

4TH EDITION

ALEC 2026

STATES THAT WORK

A Labor Policy Roadmap Across America



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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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Acknowledgements and Disclaimers

The authors wish to thank ALEC CEO Lisa B. Nelson and the professional staff at ALEC for their valuable assistance with this project.

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INTRODUCTION

ALEC 2026 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA

INTRODUCTION

The American Dream is a defining quality of this nation, and it is a promise worth protecting. Central to that promise is the freedom to pursue a work arrangement that best serves individuals and their families. States play a critical role in honoring that promise by expanding flexible options and removing unnecessary barriers to work. When states get labor policy right, the American Dream becomes an American reality.

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 workers' 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.

For the second consecutive year, 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. The percentage of government jobs is the eighth lowest in the nation, meaning 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 However, the Alaska Supreme Court overturned the [Administrative Order](#).³

This publication reflects data and policies that were effective as of July 2026. State minimum wage information reflects rates effective as of July 1, 2026. All changes after this date will be reflected in the next edition of this publication.

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

Increasing labor freedom not only increases flexibility and opportunity, but it also increases economic competitiveness and makes states more desirable locations for those looking to grow in their careers.

CHAPTER 1:

THE TIME IS NOW

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CHAPTER 1: THE TIME IS NOW

PROTECTING SECRET BALLOTS

Earlier this year, Mississippi joined Tennessee, Georgia, and Alabama as the fourth state to require that any company choosing to accept state economic development incentives must hold a secret-ballot election before union representation can be established. Additionally, the law prohibits companies from entering into neutrality agreements and bans the sharing of employee contact information with union organizers without written consent from the employee.

Through this reform, Mississippi ensures that workers can make their choice on their own terms and in their own time, free from outside influence. As Sen. Josh Harkins explained in a February [op-ed](#),⁴ the bill does not prohibit union organizing or interfere with an employee's right to choose representation if it is supported by a majority of employees. It simply ensures that the decision is made privately.

"A private-ballot election is the gold standard for protecting an individual's choice. It allows each worker to decide privately, without having to publicly disclose a position to coworkers, supervisors, union organizers, or anyone else. In any matter as consequential as workplace representation, confidentiality matters," Sen. Harkins said.

The reforms in these four states resemble the [ALEC model Taxpayer Dollars Protect Workers Act](#),⁵ one of the factors that go into the state rankings. This model policy states that companies receiving public economic incentives should be required to protect workers' right to vote on union representation through a private, secret-ballot election. It highlights the principle that state taxpayer dollars should not be used to subsidize practices that undermine worker privacy.

OKLAHOMA VOTERS REJECT MINIMUM WAGE HIKE

In June, Oklahoma voters rejected [State Question 832](#),⁶ which would have increased the state minimum wage from \$7.25 an hour to \$15.00 an hour by 2029, with over [55% of the votes](#)⁷ going against the proposal. The voters understood the potential effects of the proposal and the impacts that would be felt by all businesses, but particularly small businesses.

A report by the [NFIB](#)⁸ estimated the economic and employment impacts if State Question 832 were implemented. It found that Oklahoma could have lost 16,000 jobs and \$700 million in economic output by 2035, and that small businesses would have contributed 60% of the job losses.

Gov. Kevin Stitt condemned the damaging impacts that would be felt by small businesses and government overreach into private business activities. "Terrible policy. Government doesn't need to get involved in private business and say, 'Hey, you need to pay him this and this,'" [Gov. Stitt said](#).⁹ "The bigger issue with the state question is it also mandatorily climbs. It goes up every single year. If you look out over 10 years, we're going to have higher mandatory minimum wage than they have in California. That is going to destroy some of the small businesses, right?"

Oklahoma is an outlier based on [historical ballot measures](#)¹⁰ aimed at increasing the minimum wage. Since 1996, there have been 33 ballot measures brought to the voters and only five of those have been rejected.

Minimum wage is one of fifteen policy variables included in the Economic Outlook Rankings in ALEC's annual [Rich States, Poor States](#)¹¹ report. This variable is a direct, state-controlled cost of labor and focuses on agreements between employers and employees rather than government mandates. Higher minimum wages can price out entry level positions that are invaluable to individuals looking to enter the workforce. If State Question 832 had been implemented, Oklahoma's Economic Outlook Ranking would have dropped from 8th to 13th.

The rejection of State Question 832 is more than a single election result, rather, it is a statement about how Oklahomans believe their economy should work. In bucking a decades-long national trend, voters recognized that wages set by the labor market, not by government mandate, are what allow small businesses to grow, hire, and compete. Oklahomans saw through the promise of an artificial pay raise and understood the real price tag: thousands of lost jobs, hundreds of millions in lost economic output, and shuttered storefronts across the state.

When businesses are free to respond to market conditions rather than escalating mandates handed down from above, they position themselves and their employees for durable, long-term prosperity. Oklahoma's voters chose economic freedom over government interference, and in doing so, they created an economic mandate to trust the people closest to the economy, not the government, to make it work.

FIFTEEN YEARS OF ACT 10

On March 11, 2011, Wisconsin Gov. Scott Walker signed [Act 10](#)¹² into law. This law restricted public sector collective bargaining and therefore, increased government accountability by ensuring that third party organizations do not have preferential powers over other groups in the state.

In 2010, Wisconsin faced a [\\$3.6 billion deficit](#).¹³ In 2025, the signing of this legislation saved Wisconsin an estimated [\\$35.6 billion](#).¹⁴ Act 10 repaired the budget by requiring public sector employees to contribute more for pensions and health care and, importantly, limited their ability to collectively bargain to only certain categories.

Gov. Walker sat down with [ALEC](#)¹⁵ to share insights into Act 10 and the results that came out of its passage.

“Act 10 was simply this idea of taking power out of the hands of the big government special interest, and putting it in the hands of the taxpayers, the workers, and the people that the taxpayers elect.” Collective bargaining was this thing that, ironically, started in Wisconsin. It was this government-run union boss technique, that, over time, not only took power away, but really left the decisions in the hands of those union bosses, instead of the people we elect to run our schools, our counties, our local governments. And we said ‘no.’ We took that away. We still put more money in the schools and the local government. We gave them more flexibility, but we just didn’t want the union bosses being the one making the decisions, because they’re not elected.”

Fifteen years later, Act 10 stands as one of the clearest examples of what happens when states put taxpayers back in charge. The results speak for themselves: a \$3.6 billion deficit transformed into more than \$35 billion in cumulative savings, school districts and local governments freed to manage their own budgets and personnel, and elected officials, not unelected union bosses, making the decisions voters hired them to make. Wisconsin proved that labor reform is not only possible but durable, and its success continues to serve as a roadmap for states looking to restore fiscal sanity and government accountability.

