

Table--2022 Adverse Effect Wage Rates

State	2022 AEWRs
Alabama.....	\$11.99
Arizona.....	14.79
Arkansas.....	12.45
California.....	17.51
Colorado.....	15.58
Connecticut.....	15.66
Delaware.....	15.54
Florida.....	12.41
Georgia.....	11.99
Hawaii.....	16.54
Idaho.....	14.68
Illinois.....	15.89
Indiana.....	15.89
Iowa.....	16.19
Kansas.....	16.47
Kentucky.....	13.89
Louisiana.....	12.45
Maine.....	15.66
Maryland.....	15.54
Massachusetts.....	15.66
Michigan.....	15.37
Minnesota.....	15.37
Mississippi.....	12.45
Missouri.....	16.19
Montana.....	14.68
Nebraska.....	16.47
Nevada.....	15.58
New Hampshire.....	15.66
New Jersey.....	15.54
New Mexico.....	14.79
New York.....	15.66
North Carolina.....	14.16
North Dakota.....	16.47
Ohio.....	15.89
Oklahoma.....	13.88
Oregon.....	17.41
Pennsylvania.....	15.54
Rhode Island.....	15.66
South Carolina.....	11.99
South Dakota.....	16.47
Tennessee.....	13.89
Texas.....	13.88
Utah.....	15.58
Vermont.....	15.66
Virginia.....	14.16
Washington.....	17.41
West Virginia.....	13.89
Wisconsin.....	15.37
Wyoming.....	14.68