

Adverse Effect Wage Rate (AEWR) Chart 2009-2014
Office of Foreign Labor Certification

Denotes Substantial Wage Increase (above 4%)

Denotes Wage Decrease

STATE	2009	2010	% CHANGE	2010	2011	% CHANGE	2011	2012	% CHANGE	2012	2013	% CHANGE	2013	2014	% CHANGE
National Average	\$9.89	\$10.11	2.2%	\$10.11	\$10.22	1.1%	\$10.22	\$10.36	1.4%	\$10.36	\$10.80	4.2%	\$10.80	\$11.10	2.8%
Alabama	\$8.77	\$9.11	3.9%	\$9.11	\$9.12	0.1%	\$9.12	\$9.39	3.0%	\$9.39	\$9.78	4.2%	\$9.78	\$10.00	2.2%
Arizona	\$9.82	\$9.71	-1.1%	\$9.71	\$9.60	-1.1%	\$9.60	\$9.94	3.5%	\$9.94	\$9.73	-2.1%	\$9.73	\$9.97	2.5%
Arkansas	\$8.92	\$9.10	2.0%	\$9.10	\$8.97	-1.4%	\$8.97	\$9.30	3.7%	\$9.30	\$9.50	2.2%	\$9.50	\$9.87	3.9%
California	\$10.16	\$10.25	0.9%	\$10.25	\$10.31	0.6%	\$10.31	\$10.24	-0.7%	\$10.24	\$10.74	4.9%	\$10.74	\$11.01	2.5%
Colorado	\$9.88	\$10.06	1.8%	\$10.06	\$10.48	4.2%	\$10.48	\$10.43	-0.5%	\$10.43	\$10.08	-3.4%	\$10.08	\$10.89	8.0%
Connecticut	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
Delaware	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%
Florida	\$9.08	\$9.20	1.3%	\$9.20	\$9.50	3.3%	\$9.50	\$9.54	0.4%	\$9.54	\$9.97	4.5%	\$9.97	\$10.26	2.9%
Georgia	\$8.77	\$9.11	3.9%	\$9.11	\$9.12	0.1%	\$9.12	\$9.39	3.0%	\$9.39	\$9.78	4.2%	\$9.78	\$10.00	2.2%
Hawaii	\$11.06	\$11.45	3.5%	\$11.45	\$12.01	4.9%	\$12.01	\$12.26	2.1%	\$12.26	\$12.72	3.8%	\$12.72	\$12.91	1.5%
Idaho	\$9.64	\$9.90	2.7%	\$9.90	\$9.90	0.0%	\$9.90	\$10.19	2.9%	\$10.19	\$9.99	-2.0%	\$9.99	\$10.69	7.0%
Illinois	\$10.45	\$10.51	0.6%	\$10.51	\$10.84	3.1%	\$10.84	\$11.10	2.4%	\$11.10	\$11.74	5.8%	\$11.74	\$11.63	-0.9%
Indiana	\$10.45	\$10.51	0.6%	\$10.51	\$10.84	3.1%	\$10.84	\$11.10	2.4%	\$11.10	\$11.74	5.8%	\$11.74	\$11.63	-0.9%
Iowa	\$10.77	\$10.86	0.8%	\$10.86	\$11.03	1.6%	\$11.03	\$11.50	4.3%	\$11.50	\$11.41	-0.8%	\$11.41	\$12.22	7.1%
Kansas	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%
Kentucky	\$9.41	\$9.71	3.2%	\$9.71	\$9.48	-2.4%	\$9.48	\$9.38	-1.1%	\$9.38	\$9.80	4.5%	\$9.80	\$10.10	3.1%
Louisiana	\$8.92	\$9.10	2.0%	\$9.10	\$8.97	-1.4%	\$8.97	\$9.30	3.7%	\$9.30	\$9.50	2.2%	\$9.50	\$9.87	3.9%
Maine	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
Maryland	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%
Massachusetts	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
Michigan	\$10.63	\$10.57	-0.6%	\$10.57	\$10.62	0.5%	\$10.62	\$10.78	1.5%	\$10.78	\$11.30	4.8%	\$11.30	\$11.49	1.7%
Minnesota	\$10.63	\$10.57	-0.6%	\$10.57	\$10.62	0.5%	\$10.62	\$10.78	1.5%	\$10.78	\$11.30	4.8%	\$11.30	\$11.49	1.7%
Mississippi	\$8.92	\$9.10	2.0%	\$9.10	\$8.97	-1.4%	\$8.97	\$9.30	3.7%	\$9.30	\$9.50	2.2%	\$9.50	\$9.87	3.9%
