



Golden Opportunities  
International LLC

## Quick Reference Guide

### Important Notes

Golden Opportunities will email the new rates once they are published in the Federal Register. If you do not receive anything, please follow up with us to make sure you get the most current wage information. Employers are responsible to make sure they pay the employee the correct wages.

### Wage Rates

The employer must pay all covered workers at least the highest of the following applicable wage rates in effect at the time work is performed: the adverse effect wage rate (AEWR), the applicable prevailing wage, the agreed-upon collective bargaining rate, or the Federal or State statutory minimum wage.

### Rate Updates

Please note that the AEWR is updated annually. Usually the new rate is released at the end of December and is in effect the first week in January. If your contract spans across two calendar years you will be required to update the rate once the new one is in effect.



# 2021 Average Effect Wage Rates



Alabama	\$11.81	Montana	\$14.55
Alaska	n/a	Nebraska	\$15.89
Arizona	\$13.67	Nevada	\$14.82
Arkansas	\$11.88	New Hampshire	\$14.99
California	\$16.05	New Jersey	\$14.05
Colorado	\$14.82	New Mexico	\$13.67
Connecticut	\$14.99	New York	\$14.99
Delaware	\$14.05	North Carolina	\$13.15
Florida	\$12.08	North Dakota	\$15.89
Georgia	\$11.81	Ohio	\$15.31
Hawaii	\$15.56	Oklahoma	\$13.03
Idaho	\$14.55	Oregon	\$16.34
Illinois	\$15.31	Pennsylvania	\$14.05
Indiana	\$15.31	Rhode Island	\$14.99
Iowa	\$15.37	South Carolina	\$11.81
Kansas	\$15.89	South Dakota	\$15.89
Kentucky	\$12.96	Tennessee	\$12.96
Louisiana	\$11.88	Texas	\$13.03
Maine	\$14.99	Utah	\$14.82
Maryland	\$14.05	Vermont	\$14.99
Massachusetts	\$14.99	Virginia	\$13.15
Michigan	\$14.72	Washington	\$16.34
Minnesota	\$14.72	West Virginia	\$12.96
Mississippi	\$11.88	Wisconsin	\$14.72
Missouri	\$15.37	Wyoming	\$14.55

**20 CFR 655.122 (f) Employer-provided items.** The employer must provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned.

**20 CFR 655.122 (g) Meals.** The employer either must provide each worker with three meals a day or must furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer must state the charge, if any, to the worker for such meals. The amount of meal charges is governed by § 655.173.

**20 CFR 655.122 (i) Rates of pay.** If the worker is paid by the hour, the employer must pay the worker at least the AEWR, the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest, for every hour or portion thereof worked during a pay period.

**20 CFR 655.122 (m) Frequency of pay.** The employer must state in the job offer the frequency with which the worker will be paid, which must be at least twice monthly or according to the prevailing practice in the area of intended employment, whichever is more frequent. **Employers must pay wages when due.**