

Adverse Effect Wage Rate Chart 2007-2012
U.S. Department of Labor's Office of Foreign Labor Certifications

Denotes Substantial Wage Increase
(above 4%)

Denotes Wage Decrease

STATE	2007	2008	% CHANGE	2008	2009	% CHANGE	2009	2010	% CHANGE	2010	2011	% CHANGE	2011	2012	% CHANGE
National Average	\$9.15	\$9.49	3.7%	\$9.49	\$9.89	4.2%	\$9.89	\$10.11	2.2%	\$10.11	\$10.22	1.1%	\$10.22	\$10.36	1.4%
Alabama	\$8.51	\$8.53	0.2%	\$8.53	\$8.77	2.8%	\$8.77	\$9.11	3.9%	\$9.11	\$9.12	0.1%	\$9.12	\$9.39	3.0%
Arizona	\$8.27	\$8.70	5.2%	\$8.70	\$9.82	12.9%	\$9.82	\$9.71	-1.1%	\$9.71	\$9.60	-1.1%	\$9.60	\$9.94	3.5%
Arkansas	\$8.01	\$8.41	5.0%	\$8.41	\$8.92	6.1%	\$8.92	\$9.10	2.0%	\$9.10	\$8.97	-1.4%	\$8.97	\$9.30	3.7%
California	\$9.20	\$9.72	5.7%	\$9.72	\$10.16	4.5%	\$10.16	\$10.25	0.9%	\$10.25	\$10.31	0.6%	\$10.31	\$10.24	-0.7%
Colorado	\$8.64	\$9.42	9.1%	\$9.42	\$9.88	4.8%	\$9.88	\$10.06	1.8%	\$10.06	\$10.48	4.2%	\$10.48	\$10.43	-0.5%
Connecticut	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%
Delaware	\$9.29	\$9.70	4.4%	\$9.70	\$9.50	-2.1%	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%
Florida	\$8.56	\$8.82	3.0%	\$8.82	\$9.08	2.9%	\$9.08	\$9.20	1.3%	\$9.20	\$9.50	3.3%	\$9.50	\$9.54	0.4%
Georgia	\$8.51	\$8.53	0.2%	\$8.53	\$8.77	2.8%	\$8.77	\$9.11	3.9%	\$9.11	\$9.12	0.1%	\$9.12	\$9.39	3.0%
Hawaii	\$10.32	\$10.86	5.2%	\$10.86	\$11.06	1.8%	\$11.06	\$11.45	3.5%	\$11.45	\$12.01	4.9%	\$12.01	\$12.26	2.1%
Idaho	\$8.76	\$8.74	-0.2%	\$8.74	\$9.64	10.3%	\$9.64	\$9.90	2.7%	\$9.90	\$9.90	0.0%	\$9.90	\$10.19	2.9%
Illinois	\$9.88	\$9.90	0.2%	\$9.90	\$10.45	5.6%	\$10.45	\$10.51	0.6%	\$10.51	\$10.84	3.1%	\$10.84	\$11.10	2.4%
Indiana	\$9.88	\$9.90	0.2%	\$9.90	\$10.45	5.6%	\$10.45	\$10.51	0.6%	\$10.51	\$10.84	3.1%	\$10.84	\$11.10	2.4%
Iowa	\$9.95	\$10.44	4.9%	\$10.44	\$10.77	3.2%	\$10.77	\$10.86	0.8%	\$10.86	\$11.03	1.6%	\$11.03	\$11.50	4.3%
Kansas	\$9.55	\$9.90	3.7%	\$9.90	\$10.39	4.9%	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%
Kentucky	\$8.65	\$9.13	5.5%	\$9.13	\$9.41	3.1%	\$9.41	\$9.71	3.2%	\$9.71	\$9.48	-2.4%	\$9.48	\$9.38	-1.1%
Louisiana	\$8.01	\$8.41	5.0%	\$8.41	\$8.92	6.1%	\$8.92	\$9.10	2.0%	\$9.10	\$8.97	-1.4%	\$8.97	\$9.30	3.7%
Maine	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%
Maryland	\$9.29	\$9.70	4.4%	\$9.70	\$9.50	-2.1%	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%
Massachusetts	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%
Michigan	\$9.65	\$10.01	3.7%	\$10.01	\$10.63	6.2%	\$10.63	\$10.57	-0.6%	\$10.57	\$10.62	0.5%	\$10.62	\$10.78	1.5%
Minnesota	\$9.65	\$10.01	3.7%	\$10.01	\$10.63	6.2%	\$10.63	\$10.57	-0.6%	\$10.57	\$10.62	0.5%	\$10.62	\$10.78	1.5%
Mississippi	\$8.01	\$8.41	5.0%	\$8.41	\$8.92	6.1%	\$8.92	\$9.10	2.0%	\$9.10	\$8.97	-1.4%	\$8.97	\$9.30	3.7%
Missouri	\$9.95	\$10.44	4.9%	\$10.44	\$10.77	3.2%	\$10.77	\$10.86	0.8%	\$10.86	\$11.03	1.6%	\$11.03	\$11.50	4.3%
Montana	\$8.76	\$8.74	-0.2%	\$8.74	\$9.64	10.3%	\$9.64	\$9.90	2.7%	\$9.90	\$9.90	0.0%	\$9.90	\$10.19	2.9%
Nebraska	\$9.55	\$9.90	3.7%	\$9.90	\$10.39	4.9%	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%
Nevada	\$8.51	\$9.42	10.7%	\$9.42	\$9.88	4.9%	\$9.88	\$10.06	1.8%	\$10.06	\$10.48	4.2%	\$10.48	\$10.43	-0.5%
New Hampshire	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%

