

Adverse Effect Wage Rates (AEWRs) Effective July 1 to December 31, 2023

I. Range Occupations

- \$1,901.21/month in all States (Effective January 1, 2023)

II. Non-Range Occupations for Field Workers and Livestock Workers (combined)

- The hourly AEWRs below apply when the job opportunity requires workers to perform agricultural labor or services covering one or more of the following SOCs:
 - 45-2041 - Graders and Sorters, Agricultural Products.
 - 45-2091 - Agricultural Equipment Operators.
 - 45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse.
 - 45-2093 - Farmworkers, Farm, Ranch, and Aquacultural Animals.
 - 53-7064 - Packers and Packagers, Hand.
 - 45-2099 - Agricultural Workers, All Other.

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State	AEWR	Source	Effective Date
Alabama	\$13.67	FLS	January 1, 2023
Alaska	\$18.02	OEWS	July 1, 2023
Arizona	\$15.62	FLS	January 1, 2023
Arkansas	\$13.67	FLS	January 1, 2023
California	\$18.65	FLS	January 1, 2023
Colorado	\$16.34	FLS	January 1, 2023
Connecticut	\$16.95	FLS	January 1, 2023
Delaware	\$16.55	FLS	January 1, 2023
District of Columbia	\$20.72	OEWS	July 1, 2023
Florida	\$14.33	FLS	January 1, 2023
Georgia	\$13.67	FLS	January 1, 2023
Guam	\$10.12	OEWS	July 1, 2023
Hawaii	\$17.25	FLS	January 1, 2023

State	AEWR	Source	Effective Date
Idaho	\$15.68	FLS	January 1, 2023
Illinois	\$17.17	FLS	January 1, 2023
Indiana	\$17.17	FLS	January 1, 2023
Iowa	\$17.54	FLS	January 1, 2023
Kansas	\$17.33	FLS	January 1, 2023
Kentucky	\$14.26	FLS	January 1, 2023
Louisiana	\$13.67	FLS	January 1, 2023
Maine	\$16.95	FLS	January 1, 2023
Maryland	\$16.55	FLS	January 1, 2023
Massachusetts	\$16.95	FLS	January 1, 2023
Michigan	\$17.34	FLS	January 1, 2023
Minnesota	\$17.34	FLS	January 1, 2023
Mississippi	\$13.67	FLS	January 1, 2023
Missouri	\$17.54	FLS	January 1, 2023
Montana	\$15.68	FLS	January 1, 2023
Nebraska	\$17.33	FLS	January 1, 2023
Nevada	\$16.34	FLS	January 1, 2023
New Hampshire	\$16.95	FLS	January 1, 2023
New Jersey	\$16.55	FLS	January 1, 2023
New Mexico	\$15.62	FLS	January 1, 2023
New York	\$16.95	FLS	January 1, 2023
North Carolina	\$14.91	FLS	January 1, 2023
North Dakota	\$17.33	FLS	January 1, 2023
Ohio	\$17.17	FLS	January 1, 2023

State	AEWR	Source	Effective Date
Oklahoma	\$14.87	FLS	January 1, 2023
Oregon	\$17.97	FLS	January 1, 2023
Pennsylvania	\$16.55	FLS	January 1, 2023
Puerto Rico	\$9.70	OEWS	July 1, 2023
Rhode Island	\$16.95	FLS	January 1, 2023
South Carolina	\$13.67	FLS	January 1, 2023
South Dakota	\$17.33	FLS	January 1, 2023
Tennessee	\$14.26	FLS	January 1, 2023
Texas	\$14.87	FLS	January 1, 2023
Utah	\$16.34	FLS	January 1, 2023
Vermont	\$16.95	FLS	January 1, 2023
Virgin Islands	\$13.95	OEWS	July 1, 2023
Virginia	\$14.91	FLS	January 1, 2023
Washington	\$17.97	FLS	January 1, 2023
West Virginia	\$14.26	FLS	January 1, 2023
Wisconsin	\$17.34	FLS	January 1, 2023
Wyoming	\$15.68	FLS	January 1, 2023

III. All Other Non-Range Occupations

- The hourly AEWRs below apply when the job opportunity requires workers to perform agricultural labor or services in any other SOC(s) not encompassed in Section II above (e.g. logging construction, heavy trucking, supervisor of farmworkers). Employers can determine the AEWRs for these occupations using the following tool:
- [Download a MSEXcel file](#) containing the national and statewide annual average hourly gross wages for all SOC codes based on the BLS May 2022 OEWS data release, which is the data on which the 2023 OEWS AEWRs are based.(Effective July 1, 2023)

IV. Average AEWR Applicable to Computation of Surety Bonds

- \$16.13 per hour (Effective January 1, 2023)

- **Important Note:** Represents the simple average of the AEWRs applicable to the SOC 45-2092 (Farmworkers and Laborers, Crop, Nursery, and Greenhouse workers) and used for the calculation of surety bonds for H-2A Labor Contractors at 20 CFR 655.132. More information on surety bond calculations, including requirements and amounts, can be found in the [H-2A regulations](#).