CHAPTER 2:

UNDERSTANDING THE STATE PAGES

**ALEC 2026 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA**

CHAPTER 2: UNDERSTANDING THE STATE PAGES

LABOR POLICY RANK

For this report, 10 state-level labor policies were selected as consequential reforms that promote worker and workplace freedom. These are listed on each state page. States that have passed substantial versions of the reforms 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 comparing 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 vetted and recommended by ALEC's Commerce, Insurance, and Economic Development Task Force and featured in ALEC's Essential Policy Solutions. Each policy is explained in detail on subsequent pages and can also be found at [ALEC.org](https://alec.org).¹⁶

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. Empty stars indicate that the reform is not active in a state.



1. Right-to-Work Act¹⁷

The Right to Work Act provides that no employee must join or pay dues to a union, or refrain from joining a union, as a condition of employment. It establishes penalties and remedies for violations of the Act's provisions.

Employment in Right to Work states has [increased](#)¹⁸ by 16.4% since 2014. States without this reform experienced half of the growth.



2. Taxpayer Dollars Protect Workers Act¹⁹

The Taxpayer Dollars Protect Workers Act requires employers receiving taxpayer-funded economic incentives to agree to safeguard the personal information of their employees and use the secret ballot in unionization elections as a condition of receiving those incentives.

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.



3. Open Contracting Act²⁰

The Open Contracting Act prohibits public agencies from imposing labor requirements as a condition of performing public works.

Government-mandated PLAs typically drive-up costs by 12% to 20%²¹ due to reduced competition. By prohibiting these agreements, the Open Contracting 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.



4. Uniform Worker Classification Act²²

The Uniform Worker Classification Act simplifies the criteria used to define independent contractors with respect to employment and imposes objective standards on the differentiation of independent contractors from employees. This Act also provides for uniformity of a state's laws where the distinction between employees and independent contractors is relevant.



5. Model Interstate-Mobility and Universal-Recognition Occupational Licensing Act²³

The Model Interstate-Mobility and Universal-Recognition Occupational Licensing Act establishes a process for providing occupational licenses to qualified applicants from other states.

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 impose 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.

**A full star is awarded if a state's policy includes three or more of the most crucial elements: "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 Act²⁴

The Occupational Licensing Review Act establishes a sunrise and sunset review process for reviewing occupational licensing regulations. Often, occupation license regulations sit on books for years without proper review.

Sunrise review requires the state to evaluate whether proposed licensing regulations are necessary to protect public health and safety or if it adds unnecessary burdens to the applicants. Sunset reviews require reauthorization to make sure regulations are up to date with innovations.

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



7. Collateral Consequences Reduction Act²⁵

The Collateral Consequences Reduction Act presents a process for occupational licensing boards to revoke, suspend or limit an occupational license for a current licensee who has been convicted of a crime. It also allows an ex-offender who aspires to obtain an occupational license to petition a licensing board for review of their criminal record at any time for a determination of whether the individual's criminal record will prevent them from obtaining a license. It also outlines the circumstances for which a licensing board can deny an ex-offender from obtaining a license.

The recidivism rate among non-violent offenders who are employed shortly after release and maintain employment after a year is only 16%²⁶. By creating an easier barrier of entry into the workforce for ex-offenders, communities are safer and more Americans are employed.

**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.²⁷*



8. Public Employee Rights and Authorization Act²⁸

The Public Employee Rights and Authorization Act requires notices to avoid public employees being misled into forfeiting free-speech rights and suffering financial losses.

**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 Act²⁹

To better ensure government accountability to all residents and that third party employee associations do not have preferential powers beyond what other individuals and groups in the state have, the Fair and Accountable Public Sector Authority Act bans government sector collective bargaining. Nothing in this Act interferes with the freedom of public employees to voluntary support and join employee associations or employee associations and government employers from meeting with one another to discuss government workforce policies.

This model policy seeks to protect tax-payer dollars because of the high costs incurred by governments via collective bargaining. In the 2024 fiscal year, the U.S. Office of Personnel Management reported that the U.S. Government spent³⁰ approximately \$181.6 million dollars on collective-bargaining costs.

**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 Act³¹

The Prohibition on Paid Union Activity (Release Time) by Public Employees Act prohibits “release time”—the practice of paying a public employee a public salary for time spent in union recruiting and representation activities. Egregious examples of paid union activity are present all over the country. The city of Phoenix, AZ, for example, [covered 67,511 hours](#)³² of paid union release time in 2019, which cost taxpayers \$3.7 million.

JOBS OVERVIEW

State Government Job Prevalence

Using data from the [Bureau of Labor Statistics](#),³³ we calculated the percentage of jobs that are government jobs in state. These percentages were then ranked, with the state with the lowest percentage of government jobs in April 2026 and 50th ranked 1st place being the state with the highest percentage of government jobs in April 2026 ranked 50th.

A chart listing these rankings can be found in Chapter 3.

Average 10-Year Private Employment Growth (2016-2026)

Using data from the [Bureau of Labor Statistics](#),³⁴ we calculated the average private sector employment growth in each state from 2016 to 2026. 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 3.

State Minimum Wage

Lists each state's hourly minimum wage (as of July 1, 2026) as provided by the [U.S. Department of Labor](#).³⁵ 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 the 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 3.

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](#).³⁶

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 3.

Political Landscape

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

CHAPTER 3:

STATE COMPARISON CHARTS

**ALEC 2026 | STATES THAT WORK:
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State Ranking

STATE	STARS	GOVERNMENT JOBS/TOTAL NON-FARM JOBS	STATE RANK
Arizona	5.5	13.03%	1
Mississippi	5.5	19.77%	2 ▲ 8
Georgia	5	14.22%	3
Arkansas	5	15.21%	4
West Virginia	5	20.30%	5 ▲ 6
Florida	4.5	11.39%	6 ▼ 1
Tennessee	4.5	13.43%	7 ▼ 1
Idaho	4.5	14.65%	8
North Carolina	4.5	15.25%	9 ▼ 2
Utah	4.5	15.54%	10 ▼ 8
Louisiana	4.5	16.23%	11 ▼ 2
Texas	4	14.81%	12
South Carolina	4	16.56%	13
Nebraska	4	16.93%	14
Iowa	4	16.95%	15
Wyoming	4	24.13%	16
Wisconsin	3.5	13.45%	17 ▲ 5
South Dakota	3.5	17.22%	18 ▲ 1
Kansas	3.5	17.67%	19 ▼ 1
Virginia	3.5	17.89%	20 ▼ 3
Oklahoma	3.5	20.68%	21 ▼ 1
Indiana	3	12.92%	22 ▼ 1
Missouri	3	14.42%	23
North Dakota	3	19.33%	24 ▲ 4
Alabama	3	19.45%	25 ▼ 1
Nevada	2.5	11.35%	26 ▼ 1
Ohio	2.5	13.91%	27 ▼ 1
Kentucky	2.5	15.57%	28 ▼ 1
Colorado	2	16.41%	29
Montana	2	17.35%	30 ▲ 1
Vermont	2	18.08%	31 ▼ 1
New Mexico	2	21.41%	32
Pennsylvania	1.5	11.30%	33
New Hampshire	1.5	12.29%	34
New Jersey	1.5	14.17%	35 ▲ 1

