

H-2A Adverse Effect Wage Rates

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Introduction

On this page, employers seeking to hire temporary nonimmigrant workers under the H-2A visa classification can find the AEWRs covering the agricultural labor or services to be performed. This information will assist employers in understanding their potential wage obligations to workers and preparing job orders (Form ETA-790/790A) for review by the State Workforce Agencies (SWAs) and OFLC. The terms State and statewide include the 50 States, the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands. [Read additional background information](#) on the AEWRs and how they are adjusted each year.

The Department published the February 2023 [Final Rule](#) revising the methodology used to determine the hourly AEWRs:

- For field and livestock worker occupations, which represent the vast majority of agricultural jobs under the H-2A program, the OFLC Administrator continues to use the average annual hourly wage for field and livestock workers (combined) for the state or region, as reported by the U.S. Department of Agriculture's (USDA) Farm Labor Survey (FLS). See 20 CFR 655.120(b)(l)(i).
- For all other non-range agricultural jobs, which are not adequately represented or reported by the current FLS data, the OFLC Administrator sets the AEWRs using the statewide or national average annual hourly wages for the occupational classification reported by the Bureau of Labor Statistics (BLS) Occupational Employment and Wage Statistics (OEWS) program. See 20 CFR 655.120(b)(l)(ii).
- **Important Reminder:** In the event an employer's job opportunity requires the performance of agricultural labor or services that are not encompassed in a single SOC code's description and tasks, the applicable AEWR will be the highest AEWR for all applicable SOCs. For more information on the definitions, skill requirements, and work tasks

associated with an SOC, please visit the online Occupational Information Network (O*NET) at <https://www.onetonline.org>.

Current Adverse Effect Wage Rates (AEWRs)

I. Range Occupations

- \$1,986.76/month in all States (Effective January 1, 2024)

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	\$14.68	FLS	January 1, 2024
Alaska	\$19.52	OEWS	July 8, 2024
Arizona	\$16.32	FLS	January 1, 2024
Arkansas	\$14.53	FLS	January 1, 2024
California	\$19.75	FLS	January 1, 2024
Colorado	\$16.63	FLS	January 1, 2024
Connecticut	\$17.80	FLS	January 1, 2024
Delaware	\$17.20	FLS	January 1, 2024
District of Columbia	\$22.23	OEWS	July 8, 2024
Florida	\$14.77	FLS	January 1, 2024

State	AEFR	Source	Effective Date
Georgia	\$14.68	FLS	January 1, 2024
Guam	\$10.34	OEWS	July 8, 2024
Hawaii	\$18.74	FLS	January 1, 2024
Idaho	\$16.54	FLS	January 1, 2024
Illinois	\$18.18	FLS	January 1, 2024
Indiana	\$18.18	FLS	January 1, 2024
Iowa	\$17.79	FLS	January 1, 2024
Kansas	\$18.32	FLS	January 1, 2024
Kentucky	\$15.14	FLS	January 1, 2024
Louisiana	\$14.53	FLS	January 1, 2024
Maine	\$17.80	FLS	January 1, 2024
Maryland	\$17.20	FLS	January 1, 2024
Massachusetts	\$17.80	FLS	January 1, 2024
Michigan	\$18.50	FLS	January 1, 2024
Minnesota	\$18.50	FLS	January 1, 2024
Mississippi	\$14.53	FLS	January 1, 2024
Missouri	\$17.79	FLS	January 1, 2024
Montana	\$16.54	FLS	January 1, 2024
Nebraska	\$18.32	FLS	January 1, 2024
Nevada	\$16.63	FLS	January 1, 2024
New Hampshire	\$17.80	FLS	January 1, 2024
New Jersey	\$17.20	FLS	January 1, 2024
New Mexico	\$16.32	FLS	January 1, 2024
New York	\$17.80	FLS	January 1, 2024

State	AEWR	Source	Effective Date
North Carolina	\$15.81	FLS	January 1, 2024
North Dakota	\$18.32	FLS	January 1, 2024
Ohio	\$18.18	FLS	January 1, 2024
Oklahoma	\$15.55	FLS	January 1, 2024
Oregon	\$19.25	FLS	January 1, 2024
Pennsylvania	\$17.20	FLS	January 1, 2024
Puerto Rico	\$9.94	OEWS	July 8, 2024
Rhode Island	\$17.80	FLS	January 1, 2024
South Carolina	\$14.68	FLS	January 1, 2024
South Dakota	\$18.32	FLS	January 1, 2024
Tennessee	\$15.14	FLS	January 1, 2024
Texas	\$15.55	FLS	January 1, 2024
Utah	\$16.63	FLS	January 1, 2024
Vermont	\$17.80	FLS	January 1, 2024
Virgin Islands	\$13.96	OEWS	July 8, 2024
Virginia	\$15.81	FLS	January 1, 2024
Washington	\$19.25	FLS	January 1, 2024
West Virginia	\$15.14	FLS	January 1, 2024
Wisconsin	\$18.50	FLS	January 1, 2024
Wyoming	\$16.54	FLS	January 1, 2024

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 one of the following tools:

- Go to the BLS OEWS homepage at <https://www.bls.gov/oes/> and click on "OEWS Data" and select "Data Tables" to obtain the statewide or national annual average hourly gross wages for all SOC codes based on the May 2023 data release.
 - For the statewide AEWR, select your State (HTML) and navigate to your target SOC code. The ninth column, titled "Mean Hourly Wage," in the state wage table is the statewide AEWR for the SOC code in your state.
 - For the nationwide AEWR, select National (HTML) and navigate to your target SOC code. The eighth column, titled "Mean Hourly Wage," in the national wage table is the national AEWR for the SOC code.
- [Download a MSExcel file](#) containing the national and statewide annual average hourly gross wages for all SOC codes based on the May 2023 data release.

IV. Average AEWR Applicable to Computation of Surety Bonds

- \$16.98 per hour (Effective January 1, 2024)
- **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](#).