

Adverse Effect Wage Rates			
State	2017	2018	% Change
Alabama	\$10.62	\$10.95	3.11%
Arizona	\$10.95	\$10.46	-4.47%
Arkansas	\$10.38	\$10.73	3.37%
California	\$12.57	\$13.18	4.85%
Colorado	\$11.00	\$10.69	-2.82%
Connecticut	\$12.38	\$12.83	3.63%
Delaware	\$12.19	\$12.05	-1.15%
Florida	\$11.12	\$11.29	1.53%
Georgia	\$10.62	\$10.95	3.11%
Hawaii	\$13.14	\$14.37	9.36%
Idaho	\$11.66	\$11.63	-0.26%
Illinois	\$13.01	\$12.93	-0.61%
Indiana	\$13.01	\$12.93	-0.61%
Iowa	\$13.12	\$13.42	2.29%
Kansas	\$13.79	\$13.64	-1.09%
Kentucky	\$10.92	\$11.19	2.47%
Louisiana	\$10.38	\$10.73	3.37%
Maine	\$12.38	\$12.83	3.63%
Maryland	\$12.19	\$12.05	-1.15%
Massachusetts	\$12.38	\$12.83	3.63%
Michigan	\$12.75	\$13.06	2.43%
Minnesota	\$12.75	\$13.06	2.43%
Mississippi	\$10.38	\$10.73	3.37%
Missouri	\$13.12	\$13.42	2.29%
Montana	\$11.66	\$11.63	-0.26%
Nebraska	\$13.79	\$13.64	-1.09%
Nevada	\$11.00	\$10.69	-2.82%
New Hampshire	\$12.38	\$12.83	3.63%
New Jersey	\$12.19	\$12.05	-1.15%
New Mexico	\$10.95	\$10.46	-4.47%
New York	\$12.38	\$12.83	3.63%
North Carolina	\$11.27	\$11.46	1.69%
North Dakota	\$13.79	\$13.64	-1.09%
Ohio	\$13.01	\$12.93	-0.61%
Oklahoma	\$11.59	\$11.87	2.42%
Oregon	\$13.38	\$14.12	5.53%
Pennsylvania	\$12.19	\$12.05	-1.15%
Rhode Island	\$12.38	\$12.83	3.63%

Adverse Effect Wage Rates			
State	2017	2018	% Change
South Carolina	\$10.62	\$10.95	3.11%
South Dakota	\$13.79	\$13.64	-1.09%
Tennessee	\$10.92	\$11.19	2.47%
Texas	\$11.59	\$11.87	2.42%
Utah	\$11.00	\$10.69	-2.82%
Vermont	\$12.38	\$12.83	3.63%
Virginia	\$11.27	\$11.46	1.69%
Washington	\$13.38	\$14.12	5.53%
West Virginia	\$10.92	\$11.19	2.47%
Wisconsin	\$12.75	\$13.06	2.43%
Wyoming	\$11.66	\$11.63	-0.26%