STATE	STARS	GOVERNMENT JOBS/TOTAL NON-FARM JOBS	STATE RANK
Michigan	1.5	14.17%	36 ▼ 1
Delaware	1.5	14.46%	37 ▲ 1
Minnesota	1.5	14.49%	38 ▼ 1
California	1.5	14.74%	39
Washington	1.5	16.76%	40
Hawaii	1.5	19.43%	41
Illinois	1	13.87%	42
Maine	1	15.55%	43
Maryland	1	18.75%	44
Rhode Island	0.5	12.57%	45
Connecticut	0.5	13.61%	46
New York	0.5	15.22%	47
Oregon	0.5	15.96%	48
Massachusetts	0	12.79%	49
Alaska	0	22.86%	50

STATE GOVERNMENT JOB PREVELANCE AND RANKINGS

STATE	GOVERNMENT JOBS / TOTAL NON-FARM JOBS	STATE RANK
Pennsylvania	11.30%	1
Nevada	11.35%	2
Florida	11.39%	3
New Hampshire	12.29%	4
Rhode Island	12.57%	5
Massachusetts	12.79%	6
Indiana	12.92%	7
Arizona	13.03%	8
Tennessee	13.43%	9
Wisconsin	13.45%	10
Connecticut	13.61%	11
Illinois	13.87%	12
Ohio	13.91%	13
New Jersey	14.17%	14
Michigan	14.17%	15
Georgia	14.22%	16
Missouri	14.42%	17
Delaware	14.46%	18
Minnesota	14.49%	19

STATE	GOVERNMENT JOBS / TOTAL NON-FARM JOBS	STATE RANK
Idaho	14.65%	20
California	14.74%	21
Texas	14.81%	22
Arkansas	15.21%	23
New York	15.22%	24
North Carolina	15.25%	25
Utah	15.54%	26
Maine	15.55%	27
Kentucky	15.57%	28
Oregon	15.96%	29
Louisiana	16.23%	30
Colorado	16.41%	31
South Carolina	16.56%	32
Washington	16.76%	33
Nebraska	16.93%	34
Iowa	16.95%	35
South Dakota	17.22%	36
Montana	17.35%	37
Kansas	17.67%	38
Virginia	17.89%	39
Vermont	18.08%	40
Maryland	18.75%	41
North Dakota	19.33%	42
Hawaii	19.43%	43
Alabama	19.45%	44
Mississippi	19.77%	45
West Virginia	20.30%	46
Oklahoma	20.68%	47
New Mexico	21.41%	48
Alaska	22.86%	49
Wyoming	24.13%	50

STATE MINIMUM WAGE RANKINGS

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	\$10.85	22
Arkansas	\$11.00	23
Ohio	\$11.00	23
Minnesota	\$11.41	25
South Dakota	\$11.85	26
Nevada	\$12.00	27
New Mexico	\$12.00	27
Virginia	\$12.77	29
Michigan	\$13.73	30
Alaska	\$14.00	31
Florida	\$14.00	31
Vermont	\$14.42	33
Delaware	\$15.00	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>
Illinois	\$15.00	34
Maryland	\$15.00	34
Massachusetts	\$15.00	34
Missouri	\$15.00	34
Nebraska	\$15.00	34
Oregon	\$15.05	40
Maine	\$15.10	41
Arizona	\$15.15	42
Colorado	\$15.16	43
New Jersey	\$15.92	44
Hawaii	\$16.00	45
New York	\$16.00	45
Rhode Island	\$16.00	45
California	\$16.90	48
Connecticut	\$16.94	49
Washington	\$17.13	50

AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH

STATE	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH <i>(Q1 2016 – Q1 2026)</i>	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH RANKING
Idaho	32.19%	1
Utah	27.89%	2
Nevada	26.39%	3
Arizona	25.22%	4
Florida	22.65%	5
Texas	21.77%	6
North Carolina	19.49%	7
South Carolina	19.31%	8
Georgia	16.97%	9
Tennessee	15.64%	10
Montana	15.41%	11
Washington	14.90%	12
Colorado	14.57%	13
Arkansas	13.56%	14
California	11.86%	15

STATE	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH (Q1 2016 – Q1 2026)	AVERAGE 10-YEAR PRIVATE SECTOR EMPLOYMENT GROWTH RANKING
South Dakota	10.42%	16
Alabama	10.37%	17
New Mexico	9.80%	18
Delaware	9.78%	19
New Jersey	9.69%	20
Virginia	9.48%	21
Oregon	8.66%	22
Oklahoma	8.55%	23
Kentucky	8.25%	24
Maine	8.06%	25
Indiana	7.66%	26
New Hampshire	7.07%	27
New York	7.01%	28
Pennsylvania	6.36%	29
Missouri	6.17%	30
Mississippi	5.80%	31
Minnesota	5.31%	32
Rhode Island	4.94%	33
Kansas	4.62%	34
Massachusetts	4.54%	35
Nebraska	4.51%	36
Wisconsin	4.25%	37
Ohio	4.10%	38
Michigan	3.75%	39
Maryland	3.23%	40
Connecticut	2.40%	41
Illinois	2.24%	42
North Dakota	2.20%	43
Alaska	2.03%	44
West Virginia	1.99%	45
Wyoming	1.87%	46
Louisiana	1.42%	47
Hawaii	0.04%	48
Iowa	-0.25%	49
Vermont	-0.36%	50

