764	861,382	63.68%	49

Political Landscape



Governor



House



Senate

*Workers in New York City, Nassau County, Suffolk County, & Westchester County must be paid \$16.50 per hour.



NORTH CAROLINA

★★★★★

LABOR POLICY RANK:

7TH

Labor Policy Checklist

★	Right-to-Work Act ²²³
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²²⁴
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act Sunset ²²⁵
★	Collateral Consequences Reduction Act ²²⁶
☆	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act ²²⁷
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.17%	23
Average 10-Year Private Sector Employment Growth (2014-2024)	24.61%	8
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,973,806	73,673	1.85%	3
Public	646,991	50,533	7.81%	2

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



NORTH DAKOTA

★★★

LABOR POLICY RANK:

28TH

Labor Policy Checklist

★	Right-to-Work Act ²²⁸
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²²⁹
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ²³⁰ <i>No petition process, no “substantially related” language</i>
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	18.59%	42
Average 10-Year Private Sector Employment Growth (2014-2024)	-4.65%	50
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	301,172	12,123	4.03%	18
Public	58,286	10,276	17.63%	14

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



OHIO

☆☆☆

LABOR POLICY RANK:

26TH

Labor Policy Checklist

☆	Right-to-Work Act
☆	Taxpayer Dollars Protect Workers Act
☆	Open Contracting Act
☆	Uniform Worker Classification Act
☆☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²³¹ No "scope of practice" language, several exceptions, no defined time period for determining parity
☆☆	Occupational Licensing Review Act ²³²
☆☆	Collateral Consequences Reduction Act ²³³
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.90%	15
Average 10-Year Private Sector Employment Growth (2014-2024)	6.97%	38
State Minimum Wage	\$10.70*	24

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	4,371,063	306,487	7.01%	34
Public	739,643	333,743	45.12%	36

Political Landscape



Governor



House



Senate

*Employers with annual gross receipts under \$385,000 must pay workers at least \$7.25 per hour. Employers with annual gross receipts of \$385,000 or more must pay workers at least \$10.45 per hour.



OKLAHOMA

★★★★

LABOR POLICY RANK:

20TH

Labor Policy Checklist

★	Right-to-Work Act ²³⁴
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²³⁵
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²³⁶ <i>Residency requirement, "substantially equivalent" language. Does not recognize work experience</i>
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ²³⁷
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	20.63%	46
Average 10-Year Private Sector Employment Growth (2014-2024)	8.74%	30
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,363,870	40,639	2.98%	12
Public	342,842	75,781	22.10%	25

Political Landscape



Governor



House



Senate

*Tied with 19 other states.













OREGON



LABOR POLICY RANK:

48TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ²³⁸ <i>No petition process, no “substantially related” language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.77%	29
Average 10-Year Private Sector Employment Growth (2014-2024)	17.30%	16
State Minimum Wage	\$14.70*	38**

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,519,230	109,887	7.23%	36
Public	285,862	144,974	50.71%	43

Political Landscape



Governor



House



Senate

*Workers in the Portland Metro Area must be paid a minimum of \$15.95 per hour. Workers in non-urban counties must be paid a minimum of \$13.70 per hour.
**Tied with one other state.













PENNSYLVANIA



LABOR POLICY RANK:

33RD

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²³⁹ <i>Does not recognize work experience, no "scope of practice" language, no defined time period for determining parity</i>
	Occupational Licensing Review Act Sunset ²⁴⁰
	Collateral Consequences Reduction Act ²⁴¹ <i>No petition process, blanket bans, no "substantially related" language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	11.19%	1
Average 10-Year Private Sector Employment Growth (2014-2024)	7.94%	35
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	5,133,813	399,694	7.79%	40
Public	652,084	349,592	53.61%	46

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



RHODE ISLAND



LABOR POLICY RANK:

