

**State by State Summary – showing the required threshold for a “show of interest” petition for a decertification election by public sector employees  
(updated 4/25/25)**

State	Statute	Showing of interest required
Alabama	None	
Alaska	§ 23.40.100	30%
Arizona	None	
Arkansas	None	
California	EERA, Dills Act, HEERA, MMBA	30%
Colorado	None	
Connecticut	§ 5-275	30% required for a petition to certify; may be same to decertify
Delaware	Title 19 § 1311(b)	30%
D.C.	DC Code § 1-617.10	30%
Florida	§ 447.308	30%
Georgia	§ 25-5-5	firefighters only – unit recognition withdrawn by a majority of firefighters; does not include details on the petition to show interest
Hawaii	§ 89-7	50%
Idaho	ID Admin. Code § 09.05.03.014.12	30%
Illinois	Ch.5 § 315/9 Ch.115 § 5/7	public sector employees - 30% education employees – 30%
Indiana	§ 20-29-5-3	School employees only – 20%
Iowa	IA Code § 20.14.5(a)	30%
Kansas	§75-4327	30%
Kentucky	§ 345-060	firefighters only – unit recognition withdrawn by a majority of firefighters; does not include details on the petition to show interest

	§ 67C-408	Police officers – 30%
Louisiana	None	
Maine	T.26 § 967 T.26 § 979F T.26 § 1025 T.26 § 1287	Municipal employees – 30% State employees – 30% Univ. of Maine employees – 30% Judiciary employees – 30%
Maryland	Lab & Empl Code §4-220(b)	30%
Massachusetts	Gen. Laws Ch. 150E, §4; <a href="#">decert petition</a>	decertification petition filed “on behalf of a substantial number of the employees in the unit”; decert petition requires showing of 50%
Michigan	§ 423-212(a)	30%
Minnesota	§ 179A.12(1a)	30%
Missouri	8 CSR § 40-2.030	30%
Montana	§ 39-31-207	30%
Nebraska	Rules of Cmn of Industrial Relations, R.10	30%
Nevada	§ 288-160	local gov't e'ees only – employer can withdraw recognition if representative ceases to be supported by a majority of employees in the bargaining unit
New Hampshire	§ 273-A:10	30%
New Jersey	Admin Code § 19:11-1.3	30%
New Mexico	§ 10-7E-16	30%
New York	4 NY Admin Code § 201.3(c)	30%
North Carolina	none	
North Dakota	§ 34-11.1-01	no detail on how public employees can show interest in decertification
Ohio	§ 4117-7; <a href="#">Decert Petition</a>	50% for decertification
Oklahoma	T.70 § 509.2 T.11 § 51-103	school employees – 35% police & firefighters - 40%

Oregon	§ 243.682	30%
Pennsylvania	T.43 § 1101.607	30%
Rhode Island	Lab. Rel. Bd. Rules & Regs, R. 1.15(A)(7)	30%
South Carolina	none	
South Dakota	§ 3-18-5	no threshold limit identified
Tennessee	§ 49-4-605	education professionals only – no threshold limit identified
Texas	none	
Utah	none	
Vermont	VLRB Rule 33.5 3 VSA § 941(c)(1) 3 VSA § 1021 16 VSA § 1991-1992 21 VSA § 1581 21 VSA § 1724	30% SELRA - 30% JERA – not specified LRTA – not specified SLRA - 30% MERA - 30%
Virginia	none	
Washington	§ 41.59.070 § 41.76.020	education employees – 30% higher education employees – 30%
West Virginia	§ 21-1A-5	30%
Wisconsin	§ 111.83(5)(h)	30%
Wyoming	§ 27-10-103	firefighters – vote of the majority to decertify (no threshold discussed for a petition)