



Adverse Effect Wage Rates 2020 - 2021

State	2020 AEWs	2021 AEWs	% Change
Alabama	\$11.71	\$11.81	0.85%
Arizona	\$12.91	\$13.67	5.89%
Arkansas	\$11.83	\$11.88	0.42%
California	\$14.77	\$16.05	8.67%
Colorado	\$14.26	\$14.82	3.93%
Connecticut	\$14.29	\$14.99	4.90%
Delaware	\$13.34	\$14.05	5.32%
Florida	\$11.71	\$12.08	3.16%
Georgia	\$11.71	\$11.81	0.85%
Hawaii	\$14.90	\$15.56	4.43%
Idaho	\$13.62	\$14.55	6.83%
Illinois	\$14.52	\$15.31	5.44%
Indiana	\$14.52	\$15.31	5.44%
Iowa	\$14.58	\$15.37	5.42%
Kansas	\$14.99	\$15.89	6.00%
Kentucky	\$12.40	\$12.96	4.52%
Louisiana	\$11.83	\$11.88	0.42%
Maine	\$14.29	\$14.99	4.90%
Maryland	\$13.34	\$14.05	5.32%
Massachusetts	\$14.29	\$14.99	4.90%
Michigan	\$14.40	\$14.72	2.22%
Minnesota	\$14.40	\$14.72	2.22%
Mississippi	\$11.83	\$11.88	0.42%
Missouri	\$14.58	\$15.37	5.42%
Montana	\$13.62	\$14.55	6.83%
Nebraska	\$14.99	\$15.89	6.00%
Nevada	\$14.26	\$14.82	3.93%
New Hampshire	\$14.29	\$14.99	4.90%
New Jersey	\$13.34	\$14.05	5.32%
New Mexico	\$12.91	\$13.67	5.89%
New York	\$14.29	\$14.99	4.90%

North Carolina	\$12.67	\$13.15	3.79%
North Dakota	\$14.99	\$15.89	6.00%
Ohio	\$14.52	\$15.31	5.44%
Oklahoma	\$12.67	\$13.03	2.84%
Oregon	\$15.83	\$16.34	3.22%
Pennsylvania	\$13.34	\$14.05	5.32%
Rhode Island	\$14.29	\$14.99	4.90%
South Carolina	\$11.71	\$11.81	0.85%
South Dakota	\$14.99	\$15.89	6.00%
Tennessee	\$12.40	\$12.96	4.52%
Texas	\$12.67	\$13.03	2.84%
Utah	\$14.26	\$14.82	3.93%
Vermont	\$14.29	\$14.99	4.90%
Virginia	\$12.67	\$13.15	3.79%
Washington	\$15.83	\$16.34	3.22%
West Virginia	\$12.40	\$12.96	4.52%
Wisconsin	\$14.40	\$14.72	2.22%
Wyoming	\$13.62	\$14.55	6.83%