45TH

Labor Policy Checklist

★	Right-to-Work Act
★	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act
★	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ²⁴² <i>No petition process</i>
★	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	12.88%	7
Average 10-Year Private Sector Employment Growth (2014-2024)	7.79%	37
State Minimum Wage	\$15.00	41*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	447,549	34,882	7.79%	40
Public	58,972	27,736	47.03%	39

Political Landscape



Governor



House



Senate

*Tied with 4 other states



SOUTH CAROLINA



LABOR POLICY RANK:

13TH

Labor Policy Checklist

★	Right-to-Work Act ²⁴³
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²⁴⁴
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act Sunrise ²⁴⁵
★	Collateral Consequences Reduction Act ²⁴⁶ <i>No petition process</i>
☆	Public Employee Rights and Authorization Act
★	*Fair and Accountable Public Sector Authority Act <i>Precedent established by Branch v. City of Myrtle Beach²⁴⁷ (1998)</i>
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	16.00%	30
Average 10-Year Private Sector Employment Growth (2014-2024)	25.49%	6
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,761,295	28,080	1.59%	1
Public	368,423	20,919	5.68%	1

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



SOUTH DAKOTA



LABOR POLICY RANK:

19TH

Labor Policy Checklist

★	Right-to-Work Act ²⁴⁸
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²⁴⁹
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁵⁰ No "scope of practice" language, does not recognize experience, no defined time period for parity
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ²⁵¹
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	17.71%	39
Average 10-Year Private Sector Employment Growth (2014-2024)	12.37%	23
State Minimum Wage	\$11.50	27

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	371,375	6,531	1.76%	2
Public	52,982	8,764	16.54%	11

Political Landscape



Governor



House



Senate



TENNESSEE

★★★★★

LABOR POLICY RANK:
6TH

Labor Policy Checklist

★	Right-to-Work Act ²⁵²
★	Taxpayer Dollars Protect Workers Act ²⁵³
★	Open Contracting Act ²⁵⁴
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act Sunset ²⁵⁵
★	Collateral Consequences Reduction Act ²⁵⁶ No petition process, no “substantially related” language
☆	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act Allows bargaining for public school employees Precedent set by Fulenwider v. FIREFIGHTERS ASS’N LOCAL 1784 ²⁵⁷
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.39%	9
Average 10-Year Private Sector Employment Growth (2014-2024)	20.63%	12
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,553,163	96,671	3.79%	17
Public	432,382	81,488	18.85%	17

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



TEXAS



LABOR POLICY RANK:

12TH

Labor Policy Checklist


[Right-to-Work Act](#)²⁵⁸


Taxpayer Dollars Protect Workers Act


[Open Contracting Act](#)²⁵⁹


Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act

Occupational Licensing Review Act
[Sunset](#)²⁶⁰

[Collateral Consequences Reduction Act](#)²⁶¹
Public Employee Rights and Authorization Act
AG issued [opinion](#)²⁶²

[Fair and Accountable Public Sector Authority Act](#)²⁶³
Allows bargaining for public safety employees


Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	14.81%	21
Average 10-Year Private Sector Employment Growth (2014-2024)	25.27%	7
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	11,288,775	298,735	2.65%	8
Public	1,747,562	289,802	16.58%	12

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



UTAH



LABOR POLICY RANK:

2ND

Labor Policy Checklist

★	Right-to-Work Act ²⁶⁴
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²⁶⁵
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁶⁶ <i>No defined time period for determining parity</i>
★	Occupational Licensing Review Act ²⁶⁷
★	Collateral Consequences Reduction Act ²⁶⁸ <i>No petition process, does not eliminate blanket bans</i>
☆	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act ²⁶⁹
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	15.65%	28
Average 10-Year Private Sector Employment Growth (2014-2024)	35.71%	2
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,333,621	25,684	1.93%	4
Public	253,079	39,383	15.56%	10

Political Landscape



Governor



House



Senate

*Tied with 19 other states.













