

Side-by-Side Comparison of Statutory Provisions Related to Impasse Resolution for Educational Labor Relations in New England
Prepared by Damien Leonard, Legislative Counsel, Office of Legislative Council, March 20, 2015

Bargaining Provision	Vermont	Massachusetts	Maine	New Hampshire	Connecticut	Rhode Island
Mediation	Yes, by mutual agreement. 16 V.S.A. § 2006	Yes, upon impasse. M.G.L. 150E, § 9 (West)	Yes, at request of a party. Me. Rev. Stat. tit. 26, § 965	Yes, upon impasse. N.H. Rev. Stat. Ann. § 273-A:12	Yes, mandatory if no agreement by 160 days before budget submission. Conn. Gen. Stat. Ann. § 10-153f (West)	Yes, by request of either party, or mandatory if within 30 days of last day money can be appropriated or 10 days of close of school in final year of existing contract. R.I. Gen. Laws Ann. § 28-9.3-9 (West)
Fact-Finding	Yes, by request of either party. 16 V.S.A. § 2007	Yes, by request of either party. M.G.L. 150E, § 9 (West)	Yes, by mutual agreement. Me. Rev. Stat. tit. 26, § 965	Yes, as part of mediation if the dispute is not resolved 45 days after mediation begins. N.H. Rev. Stat. Ann. § 273-A:12	No.	No.
Arbitration	Yes, by mutual agreement. 16 V.S.A. § 2021(a)	Yes, instead of fact finding by mutual agreement. M.G.L. 150E, § 9 (West)	Yes, by mutual agreement. Me. Rev. Stat. tit. 26, § 965	No.	Yes, arbitration is mandatory if the parties cannot agree by 4 days after mediation or 135 days prior to budget submission, whichever is sooner.	Yes, by request of either party. R.I. Gen. Laws Ann. § 28-9.3-9(a) (West)

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Bargaining Provision	Vermont	Massachusetts	Maine	New Hampshire	Connecticut	Rhode Island
					Conn. Gen. Stat. Ann. § 10-153f (West)	
Right to Strike	Yes, but not after agreement to proceed to arbitration. 16 V.S.A. § 2021(c)	No. M.G.L. 150E, § 9A (West)	No. Me. Rev. Stat. tit. 26, § 964	No. N.H. Rev. Stat. Ann. § 273-A:13	No. Conn. Gen. Stat. Ann. § 10-153e(a)	No. R.I. Gen. Laws Ann. § 28-9.3-1 (West)
Contract Imposition	Yes, after full compliance with collective bargaining requirements. 16 V.S.A. § 2008	Yes, after full compliance with collective bargaining process. M.G.L. 150E, § 9 (West)	N/A, addressed by case law.	N/A, addressed by case law.	N/A	No.
Contract Provisions Remain In Effect If No New Agreement	N/A, addressed by VLRB precedent.	Yes, until impasse declared. M.G.L. 150E, § 9 (West)	Yes, but only grievance arbitration provisions. Me. Rev. Stat. tit. 26, § 964-A	N/A, addressed by case law.	N/A	N/A, addressed by case law.
Other	N/A	N/A	Either party may publicize the other party's initial proposal 10 days after both proposals have been made. Me. Rev. Stat. tit. 26, § 974	If parties do not reach agreement in 60 days, parties may present their case directly to the membership of the other party. N.H. Rev. Stat. Ann. § 273-A:12(a)	Requires mandatory binding arbitration if agreement is not ratified by school board. Conn. Gen. Stat. Ann. § 10-153d (West)	N/A