

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 [Final Rule](#), *Adverse Effect Wage Rate Methodology for the Temporary Employment of H-2A Nonimmigrants in Non-Range Occupations in the United States*, 88 FR 12760 (Feb. 28, 2023), established the methodology for setting 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 SOC's. 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 (increasing to \$2,058.31/month, effective January 1, 2025)

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 SOC's:
 - 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	\$16.08	FLS	December 16th, 2024
Alaska	\$20.04	OEWS **	July 11th, 2025
Arizona	\$17.04	FLS	December 16, 2024
Arkansas	\$14.83	FLS	December 30, 2024 *

State	AEWR	Source	Effective Date
California	\$19.97	FLS	December 16, 2024
Colorado	\$17.84	FLS	December 16, 2024
Connecticut	\$18.83	FLS	December 16, 2024
Delaware	\$17.96	FLS	December 16, 2024
District of Columbia	\$20.79	OEWS **	July 11th, 2025
Florida	\$16.23	FLS	December 30, 2024 *
Georgia	\$16.08	FLS	December 30, 2024 *
Guam	\$10.67	OEWS **	July 11th, 2025
Hawaii	\$20.08	FLS	December 16, 2024
Idaho	\$16.83	FLS	December 30, 2024 *
Illinois	\$19.57	FLS	December 16, 2024
Indiana	\$19.57	FLS	December 30, 2024 *
Iowa	\$18.65	FLS	December 30, 2024 *
Kansas	\$19.21	FLS	December 30, 2024 *
Kentucky	\$15.87	FLS	December 16, 2024
Louisiana	\$14.83	FLS	December 30, 2024 *
Maine	\$18.83	FLS	December 16, 2024
Maryland	\$17.96	FLS	December 16, 2024
Massachusetts	\$18.83	FLS	December 16, 2024
Michigan	\$18.15	FLS	December 16, 2024
Minnesota	\$18.15	FLS	December 16, 2024
Mississippi	\$14.83	FLS	December 16, 2024

State	AEWR	Source	Effective Date
Missouri	\$18.65	FLS	December 30, 2024 *
Montana	\$16.83	FLS	December 30, 2024 *
Nebraska	\$19.21	FLS	December 30, 2024 *
Nevada	\$17.84	FLS	December 16, 2024
New Hampshire	\$18.83	FLS	December 16, 2024
New Jersey	\$17.96	FLS	December 16, 2024
New Mexico	\$17.04	FLS	December 16, 2024
New York	\$18.83	FLS	December 16, 2024
North Carolina	\$16.16	FLS	December 16, 2024
North Dakota	\$19.21	FLS	December 30, 2024 *
Ohio	\$19.57	FLS	December 16, 2024
Oklahoma	\$15.79	FLS	December 30, 2024 *
Oregon	\$19.82	FLS	December 16, 2024
Pennsylvania	\$17.96	FLS	December 16, 2024
Puerto Rico	\$10.36	OEWS **	July 11th, 2025
Rhode Island	\$18.83	FLS	December 16, 2024
South Carolina	\$16.08	FLS	December 30, 2024 *
South Dakota	\$19.21	FLS	December 16, 2024
Tennessee	\$15.87	FLS	December 30, 2024 *
Texas	\$15.79	FLS	December 30, 2024 *
Utah	\$17.84	FLS	December 16, 2024
Vermont	\$18.83	FLS	December 16, 2024

State	AEWR	Source	Effective Date
Virgin Islands	\$13.69	OEWS **	July 11th, 2025
Virginia	\$16.16	FLS	December 30, 2024 *
Washington	\$19.82	FLS	December 16, 2024
West Virginia	\$15.87	FLS	December 16, 2024
Wisconsin	\$18.15	FLS	December 16, 2024
Wyoming	\$16.83	FLS	December 16, 2024

* The Farmworker Protection Rule, 89 FR 33898 (Apr. 29, 2024), amended the regulation at 20 CFR 655.120(b)(2) to state that “[t]he updated AEWR will be effective as of the date of publication of the notice in the *Federal Register*.” However, due to the District Court’s issuance of a preliminary injunction in the case *Kansas, et al. v. U.S. Department of Labor*, No. 2:24-cv-00076-LGW-BWC (S.D. Ga., Aug. 26, 2024), DOL is prohibited from enforcing the Farmworker Protection Rule in certain states and with respect to certain entities. Therefore, the effective date of the updated AEWR for these states will be December 30, 2024.

** The FLS does not report an average annual hourly wage for the field and livestock workers (combined) for this state or region. For these states or regions, OFLC establishes AEWRs for occupations within the Field and Livestock (combined) group by computing data reported for each State in the OEWS by SOC code, and utilizing a methodology devised by BLS. In the event the OEWS survey does not report state wage data for all six SOCs in the Field and Livestock (combined) group for the specific state, the calculation will be made using only those SOCs that are reported. In the event the OEWS survey does not report wage data for any of the SOCs in the Field and Livestock (combined) group, the AEWR will be calculated using the national wage data as reported by the OEWS survey. Please see the link provided below in the following section for the most recent OEWS data release.