STATE PUBLIC SECTOR UNION MEMBERSHIP

STATE	MEMBERSHIP PERCENTAGE	RANKING <i>(1st is lowest membership rate; 50th is highest membership rate)</i>
North Carolina	5.72%	1
South Carolina	7.31%	2
South Dakota	7.97%	3
Arkansas	8.04%	4
Mississippi	9.49%	5
Idaho	10.24%	6
Arizona	11.47%	7
Utah	12.12%	8
Louisiana	13.07%	9
Wyoming	13.10%	10
Kansas	13.66%	11
Virginia	13.78%	12
New Mexico	14.25%	13
North Dakota	15.44%	14
Tennessee	15.46%	15
Kentucky	16.04%	16
Colorado	16.60%	17
Georgia	16.73%	18
Texas	16.92%	19
Wisconsin	18.53%	20
Oklahoma	19.58%	21
Alabama	19.89%	22
Missouri	20.75%	23
West Virginia	21.61%	24
Nebraska	23.05%	25
Florida	23.94%	26
Iowa	24.18%	27
Indiana	25.97%	28
Maryland	32.01%	29
Nevada	34.40%	30
Montana	37.32%	31
Delaware	37.57%	32
Michigan	39.46%	33
New Hampshire	40.59%	34

STATE	MEMBERSHIP PERCENTAGE	RANKING (1 st is lowest membership rate; 50 th is highest membership rate)
Alaska	40.62%	35
Ohio	40.93%	36
Vermont	41.57%	37
Maine	44.48%	38
Washington	46.93%	39
Oregon	47.44%	40
Pennsylvania	48.27%	41
Illinois	48.42%	42
California	49.78%	43
Rhode Island	51.30%	44
Minnesota	51.80%	45
New Jersey	56.38%	46
Massachusetts	61.75%	47
Hawaii	62.75%	48
Connecticut	63.20%	49
New York	65.14%	50

STATE PRIVATE SECTOR UNION MEMBERSHIP

STATE	MEMBERSHIP PERCENTAGE	RANKING (1 st is lowest membership rate; 50 th is highest membership rate)
South Dakota	1.46%	1
Arkansas	1.91%	2
North Carolina	1.92%	3
South Carolina	1.94%	4
Utah	2.16%	5
Louisiana	2.51%	6
Arizona	2.75%	7
Tennessee	2.86%	8
Florida	2.89%	9
Mississippi	2.91%	10
Texas	2.94%	11
Idaho	3.00%	12
Oklahoma	3.01%	13
Georgia	3.21%	14
Virginia	3.29%	15
New Mexico	3.48%	16

STATE	MEMBERSHIP PERCENTAGE	RANKING <i>(1st is lowest membership rate; 50th is highest membership rate)</i>
Nebraska	3.56%	17
Wyoming	3.57%	18
Colorado	3.66%	19
Alabama	3.72%	20
North Dakota	3.72%	21
Iowa	4.03%	22
New Hampshire	4.12%	23
Kansas	4.46%	24
Delaware	4.49%	25
Wisconsin	4.58%	26
West Virginia	5.51%	27
Montana	5.57%	28
Maryland	6.07%	29
Pennsylvania	6.25%	30
Maine	6.35%	31
Indiana	6.36%	32
Ohio	7.15%	33
Massachusetts	7.29%	34
Vermont	7.42%	35
Missouri	7.68%	36
Kentucky	7.72%	37
Illinois	7.78%	38
Minnesota	7.84%	39
California	7.94%	40
New Jersey	8.00%	41
Rhode Island	9.16%	42
Oregon	9.17%	43
Connecticut	9.34%	44
Nevada	9.64%	45
Michigan	9.83%	46
Alaska	10.43%	47
Washington	11.43%	48
New York	12.40%	49
Hawaii	13.17%	50

CHAPTER 4:

50 STATE FACTSHEETS

**ALEC 2026 | STATES THAT WORK:
A LABOR POLICY ROADMAP ACROSS AMERICA**



ALABAMA



LABOR POLICY RANK:

25TH

Labor Policy Checklist


[Right-to-Work Act³⁷](#)

[Taxpayer Dollars Protect Workers Act³⁸](#)

[Open Contracting Act³⁹](#)


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 (April 2026)	19.45%	44
Average 10-year Private Sector Employment Growth (2016-2026)	10.37%	17
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,748,873	65,009	3.72%	20
Public	340,101	67,635	19.89%	22

Political Landscape



Governor



House



Senate

*Tied with 19 other states.

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



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
★	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 (April 2026)	22.86%	49
Average 10-year Private Sector Employment Growth (2016-2026)	2.03%	44
State Minimum Wage	\$14.00	31

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	233,980	24,409	10.43%	47
Public	80,551	32,720	40.62%	35

Political Landscape



Governor



House



Senate



ARIZONA



LABOR POLICY RANK:

1ST

Labor Policy Checklist

★	Right-to-Work Act ⁴⁰
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ⁴¹
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ⁴²
★	Occupational Licensing Review Act ⁴³
★	Collateral Consequences Reduction Act ⁴⁴
☆	Public Employee Rights and Authorization Act
☆	Fair and Accountable Public Sector Authority Act
★	Prohibition on Paid Union Activity (Release Time) by Public Employees Act ⁴⁵

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	13.03%	8
Average 10-year Private Sector Employment Growth (2016-2026)	25.22%	4
State Minimum Wage	\$15.15	42

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,762,468	75,862	2.75%	7
Public	493,950	56,647	11.47%	7

Political Landscape



Governor



House



Senate



ARKANSAS



LABOR POLICY RANK:

4TH

Labor Policy Checklist



[Right-to-Work Act](#)⁴⁶



Taxpayer Dollars Protect Workers Act



[Open Contracting Act](#)⁴⁷



Uniform Worker Classification Act



[Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)⁴⁸



[Occupational Licensing Review Act](#)⁴⁹



[Collateral Consequences Reduction Act](#)⁵⁰



Public Employee Rights and Authorization Act



[Fair and Accountable Public Sector Authority Act](#)⁵¹



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

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	15.21%	23
Average 10-year Private Sector Employment Growth (2016-2026)	13.56%	14
State Minimum Wage	\$11.00*	23*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,058,893	20,217	1.91%	2
Public	192,095	15,450	8.04%	4

Political Landscape



Governor



House



Senate

*Applicable to employers with 4 or more employees

*Tied with 1 other state



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>Sunrise review (does not include any commission created by the Legislature under the Food and Agricultural Code)⁵²</i> <i>Sunset review⁵³</i>
	Collateral Consequences Reduction Act ⁵⁴
	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 (April 2026)	14.74%	21
Average 10-year Private Sector Employment Growth (2016-2026)	11.86%	15
State Minimum Wage	\$16.90	48

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	13,858,266	1,100,386	7.94%	40
Public	2,784,964	1,386,350	49.78%	43

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 Act⁵⁵
	Occupational Licensing Review Act Sunrise⁵⁶ Sunset⁵⁷
	Collateral Consequences Reduction Act⁵⁸
	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 (April 2026)	16.41%	31
Average 10-year Private Sector Employment Growth (2016-2026)	14.57%	13
State Minimum Wage	\$15.16	43

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,242,922	82,026	3.66%	19
Public	465,770	77,301	16.60%	17

