

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