The total number of employees and the mean hourly wage in each SOC are multiplied to calculate the total hourly wages of workers in each SOC. Once a calculation for each SOC is made, the total employees for all the SOCs are added together to calculate the total employees across all SOCs, and the total hourly wages of each SOC are added together to calculate the total hourly wages across all SOCs. The calculated mean hourly wage cited in the chart above is then determined by dividing the total hourly wages of workers in all of the SOCs by the total number of workers in all of the SOCs. In other words:

- Total Employees for SOC x Mean Hourly Wage for SOC = Total Wages for each SOC (calculation performed for each occupation within the Field and Livestock (combined) group)
- Sum of Total Employees Across All SOC's = Sum of Total Employees for each SOC
- Sum of Total Wages Across All SOC's = Sum of Total Wages for each SOC
- Calculated Mean Wage = Sum of Total Wages Across All SOC's ÷ Sum of Total Number of Employees Across All SOC's

See an example below for the state of Alaska (2025 OEWS Wage Year):

SOC Code	Total Employees	Mean Hourly Wage	Total Wages
45-2092	130	\$19.29	\$2,507.70
45-2093	60	\$24.97	\$1,498.20
53-7064	710	\$19.76	\$14,029.60
Sum of Total Employees Across All SOC's	900	Sum of Total Wages Across All SOC's:	\$18,035.50
Calculated Mean Wage	\$18,035.50 ÷ 900 = \$20.04		

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 2024 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 2024 data release.

IV. Average AEWR Applicable to Computation of Surety Bonds

- \$17.74 per hour (Effective January 1, 2025)
- **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](#).

Background on the AEWRs

The Department understands that agricultural employers play a vital role in our nation's economy and that obtaining a reliable workforce is critical to producing the U.S. food supply. The Department is also bound by its statutory mandate to protect workers in the U.S. from adverse effects on their wages or working conditions resulting from hiring foreign workers. AEWRs are the minimum hourly wage rates that must be offered and paid by employers to H-2A workers and workers in corresponding employment. As provided in 20 CFR part 655, subpart B, the OFLC Administrator establishes the nationwide monthly AEWR for range occupations governed by the procedures in 20 CFR 655.200 through 655.235 and statewide hourly AEWRs for all other occupations.

The OFLC Administrator adjusts the AEWR for range occupations annually based on the Employment Cost Index (ECI) for wages and salaries published by the BLS. See 20 CFR 655.211(c). An employer seeking to employ foreign workers under the H-2A program is required to offer, advertise in its recruitment, and pay a wage that is at least equal to the AEWR when it is the highest applicable wage rate among the wage sources applicable to the employer's job opportunity. For range occupations, the wage offered and paid to H-2A workers and workers in corresponding employment must equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage

imposed by Federal or State law or judicial action, whichever is highest. See 20 CFR 655.210(g) and .211(a).

The OFLC Administrator adjusts the hourly AEWRs for all other occupations at least annually, as provided in 20 CFR 655.120(b). An employer seeking to employ foreign workers under the H-2A program is required to offer, advertise in its recruitment, and pay a wage that is at least equal to the AEWR when it is the highest applicable wage rate among the wage sources applicable to the employer's job opportunity. For non-range occupations, the wage offered and paid must equal or exceed the hourly AEWR, the prevailing wage rate (if available), the Federal minimum wage, the State minimum wage, or the agreed-upon collective bargaining rate, whichever is highest. See 20 CFR 655.120(a) and .122(1).

Historical AEWR Archive

- [All Other Non-Range Occupations - MSEXcel File containing national and statewide annual average hourly gross wages for all SOC codes based on the May 2023 data release \(Effective July 8, 2024 to July 10, 2025\)](#)
- [Range and Non-Range Occupations for Field Workers and Livestock Workers combined \(Effective December 16 to December 29, 2024\)](#)
- [Range and Non-Range Occupations for Field Workers and Livestock Workers combined \(Effective January 1 to December 15, 2024\)](#)
- [All Other Non-Range Occupations - MSEXcel File containing national and statewide annual average hourly gross wages for all SOC codes based on the May 2022 data release \(Effective July 1, 2023 to July 7, 2024\)](#)
- [Range and Non-Range Occupations for Field Workers and Livestock Workers combined \(Effective July 1 to December 31, 2023\)](#)
- [Range and Non-Range Occupations for Field Workers and Livestock Workers combined \(Effective March 30 to June 30, 2023\)](#)
- [All Other Non-Range Occupations - MSEXcel File containing national and statewide annual average hourly gross wages for all SOC codes based on the May 2021 data release \(Effective March 30 to June 30, 2023\)](#)