

ERA STATUS BY STATE

State Code	State	Waiting Period	ERA Status	ERA Effective Date	State Code	State	Waiting Period	ERA Status	ERA Effective Date
AL	Alabama	3	✓	9/1/1998	MN	Minnesota	3	✓	1/1/1999
AK	Alaska	3	✓	1/1/2011	MS	Mississippi	5	✓	9/1/1998
AZ	Arizona	7	✓	4/1/1999	MO	Missouri	3	✓	7/1/2011
AR	Arkansas	7	✓	1/1/1999	MT	Montana	4	✓	1/1/1999
CA	California	3	✗		NE	Nebraska	7	✓	7/1/1998
CO	Colorado	3	✗		NV	Nevada	5	✓	7/1/1999
CT	Connecticut	3	✓	7/1/1998	NH	New Hampshire	3	✓	10/1/1998
DE	Delaware	3	✗		NJ	New Jersey	7	✗	
DC	Dist of Columbia	3	✓	10/1/1998	NM	New Mexico	7	✓	9/1/2010
FL	Florida	7	✓	7/1/1998	NY	New York	7	✗	
GA	Georgia	7	✓	3/1/2013	NC	North Carolina	7	✓	4/1/1999
HI	Hawaii	3	✓	5/1/1999	OK	Oklahoma	3	✓	5/1/1999
ID	Idaho	5	✓	7/1/1998	OR	Oregon	3	✗	
IL	Illinois	3	✓	7/1/1998	PA	Pennsylvania	7	✗	
IN	Indiana	7	✓	7/1/1998	RI	Rhode Island	3	✓	7/1/1999
IA	Iowa	3	✓	10/1/2011	SC	South Carolina	7	✓	11/1/1999
KS	Kansas	7	✓	7/1/1998	SD	South Dakota	7	✓	1/1/1999
KY	Kentucky	7	✓	3/1/1999	TN	Tennessee	7	✓	3/1/1999
LA	Louisiana	7	✓	1/1/2011	TX	Texas	7	✓	7/1/2015
ME	Maine	7	✓	7/1/1998	UT	Utah	3	✓	6/1/1999
MD	Maryland	3	✓	7/1/1998	VT	Vermont	3	✓	1/1/1999
MA	Massachusetts	5	✗		VA	Virginia	7	✓	10/1/1998
MI	Michigan	7	✓	9/1/1998	WV	West Virginia	3	✓	7/1/2007
					WI	Wisconsin	3	✓	7/1/1998