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](#)⁵⁹

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 (April 2026)	13.61%	11
Average 10-year Private Sector Employment Growth (2016-2026)	2.40%	41
State Minimum Wage	\$16.94	49

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,447,413	135,237	9.34%	44
Public	208,302	131,642	63.20%	49

Political Landscape



Governor



House



Senate



DELAWARE



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](#)⁶⁰[Collateral Consequences Reduction Act](#)⁶¹

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 (April 2026)	14.46%	18
Average 10-year Private Sector Employment Growth (2016-2026)	9.78%	19
State Minimum Wage	\$15.00	34*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	370,795	16,637	4.49%	25
Public	80,477	30,239	37.57%	32

Political Landscape



Governor



House



Senate

*Tied with 5 other states



FLORIDA



LABOR POLICY RANK:

6TH

Labor Policy Checklist



[Right-to-Work Act](#)⁶²



Taxpayer Dollars Protect Workers Act



[Open Contracting Act](#)⁶³



Uniform Worker Classification Act



[Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)⁶⁴



[Occupational Licensing Review Act](#)⁶⁵



[Collateral Consequences Reduction Act](#)⁶⁶



[Public Employee Rights and Authorization Act](#)⁶⁷



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 (April 2026)	11.39%	3
Average 10-year Private Sector Employment Growth (2016-2026)	22.65%	5
State Minimum Wage	\$14.00*	31

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	8,221,107	237,361	2.89%	9
Public	1,106,718	264,906	23.94%	26

Political Landscape



Governor



House



Senate

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



GEORGIA



LABOR POLICY RANK:

3RD

Labor Policy Checklist


[Right-to-Work Act⁶⁸](#)

[Taxpayer Dollars Protect Workers Act⁶⁹](#)

[Open Contracting Act⁷⁰](#)

[Uniform Worker Classification Act](#)

[Interstate-Mobility and Universal-Recognition Occupational Licensing Act⁷¹](#)

[Occupational Licensing Review Act⁷²](#)

[Collateral Consequences Reduction Act⁷³](#)

[Public Employee Rights and Authorization Act](#)

[Fair and Accountable Public Sector Authority Act⁷⁴](#)

[Prohibition on Paid Union Activity \(Release Time\) by Public Employees Act](#)

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	14.22%	16
Average 10-year Private Sector Employment Growth (2016-2026)	16.97%	9
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,933,896	126,337	3.21%	14
Public	665,175	111,278	16.73%	18

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 ⁷⁵
	Collateral Consequences Reduction Act ⁷⁶
	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 (April 2026)	19.43%	43
Average 10-year Private Sector Employment Growth (2016-2026)	0.04%	48
State Minimum Wage	\$16.00*	45*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	449,620	59,235	13.17%	50
Public	136,369	85,566	62.75%	48

Political Landscape



Governor



House



Senate

The Hawaii minimum wage is scheduled to increase to \$18.00 on January 1st, 2028. An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the State minimum wage and overtime law.

*Tied with two other states



IDAHO



LABOR POLICY RANK:

8TH

Labor Policy Checklist

-  [Right-to-Work Act⁷⁷](#)
-  Taxpayer Dollars Protect Workers Act
-  [Open Contracting Act⁷⁸](#)
-  Uniform Worker Classification Act
-  [Interstate-Mobility and Universal-Recognition Occupational Licensing Act⁷⁹](#)
-  [Occupational Licensing Review Act⁸⁰](#)
-  [Collateral Consequences Reduction Act⁸¹](#)
-  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 (April 2026)	14.65%	20
Average 10-year Private Sector Employment Growth (2016-2026)	32.19%	1
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	741,726	22,253	3.00%	12
Public	133,794	13,697	10.24%	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](#)⁸²[Collateral Consequences Reduction Act](#)⁸³

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 (April 2026)	13.87%	12
Average 10-year Private Sector Employment Growth (2016-2026)	2.24%	42
State Minimum Wage	\$15.00*	34**

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	5,022,163	390,505	7.78%	38
Public	759,568	367,760	48.42%	42

Political Landscape



Governor



House



Senate

*Applicable to employers of 4 or more employees, excluding family members

*Chicago has a higher local rate

** Tied with 5 other states



INDIANA



LABOR POLICY RANK:

22ND

Labor Policy Checklist


[Right-to-Work Act⁸⁴](#)


Taxpayer Dollars Protect Workers Act



Open Contracting Act



Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act


[Occupational Licensing Review Act⁸⁵](#)

[Collateral Consequences Reduction Act⁸⁶](#)

[Public Employee Rights and Authorization Act⁸⁷](#)


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 (April 2026)	12.92%	7
Average 10-year Private Sector Employment Growth (2016-2026)	7.66%	26
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,842,713	180,716	6.36%	32
Public	305,693	79,392	25.97%	28

Political Landscape



Governor



House



Senate

*Tied with 19 other states.
Applicable to employers of 2 or more employees.



IOWA


LABOR POLICY RANK:

15TH

Labor Policy Checklist


[Right-to-Work Act⁸⁸](#)


Taxpayer Dollars Protect Workers Act


[Open Contracting Act⁸⁹](#)


Uniform Worker Classification Act


[Interstate-Mobility and Universal-Recognition Occupational Licensing Act⁹⁰](#)


Occupational Licensing Review Act


[Collateral Consequences Reduction Act⁹¹](#)


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 (April 2026)	16.95%	35
Average 10-year Private Sector Employment Growth (2016-2026)	-0.25%	49
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,271,696	51,198	4.03%	22
Public	208,636	50,447	24.18%	27

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



KANSAS



LABOR POLICY RANK:

19TH

Labor Policy Checklist


[Right-to-Work Act⁹²](#)


Taxpayer Dollars Protect Workers Act


[Open Contracting Act⁹³](#)


Uniform Worker Classification Act


[Interstate-Mobility and Universal-Recognition Occupational Licensing Act⁹⁴](#)


Occupational Licensing Review Act


[Collateral Consequences Reduction Act⁹⁵](#)


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 (April 2026)	17.67%	38
Average 10-year Private Sector Employment Growth (2016-2026)	4.62%	34
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,100,913	49,070	4.46%	24
Public	255,262	34,881	13.66%	11

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



KENTUCKY



LABOR POLICY RANK:

28TH

Labor Policy Checklist



[Right-to-Work Act](#)⁹⁶



Taxpayer Dollars Protect Workers Act



[Open Contracting Act](#)⁹⁷



Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act



Occupational Licensing Review Act



[Collateral Consequences Reduction Act](#)⁹⁸



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 (April 2026)	15.57%	28
Average 10-year Private Sector Employment Growth (2016-2026)	8.25%	24
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,523,315	117,629	7.72%	37
Public	244,389	39,200	16.04%	16

