

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.

For all non-range occupations, the OFLC Administrator determines the AEWR using 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 Farm Labor Survey (USDA FLS). See 20 CFR 655.120(b)(1)(i).

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. All Non-Range Occupations

- [View the statewide 2025-2026 IFR AEWRs](#)

III. 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

- [Range and Non-Range Occupations \(Effective July 11, 2025 through August 28, 2025\)](#)
- [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 \(Effective March 30 to June 30, 2023\)](#)