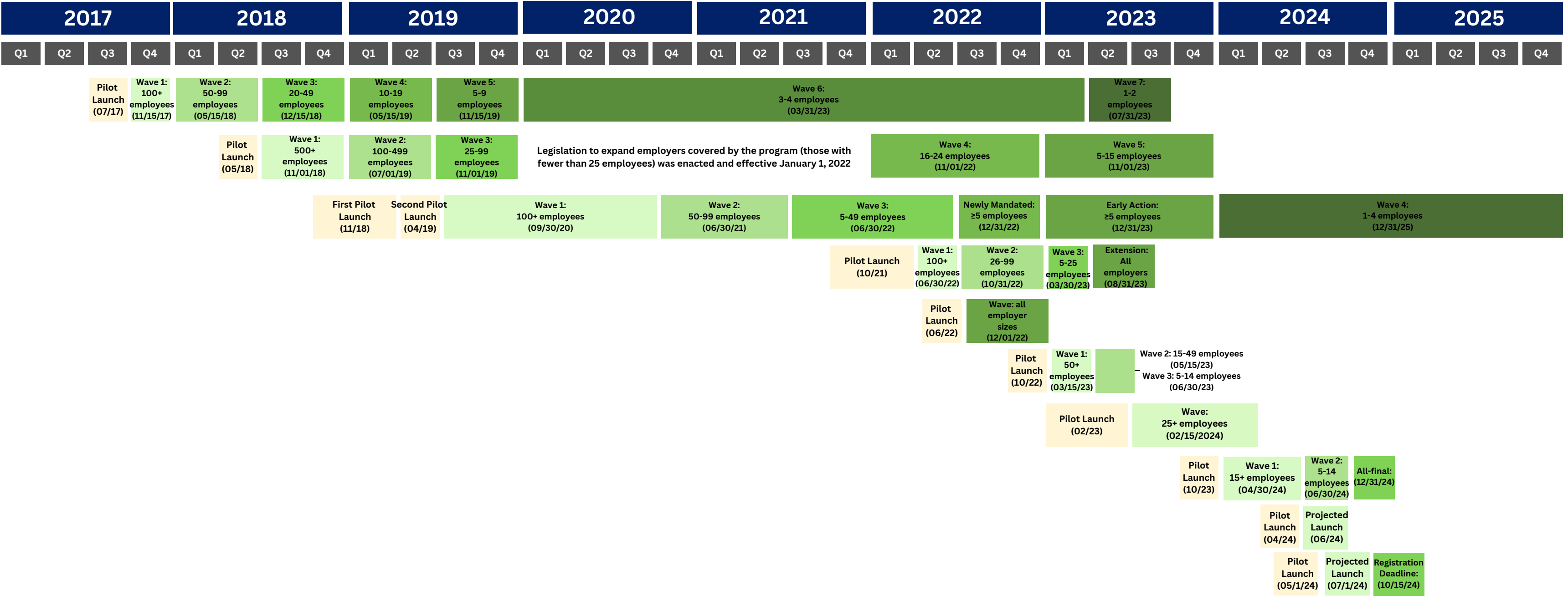# State Program Employer Registration Timelines

Although employers are free to enter these programs at any time, state programs set registration waves by employer size to smooth the pace of signup for the program.

Pilot and projected launch dates noted on the timeline reflect the start of the launch. Program enrollment wave dates reflect the end of the wave.

2017	2018	2019	2020	2021	2022	2023	2024	2025
Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4	Q1 Q2 Q3 Q4

Oregon
- Pilot Launch (07/17)
- Wave 1: 100+ employees (11/15/17)
- Wave 2: 50-99 employees (05/15/18)
- Wave 3: 20-49 employees (12/15/18)
- Wave 4: 10-19 employees (05/15/19)
- Wave 5: 5-9 employees (11/15/19)
- Wave 6: 3-4 employees (03/31/23)
- Wave 7: 1-2 employees (07/31/23)

Illinois
- Pilot Launch (05/18)
- Wave 1: 500+ employees (11/01/18)
- Wave 2: 100-499 employees (07/01/19)
- Wave 3: 25-99 employees (11/01/19)
- Legislation to expand employers covered by the program (those with fewer than 25 employees) was enacted and effective January 1, 2022
- Wave 4: 16-24 employees (11/01/22)
- Wave 5: 5-15 employees (11/01/23)

California
- First Pilot Launch (11/18)
- Second Pilot Launch (04/19)
- Wave 1: 100+ employees (09/30/20)
- Wave 2: 50-99 employees (06/30/21)
- Wave 3: 5-49 employees (06/30/22)
- Newly Mandated: ≥5 employees (12/31/22)
- Early Action: ≥5 employees (12/31/23)
- Wave 4: 1-4 employees (12/31/25)

Connecticut
- Pilot Launch (10/21)
- Wave 1: 100+ employees (06/30/22)
- Wave 2: 26-99 employees (10/31/22)
- Wave 3: 5-25 employees (03/30/23)
- Extension: All employers (08/31/23)

Maryland
- Pilot Launch (06/22)
- Wave: all employer sizes (12/01/22)

Colorado
- Pilot Launch (10/22)
- Wave 1: 50+ employees (03/15/23)
- Wave 2: 15-49 employees (05/15/23)
- Wave 3: 5-14 employees (06/30/23)

Virginia
- Pilot Launch (02/23)
- Wave: 25+ employees (02/15/2024)

Maine
- Pilot Launch (10/23)
- Wave 1: 15+ employees (04/30/24)
- Wave 2: 5-14 employees (06/30/24)
- All-final: (12/31/24)

New Jersey
- Pilot Launch (04/24)
- Projected Launch (06/24)

Delaware
- Pilot Launch (05/1/24)
- Projected Launch (07/1/24)
- Registration Deadline: (10/15/24)

Hawaii, Minnesota, Nevada, New York, Vermont
- Implementation timelines under development