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



LOUISIANA



LABOR POLICY RANK:

11TH

Labor Policy Checklist

- ★ [Right-to-Work Act](#)⁹⁹
- ☆ Taxpayer Dollars Protect Workers Act
- ★ [Open Contracting Act](#)¹⁰⁰
- ☆ Uniform Worker Classification Act
- ★ [Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)¹⁰¹
- ★ Occupational Licensing Review Act
[Sunrise](#)¹⁰²
[Sunset](#)¹⁰³
- ★ [Collateral Consequences Reduction Act](#)¹⁰⁴
- ☆ 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 (April 2026)	16.23%	30
Average 10-year Private Sector Employment Growth (2016-2026)	1.42%	47
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,487,832	37,344	2.51%	6
Public	313,574	40,989	13.07%	9

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](#)¹⁰⁵
-  [Collateral Consequences Reduction Act](#)¹⁰⁶
-  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 (April 2026)	15.55%	27
Average 10-year Private Sector Employment Growth (2016-2026)	8.06%	25
State Minimum Wage	\$15.10	41

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	515,008	32,701	6.35%	31
Public	86,089	38,291	44.48%	38

Political Landscape



Governor



House



Senate

*Portland has a higher local rate



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](#)¹⁰⁷[Collateral Consequences Reduction Act](#)¹⁰⁸

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 (April 2026)	18.75%	41
Average 10-year Private Sector Employment Growth (2016-2026)	3.23%	40
State Minimum Wage	\$15.00*	34*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,015,602	122,364	6.07%	29
Public	699,717	223,989	32.01%	29

Political Landscape



Governor



House



Senate

*Tied with 5 other states.

*Montgomery County has a higher local rate



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 (April 2026)	12.79%	6
Average 10-year Private Sector Employment Growth (2016-2026)	4.54%	35
State Minimum Wage	\$15.00*	34*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,976,004	217,002	7.29%	34
Public	455,204	281,107	61.75%	47

Political Landscape



Governor



House



Senate

*Tied with 5 other states.



MICHIGAN



LABOR POLICY RANK:

36TH

Labor Policy Checklist



Right-to-Work Act



Taxpayer Dollars Protect Workers Act

[Open Contracting Act](#)¹⁰⁹

Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act



Occupational Licensing Review Act

[Collateral Consequences Reduction Act](#)¹¹⁰

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 (April 2026)	14.17%	15
Average 10-year Private Sector Employment Growth (2016-2026)	3.75%	39
State Minimum Wage	\$13.73*	30

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,890,366	382,332	9.83%	46
Public	460,271	181,621	39.46%	33

Political Landscape



Governor



House



Senate

*Applicable to employers of 2 or more employees



MINNESOTA



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 Act¹¹¹](#)
-  [Collateral Consequences Reduction Act¹¹²](#)
-  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 (April 2026)	14.49%	19
Average 10-year Private Sector Employment Growth (2016-2026)	5.31%	32
State Minimum Wage	\$11.41*	25

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,336,569	183,220	7.84%	39
Public	389,455	201,754	51.80%	45

Political Landscape



Governor



House



Senate



MISSISSIPPI



LABOR POLICY RANK:

2ND

Labor Policy Checklist


[Right-to-Work Act¹¹³](#)

[Taxpayer Dollars Protect Workers Act¹¹⁴](#)

[Open Contracting Act¹¹⁵](#)

[Uniform Worker Classification Act](#)

[Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹¹⁶](#)

[Occupational Licensing Review Act¹¹⁷](#)

[Collateral Consequences Reduction Act¹¹⁸](#)

[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 (April 2026)	19.77%	45
Average 10-year Private Sector Employment Growth (2016-2026)	5.80%	31
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	894,458	26,063	2.91%	10
Public	217,059	20,596	9.49%	5

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 Act¹¹⁹
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹²⁰
	Occupational Licensing Review Act
	Collateral Consequences Reduction Act¹²¹
	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 (April 2026)	14.42%	17
Average 10-year Private Sector Employment Growth (2016-2026)	6.17%	30
State Minimum Wage	\$15.00*	34

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,303,552	176,897	7.68%	36
Public	455,426	94,522	20.75%	23

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.
Tied with 5 other states



MONTANA



LABOR POLICY RANK:
30TH

Labor Policy Checklist



Right-to-Work Act



Taxpayer Dollars Protect Workers Act



[Open Contracting Act](#)¹²²



Uniform Worker Classification Act



[Interstate-Mobility and Universal-Recognition Occupational Licensing Act](#)¹²³



Occupational Licensing Review Act



[Collateral Consequences Reduction Act](#)¹²⁴



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 (April 2026)	17.35%	37
Average 10-year Private Sector Employment Growth (2016-2026)	15.41%	11
State Minimum Wage	\$10.85*	22

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	388,637	21,631	5.57%	28
Public	82,829	30,915	37.32%	31

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 \$10.85 as the minimum rate.



NEBRASKA



LABOR POLICY RANK:

14TH

Labor Policy Checklist

	Right-to-Work Act ¹²⁵
	Taxpayer Dollars Protect Workers Act
	Open Contracting Act
	Uniform Worker Classification Act
	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹²⁶
	Occupational Licensing Review Act ¹²⁷
	Collateral Consequences Reduction Act ¹²⁸
	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 (April 2026)	16.93%	34
Average 10-year Private Sector Employment Growth (2016-2026)	4.51%	36
State Minimum Wage	\$15.00	34

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	820,400	29,186	3.56%	17
Public	152,776	35,213	23.05%	25

Political Landscape



Governor



Unicameral



NEVADA



LABOR POLICY RANK:

26TH

Labor Policy Checklist


[Right-to-Work Act¹²⁹](#)


Taxpayer Dollars Protect Workers Act



Open Contracting Act



Uniform Worker Classification Act


[Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹³⁰](#)

[Occupational Licensing Review Act¹³¹](#)


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 (April 2026)	11.35%	2
Average 10-year Private Sector Employment Growth (2016-2026)	26.39%	3
State Minimum Wage	\$12.00	27*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,266,298	122,081	9.64%	45
Public	193,832	66,687	34.40%	30

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 Act¹³²

Occupational Licensing Review Act

Collateral Consequences Reduction Act¹³³

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 (April 2026)	12.29%	4
Average 10-year Private Sector Employment Growth (2016-2026)	7.07%	27
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	587,860	24,214	4.12%	23
Public	88,964	36,111	40.59%	34

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



NEW JERSEY



LABOR POLICY RANK:

