

# Status of ESP Bargaining Laws: ESP for K-12 & ESP for Higher Education

- Bargaining laws covering K-12 and HE ESP (31+ D.C.)
- No bargaining law, limited bargaining takes place in some states (12)
- Bargaining prohibited (7)

\* NOTE: MO - the state Supreme Court ruled that all public employees have a constitutional right to bargain with their employer and ESPs are not listed in labor law exceptions listing.

\*Note: MI - Emergency mgr can modify, reject, or terminate a CBA.

\* Note: S.C. - Although bargaining is not statutorily prohibited, the state Supreme Court ruled that public employees do not have the right to bargain.

