

	State	Citation	Year	Applies to:
1	Arizona	HB 2779 HB 2745	2007 2008	all employers, public and private
2	Colorado	HB 1343 SB139, SB193	2006 2008	state contractors
3	Georgia	SB 529 HB 2	2006 2009	state agencies, contractors, and subcontractors
4	Idaho	Executive Order	2006	state agencies, contractors
5	Minnesota	Executive Order	2008	state agencies, state contracts
6	Mississippi	SB 2988	2008	all employers, public and private
7	Missouri	HB 1549 HB3	2008 2009	public employers, contractors and subcontractors
8	Nebraska	L403	2009	Public employers, public contractors
9	North Carolina	SB 1523	2006	state agencies
10	Oklahoma	HB 1804	2007	public employers, contractors, subcontractors
11	Rhode Island	Executive Order	2008	state agencies, grantees, contractors, subcontractors
12	South Carolina	HB 4400	2008	all employers, public and private, phased in by 2010
13	Utah	SB 81 SB 39	2008 2009	public employers, contractors, subcontractors