35TH

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 Act¹³⁴](#)[Occupational Licensing Review Act¹³⁵](#)[Collateral Consequences Reduction Act¹³⁶](#)

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 (April 2026)	14.17%	14
Average 10-year Private Sector Employment Growth (2016-2026)	9.69%	20
State Minimum Wage	\$15.92*	44

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,579,665	286,443	8.00%	41
Public	578,868	326,356	56.38%	46

Political Landscape



Governor



House



Senate

*There is a minimum wage of \$15.23 per hour for seasonal and small employers who employ fewer than 5 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 Act¹³⁷

Occupational Licensing Review Act

[Sunset¹³⁸](#)
[Sunrise¹³⁹](#)
Collateral Consequences Reduction Act¹⁴⁰

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 (April 2026)	21.41%	48
Average 10-year Private Sector Employment Growth (2016-2026)	9.80%	18
State Minimum Wage	\$12.00*	27*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	647,638	22,567	3.48%	16
Public	208,679	29,738	14.25%	13

Political Landscape



Governor



House



Senate

Tied with 1 other state.
Albuquerque, Santa Fe, and other cities have higher local rates.



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](#)¹⁴¹

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 (April 2026)	15.22%	24
Average 10-year Private Sector Employment Growth (2016-2026)	7.01%	28
State Minimum Wage	\$16.00*	45

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	7,171,818	889,144	12.40%	49
Public	1,450,767	945,028	65.14%	50

Political Landscape



Governor



House



Senate

Workers in New York City, Nassau County, Suffolk County, & Westchester County must be paid \$17.00 per hour.

*Tied with two other states



NORTH CAROLINA



LABOR POLICY RANK:

9TH

Labor Policy Checklist



[Right-to-Work Act](#)¹⁴²



Taxpayer Dollars Protect Workers Act



[Open Contracting Act](#)¹⁴³



Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act



[Occupational Licensing Review Act](#)¹⁴⁴



[Collateral Consequences Reduction Act](#)¹⁴⁵



Public Employee Rights and Authorization Act



[Fair and Accountable Public Sector Authority Act](#)¹⁴⁶



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

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	15.25%	25
Average 10-year Private Sector Employment Growth (2016-2026)	19.49%	7
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,937,070	75,521	1.92%	3
Public	609,967	34,913	5.72%	1

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



NORTH DAKOTA



LABOR POLICY RANK:

24TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁴⁷
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁴⁸
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁴⁹
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ¹⁵⁰
☆	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 (April 2026)	19.33%	42
Average 10-year Private Sector Employment Growth (2016-2026)	2.20%	43
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	309,308	11,515	3.72%	21
Public	75,447	11,646	15.44%	14

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



OHIO



LABOR POLICY RANK:

27TH

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 Act¹⁵¹
	Occupational Licensing Review Act¹⁵²
	Collateral Consequences Reduction Act¹⁵³
	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 (April 2026)	13.91%	13
Average 10-year Private Sector Employment Growth (2016-2026)	4.10%	38
State Minimum Wage	\$11.00*	23

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	4,497,653	321,626	7.15%	33
Public	694,059	284,078	40.93%	36

Political Landscape



Governor



House



Senate

*Tied with one other state.

Employers with annual gross receipts under \$405,000 must pay workers at least \$7.25 per hour. Employers with annual gross receipts of \$385,000 or more must pay workers at least \$11.00 per hour.



OKLAHOMA



LABOR POLICY RANK:

21ST

Labor Policy Checklist

★	Right-to-Work Act ¹⁵⁴
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁵⁵
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁵⁶
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ¹⁵⁷
☆	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 (April 2026)	20.68%	47
Average 10-year Private Sector Employment Growth (2016-2026)	8.55%	23
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,430,077	42,985	3.01%	13
Public	323,931	63,413	19.58%	21

Political Landscape



Governor



House



Senate

*Tied with 19 other states.

*Employers with over 10 full-time employees at one location or annual gross receipts over \$100,000 must pay workers at least \$7.25 per hour. All other employers must pay \$2.00 per hour.



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](#)¹⁵⁸

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 (April 2026)	15.96%	29
Average 10-year Private Sector Employment Growth (2016-2026)	8.66%	22
State Minimum Wage	\$15.05*	40

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,574,297	144,321	9.17%	43
Public	289,883	137,531	47.44%	40

Political Landscape



Governor



House



Senate

*Workers in the Portland Metro Area must be paid a minimum of \$16.30 per hour. Workers in non-urban counties must be paid a minimum of \$14.05 per hour. Otherwise, the basic standard minimum wage per hour is \$15.05.



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 Act¹⁵⁹](#)[Occupational Licensing Review Act¹⁶⁰](#)[Collateral Consequences Reduction Act¹⁶¹](#)

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 (April 2026)	11.30%	1
Average 10-year Private Sector Employment Growth (2016-2026)	6.36%	29
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	5,047,797	315,461	6.25%	30
Public	630,337	304,267	48.27%	41

Political Landscape



Governor



House



Senate

*Tied with 19 other states.
Philadelphia has a higher rate for city contractors.



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](#)¹⁶²

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 (April 2026)	12.57%	5
Average 10-year Private Sector Employment Growth (2016-2026)	4.94%	33
State Minimum Wage	\$16.00*	45*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	425,439	38,990	9.16%	42
Public	83,134	42,650	51.30%	44

Political Landscape



Governor



House



Senate



SOUTH CAROLINA



LABOR POLICY RANK:

13TH

Labor Policy Checklist


[Right-to-Work Act¹⁶³](#)


Taxpayer Dollars Protect Workers Act


[Open Contracting Act¹⁶⁴](#)


Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act


[Occupational Licensing Review Act¹⁶⁵](#)

[Collateral Consequences Reduction Act¹⁶⁶](#)


Public Employee Rights and Authorization Act


[*Fair and Accountable Public Sector Authority Act¹⁶⁷](#)


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

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	16.56%	32
Average 10-year Private Sector Employment Growth (2016-2026)	19.31%	8
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,998,659	38,716	1.94%	4
Public	328,894	24,027	7.31%	2

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



SOUTH DAKOTA



LABOR POLICY RANK:

18TH

Labor Policy Checklist


[Right-to-Work Act¹⁶⁸](#)


Taxpayer Dollars Protect Workers Act


[Open Contracting Act¹⁶⁹](#)


Uniform Worker Classification Act


[Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹⁷⁰](#)


Occupational Licensing Review Act


[Collateral Consequences Reduction Act¹⁷¹](#)


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 (April 2026)	17.22%	36
Average 10-year Private Sector Employment Growth (2016-2026)	10.42%	16
State Minimum Wage	\$11.85	26

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	361,966	5,288	1.46%	1
Public	53,317	4,248	7.97%	3