VERMONT



LABOR POLICY RANK:

30TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁷⁰ <i>Ambiguous statute</i>
	Occupational Licensing Review Act Sunrise ²⁷¹ Sunset ²⁷²
	Collateral Consequences Reduction Act ²⁷³ <i>Does not eliminate blanket bans, no “substantially related” language</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	17.60%	38
Average 10-Year Private Sector Employment Growth (2014-2024)	1.58%	45
State Minimum Wage	\$14.01	36

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	254,180	20,790	8.18%	43
Public	46,682	22,235	47.63%	40

Political Landscape



Governor



House



Senate



VIRGINIA

★★★★

LABOR POLICY RANK:

17TH

Labor Policy Checklist

★	Right-to-Work Act ²⁷⁴
☆	Taxpayer Dollars Protect Workers Act
☆	Open Contracting Act
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁷⁵
★	Occupational Licensing Review Act ²⁷⁶ Sunrise ²⁷⁷ Sunset ²⁷⁸
★	Collateral Consequences Reduction Act ²⁷⁹ <i>No petition process, no “substantially related” language</i>
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	17.56%	36
Average 10-Year Private Sector Employment Growth (2014-2024)	13.65%	19
State Minimum Wage	\$12.41	31

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,135,390	74,824	2.39%	5
Public	908,275	100,507	11.07%	4

Political Landscape



Governor



House



Senate













WASHINGTON



LABOR POLICY RANK:

40TH

Labor Policy Checklist

	Right-to-Work Act
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
	Occupational Licensing Review Act Sunset ²⁸⁰ Sunrise (health-related) ²⁸¹ Sunrise (non health-related) ²⁸²
	Collateral Consequences Reduction Act ²⁸³ <i>No petition process</i>
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	16.40%	33
Average 10-Year Private Sector Employment Growth (2014-2024)	22.09%	11
State Minimum Wage	\$16.66	50

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,925,064	293,519	10.03%	47
Public	562,723	281,005	49.94%	42

Political Landscape



Governor



House



Senate



WEST VIRGINIA

★★★★★

LABOR POLICY RANK:

11TH

Labor Policy Checklist

★	Right-to-Work Act ²⁸⁴
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²⁸⁵
★	Uniform Worker Classification Act ²⁸⁶
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act Sunrise ²⁸⁷ Sunset ²⁸⁸
★	Collateral Consequences Reduction Act ²⁸⁹
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	21.44%	47
Average 10-Year Private Sector Employment Growth (2014-2024)	-0.71%	48
State Minimum Wage	\$8.75	21

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	564,269	37,594	6.66%	31
Public	126,919	22,777	17.95%	15

Political Landscape



Governor



House



Senate



WISCONSIN

★★★

LABOR POLICY RANK:

22ND

Labor Policy Checklist

★	Right-to-Work Act ²⁹⁰
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²⁹¹
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ²⁹²
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	13.39%	9
Average 10-Year Private Sector Employment Growth (2014-2024)	8.30%	33
State Minimum Wage	\$7.25	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,417,755	135,593	5.61%	26
Public	345,189	69,370	20.10%	21

Political Landscape



Governor



House



Senate

*Tied with 19 other states.









WYOMING



LABOR POLICY RANK:

16TH

Labor Policy Checklist

	Right-to-Work Act ²⁹³
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act ²⁹⁴
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁹⁵
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act ²⁹⁶
	Public Employee Rights and Authorization Act
	Fair and Accountable Public Sector Authority Act
	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (June 2024)	24.12%	50
Average 10-Year Private Sector Employment Growth (2014-2024)	-1.03%	49
State Minimum Wage	\$7.25*	1**

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	190,614	5,806	3.05%	13
Public	65,114	8,494	13.05%	8

Political Landscape



Governor



House



Senate

*Employers subject to the Fair Labor Standards Act must pay the current Federal minimum wage of \$7.25 per hour.
**Tied with 19 other states.

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