New Jersey	\$9.29	\$9.70	4.4%	\$9.70	\$9.50	-2.1%	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%
New Mexico	\$8.27	\$8.70	5.2%	\$8.70	\$9.82	12.9%	\$9.82	\$9.71	-1.1%	\$9.71	\$9.60	-1.1%	\$9.60	\$9.94	3.5%
New York	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%
North Carolina	\$9.02	\$8.85	-1.9%	\$8.85	\$9.34	5.5%	\$9.34	\$9.59	2.7%	\$9.59	\$9.30	-3.0%	\$9.30	\$9.70	4.3%
North Dakota	\$9.55	\$9.90	3.7%	\$9.90	\$10.39	4.9%	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%
Ohio	\$9.88	\$9.90	0.2%	\$9.90	\$10.45	5.6%	\$10.45	\$10.51	0.6%	\$10.51	\$10.84	3.1%	\$10.84	\$11.10	2.4%
Oklahoma	\$8.66	\$9.02	4.2%	\$9.02	\$9.27	2.8%	\$9.27	\$9.78	5.5%	\$9.78	\$9.65	-1.3%	\$9.65	\$9.88	2.4%
Oregon	\$9.77	\$9.94	1.7%	\$9.94	\$10.12	1.8%	\$10.12	\$10.85	7.2%	\$10.85	\$10.60	-2.3%	\$10.60	\$10.92	3.0%
Pennsylvania	\$9.29	\$9.70	4.4%	\$9.70	\$9.50	-2.1%	\$9.50	\$9.94	4.6%	\$9.94	\$10.60	6.6%	\$10.60	\$10.34	-2.5%
Rhode Island	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%
South Carolina	\$8.64	\$8.53	-1.3%	\$8.53	\$8.77	2.8%	\$8.77	\$9.11	3.9%	\$9.11	\$9.12	0.1%	\$9.12	\$9.39	3.0%
South Dakota	\$9.55	\$9.90	3.7%	\$9.90	\$10.39	4.9%	\$10.39	\$10.66	2.6%	\$10.66	\$11.52	8.1%	\$11.52	\$11.61	0.8%
Tennessee	\$8.65	\$9.13	5.5%	\$9.13	\$9.41	3.1%	\$9.41	\$9.71	3.2%	\$9.71	\$9.48	-2.4%	\$9.48	\$9.38	-1.1%
Texas	\$8.66	\$9.02	4.2%	\$9.02	\$9.27	2.8%	\$9.27	\$9.78	5.5%	\$9.78	\$9.65	-1.3%	\$9.65	\$9.88	2.4%
Utah	\$8.64	\$9.42	9.0%	\$9.42	\$9.88	4.9%	\$9.88	\$10.06	1.8%	\$10.06	\$10.48	4.2%	\$10.48	\$10.43	-0.5%
Vermont	\$9.50	\$9.70	2.1%	\$9.70	\$10.20	5.2%	\$10.20	\$10.16	-0.4%	\$10.16	\$10.25	0.9%	\$10.25	\$10.56	3.0%
Virginia	\$9.02	\$8.85	-1.9%	\$8.85	\$9.34	5.5%	\$9.34	\$9.59	2.7%	\$9.59	\$9.30	-3.0%	\$9.30	\$9.70	4.3%
Washington	\$9.77	\$9.94	1.7%	\$9.94	\$10.12	1.8%	\$10.12	\$10.85	7.2%	\$10.85	\$10.60	-2.3%	\$10.60	\$10.92	3.0%
West Virginia	\$8.65	\$9.13	5.5%	\$9.13	\$9.41	3.1%	\$9.41	\$9.71	3.2%	\$9.71	\$9.48	-2.4%	\$9.48	\$9.38	-1.1%
Wisconsin	\$9.65	\$10.01	3.7%	\$10.01	\$10.63	6.2%	\$10.63	\$10.57	-0.6%	\$10.57	\$10.62	0.5%	\$10.62	\$10.78	1.5%
Wyoming	\$8.76	\$8.74	-0.2%	\$8.74	\$9.64	10.3%	\$9.64	\$9.90	2.7%	\$9.90	\$9.90	0.0%	\$9.90	\$10.19	2.9%