Missouri	\$10.77	\$10.86	0.8%	\$10.86	\$11.03	1.6%	\$11.03	\$11.50	4.3%	\$11.50	\$11.41	-0.8%	\$11.41	\$12.22	7.1%
Montana	\$9.64	\$9.90	2.7%	\$9.90	\$9.90	0.0%	\$9.90	\$10.19	2.9%	\$10.19	\$9.99	-2.0%	\$9.99	\$10.69	7.0%
Nebraska	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%
Nevada	\$9.88	\$10.06	1.8%	\$10.06	\$10.48	4.2%	\$10.48	\$10.43	-0.5%	\$10.43	\$10.08	-3.4%	\$10.08	\$10.89	8.0%
New Hampshire	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
New Jersey	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%
New Mexico	\$9.82	\$9.71	-1.1%	\$9.71	\$9.60	-1.1%	\$9.60	\$9.94	3.5%	\$9.94	\$9.73	-2.1%	\$9.73	\$9.97	2.5%
New York	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
North Carolina	\$9.34	\$9.59	2.7%	\$9.59	\$9.30	-3.0%	\$9.30	\$9.70	4.3%	\$9.70	\$9.68	-0.2%	\$9.68	\$9.87	2.0%
North Dakota	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%
Ohio	\$10.45	\$10.51	0.6%	\$10.51	\$10.84	3.1%	\$10.84	\$11.10	2.4%	\$11.10	\$11.74	5.8%	\$11.74	\$11.63	-0.9%
Oklahoma	\$9.27	\$9.78	5.5%	\$9.78	\$9.65	-1.3%	\$9.65	\$9.88	2.4%	\$9.88	\$10.18	3.0%	\$10.18	\$10.86	6.7%
Oregon	\$10.12	\$10.85	7.2%	\$10.85	\$10.60	-2.3%	\$10.60	\$10.92	3.0%	\$10.92	\$12.00	9.9%	\$12.00	\$11.87	-1.1%
Pennsylvania	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%	\$10.34	\$10.87	5.1%	\$10.87	\$11.06	1.7%
Rhode Island	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
South Carolina	\$8.77	\$9.11	3.9%	\$9.11	\$9.12	0.1%	\$9.12	\$9.39	3.0%	\$9.39	\$9.78	4.2%	\$9.78	\$10.00	2.2%
South Dakota	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%	\$11.61	\$12.33	6.2%	\$12.33	\$13.41	8.8%
Tennessee	\$9.41	\$9.71	3.2%	\$9.71	\$9.48	-2.4%	\$9.48	\$9.38	-1.1%	\$9.38	\$9.80	4.5%	\$9.80	\$10.10	3.1%
Texas	\$9.27	\$9.78	5.5%	\$9.78	\$9.65	-1.3%	\$9.65	\$9.88	2.4%	\$9.88	\$10.18	3.0%	\$10.18	\$10.86	6.7%
Utah	\$9.88	\$10.06	1.8%	\$10.06	\$10.48	4.2%	\$10.48	\$10.43	-0.5%	\$10.43	\$10.08	-3.4%	\$10.08	\$10.89	8.0%
Vermont	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%	\$10.56	\$10.91	3.3%	\$10.91	\$11.22	2.8%
Virginia	\$9.34	\$9.59	2.7%	\$9.59	\$9.30	-3.0%	\$9.30	\$9.70	4.3%	\$9.70	\$9.68	-0.2%	\$9.68	\$9.87	2.0%
Washington	\$10.12	\$10.85	7.2%	\$10.85	\$10.60	-2.3%	\$10.60	\$10.92	3.0%	\$10.92	\$12.00	9.9%	\$12.00	\$11.87	-1.1%
West Virginia	\$9.41	\$9.71	3.2%	\$9.71	\$9.48	-2.4%	\$9.48	\$9.38	-1.1%	\$9.38	\$9.80	4.5%	\$9.80	\$10.10	3.1%
Wisconsin	\$10.63	\$10.57	-0.6%	\$10.57	\$10.62	0.5%	\$10.62	\$10.78	1.5%	\$10.78	\$11.30	4.8%	\$11.30	\$11.49	1.7%
Wyoming	\$9.64	\$9.90	2.7%	\$9.90	\$9.90	0.0%	\$9.90	\$10.19	2.9%	\$10.19	\$9.99	-2.0%	\$9.99	\$10.69	7.0%