Political Landscape



Governor



House



Senate



TENNESSEE



LABOR POLICY RANK:

7TH

Labor Policy Checklist

★	Right-to-Work Act¹⁷²
★	Taxpayer Dollars Protect Workers Act¹⁷³
★	Open Contracting Act¹⁷⁴
☆	Uniform Worker Classification Act
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act
★	Occupational Licensing Review Act¹⁷⁵
★	Collateral Consequences Reduction Act¹⁷⁶
☆	Public Employee Rights and Authorization Act
★	Fair and Accountable Public Sector Authority Act¹⁷⁷
☆	Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	13.43%	9
Average 10-year Private Sector Employment Growth (2016-2026)	15.64%	10
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,606,740	74,518	2.86%	8
Public	453,132	70,054	15.46%	15

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



TEXAS



LABOR POLICY RANK:

12TH

Labor Policy Checklist

-  [Right-to-Work Act¹⁷⁸](#)
-  Taxpayer Dollars Protect Workers Act
-  [Open Contracting Act¹⁷⁹](#)
-  Uniform Worker Classification Act
-  Interstate-Mobility and Universal-Recognition Occupational Licensing Act
-  [Occupational Licensing Review Act¹⁸⁰](#)
-  [Collateral Consequences Reduction Act¹⁸¹](#)
-  Public Employee Rights and Authorization Act
-  [Fair and Accountable Public Sector Authority Act¹⁸²](#)
-  Prohibition on Paid Union Activity (Release Time) by Public Employees Act

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	14.81%	22
Average 10-year Private Sector Employment Growth (2016-2026)	21.77%	6
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	11,805,286	347,018	2.94%	11
Public	1,930,773	326,654	16.92%	19

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



UTAH



LABOR POLICY RANK:

10TH

Labor Policy Checklist

★	Right-to-Work Act ¹⁸³
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ¹⁸⁴
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ¹⁸⁵
★	Occupational Licensing Review Act ¹⁸⁶
★	Collateral Consequences Reduction Act ¹⁸⁷
☆	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 (April 2026)	15.54%	26
Average 10-year Private Sector Employment Growth (2016-2026)	27.89%	2
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	1,348,322	29,120	2.16%	5
Public	258,542	31,346	12.12%	8

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



VERMONT



LABOR POLICY RANK:

31ST

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 Act¹⁸⁸](#)


Occupational Licensing Review Act

[Sunrise¹⁸⁹](#)
[Sunset¹⁹⁰](#)

[Collateral Consequences Reduction Act¹⁹¹](#)


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 (April 2026)	18.08%	40
Average 10-year Private Sector Employment Growth (2016-2026)	-0.36%	50
State Minimum Wage	\$14.42	33

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	244,732	18,164	7.42%	35
Public	48,196	20,034	41.57%	37

Political Landscape



Governor



House



Senate

*Applicable to employers of 2 or more employees



VIRGINIA



LABOR POLICY RANK:

20TH

Labor Policy Checklist


[Right-to-Work Act¹⁹²](#)


Taxpayer Dollars Protect Workers Act



Open Contracting Act



Uniform Worker Classification Act


[Interstate-Mobility and Universal-Recognition Occupational Licensing Act¹⁹³](#)

[Occupational Licensing Review Act¹⁹⁴](#)
[Sunrise¹⁹⁵](#)
[Sunset¹⁹⁶](#)

[Collateral Consequences Reduction Act¹⁹⁷](#)


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 (April 2026)	17.89%	39
Average 10-year Private Sector Employment Growth (2016-2026)	9.48%	21
State Minimum Wage	\$12.77	29

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	3,054,165	100,367	3.29%	15
Public	739,899	101,976	13.78%	12

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

[Sunset¹⁹⁸](#)[Sunrise \(health-related\)¹⁹⁹](#)[Sunrise \(non health-related\)²⁰⁰](#)[Collateral Consequences Reduction Act²⁰¹](#)

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 (April 2026)	16.76%	33
Average 10-year Private Sector Employment Growth (2016-2026)	14.90%	12
State Minimum Wage	\$17.13	50

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,870,478	328,030	11.43%	48
Public	645,480	302,947	46.93%	39

Political Landscape



Governor



House



Senate



WEST VIRGINIA



LABOR POLICY RANK:

5TH

Labor Policy Checklist

★	Right-to-Work Act ²⁰²
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²⁰³
★	Uniform Worker Classification Act ²⁰⁴
☆	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²⁰⁵
★	Occupational Licensing Review Act Sunrise ²⁰⁶ Sunset ²⁰⁷
☆	Collateral Consequences Reduction Act ²⁰⁸
☆	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 (April 2026)	20.30%	46
Average 10-year Private Sector Employment Growth (2016-2026)	1.99%	45
State Minimum Wage	\$8.75	21

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	571,241	31,464	5.51%	27
Public	132,431	28,615	21.61%	24

Political Landscape



Governor



House



Senate

Applicable to employers of 6 or more employees at one location.



WISCONSIN



LABOR POLICY RANK:

17TH

Labor Policy Checklist



[Right-to-Work Act](#)²⁰⁹



Taxpayer Dollars Protect Workers Act



[Open Contracting Act](#)²¹⁰



Uniform Worker Classification Act



Interstate-Mobility and Universal-Recognition Occupational Licensing Act



Occupational Licensing Review Act



[Collateral Consequences Reduction Act](#)²¹¹



Public Employee Rights and Authorization Act



[Fair and Accountable Public Sector Authority Act](#)²¹²



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

Jobs Overview

	VALUE	RANK
Government Sector Job Prevalence (April 2026)	13.45%	10
Average 10-year Private Sector Employment Growth (2016-2026)	4.25%	37
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	2,345,298	107,497	4.58%	26
Public	347,852	64,466	18.53%	20

Political Landscape



Governor



House



Senate

*Tied with 19 other states.



WYOMING



LABOR POLICY RANK:

16TH

Labor Policy Checklist

★	Right-to-Work Act ²¹³
☆	Taxpayer Dollars Protect Workers Act
★	Open Contracting Act ²¹⁴
☆	Uniform Worker Classification Act
★	Interstate-Mobility and Universal-Recognition Occupational Licensing Act ²¹⁵
☆	Occupational Licensing Review Act
★	Collateral Consequences Reduction Act ²¹⁶
☆	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 (April 2026)	24.13%	50
Average 10-year Private Sector Employment Growth (2016-2026)	1.87%	46
State Minimum Wage	\$7.25*	1*

Union Membership

	EMPLOYMENT	UNION MEMBERS	% WORKFORCE	RANK
Private	178,302	6,369	3.57%	18
Public	61,083	8,004	13.10%	10

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.

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