



NATIONAL CONFERENCE of STATE LEGISLATURES

RIGHT-TO-WORK RESOURCES

Under right-to-work laws, states have the authority to determine whether workers can be required to join a labor union to get or keep a job.

Currently, 28 states and Guam have given workers a choice when it comes to union membership. Labor unions still operate in those states, but workers cannot be compelled to become members as a requirement of their job. Kentucky became the 27th right-to-work state when it enacted HB 1 on Jan. 9, 2017. Missouri became the 28th by enacting SB 19 on Feb. 2, 2017.

[Chart on Right-to-Work States](#)

[Legislative Action](#)

[Additional Resources](#)

Right-to-Work States

State	Year Constitutional Amendment Adopted	Year Statute Enacted
Alabama	2016	1953
Arizona	1946	1947
Arkansas	1944	1947
Florida	1968	1943
Georgia		1947
Idaho		1985
Indiana		2012
Iowa		1947
Kansas	1958	
Kentucky		2017
Louisiana		1976
Michigan		2012
Mississippi	1960	1954
Missouri		2017
Nebraska	1946	1947
Nevada		1952
North Carolina		1947
North Dakota		1947
Oklahoma	2001	2001
South Carolina		1954
South Dakota	1946	1947
Tennessee		1947
Texas		1993
Utah		1955
Virginia		1947
Wisconsin		2015
West Virginia		2016
Wyoming		1963

Sources: U.S. Dept. of Labor, state websites

State Legislative Action

2015 Legislation

Wisconsin became the 25th right-to-work state, with a bill that was signed into law on March 9, 2015. Track 2015 legislative bills in our collective bargaining database.

2014 Legislation

Summary: During the 2014 legislative session, bills related to right to work were introduced in 20 states but no additional states became right-to-work states. The only state to enact a

related law was Tennessee, which adopted a right-to-work statute in 1947. The 2014 law prohibits any unit of government from enacting ordinances or regulations that infringe on rights guaranteed under the National Labor Relations Act, including provisions related to collective bargaining.

2013 Legislation

Summary: Right-to-work legislation was introduced in 21 states during the 2013 legislative session, as well as in the District of Columbia and the U.S. Congress. Tennessee was the only state to pass legislation, prohibiting waiver of rights to join or refrain from joining a union.

2012 Legislation

Summary: Nineteen states debated right-to-work legislation during the 2012 session. Laws were passed in four states, two of which either established or expanded right-to-work laws and two of which added enforcement or notice provisions to their current right-to-work laws. Michigan became a right-to-work state and Indiana expanded its right-to-work provisions from covering just school employees, to covering all private sector employment. The activity in the 2012 legislative session compares to sixteen states that considered right-to-work bills in the 2011 legislative session, although none passed.

Additional Resources

[Collective Bargaining Database](#)

[LegisBrief: State Right-to-Work Laws](#), May 2012

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