

State	Upcoming 2025 FLS-Based Non- Range AEWRs
Alabama	\$16.08
Arizona	\$17.04
Arkansas	\$14.83
California	\$19.97
Colorado	\$17.84
Connecticut	\$18.83
Delaware	\$17.96
Florida	\$16.23
Georgia	\$16.08
Hawaii	\$20.08
Idaho	\$16.83
Illinois	\$19.57
Indiana	\$19.57
Iowa	\$18.65
Kansas	\$19.21
Kentucky	\$15.87
Louisiana	\$14.83
Maine	\$18.83
Maryland	\$17.96
Massachusetts	\$18.83
Michigan	\$18.15
Minnesota	\$18.15
Mississippi	\$14.83
Missouri	\$18.65
Montana	\$16.83
Nebraska	\$19.21
Nevada	\$17.84
New Hampshire	\$18.83
New Jersey	\$17.96
New Mexico	\$17.04
New York	\$18.83
North Carolina	\$16.16
North Dakota	\$19.21
Ohio	\$19.57
Oklahoma	\$15.79
Oregon	\$19.82
Pennsylvania	\$17.96
Rhode Island	\$18.83
South Carolina	\$16.08
South Dakota	\$19.21
Tennessee	\$15.87
Texas	\$15.79
Utah	\$17.84
Vermont	\$18.83
Virginia	\$16.16
Washington	\$19.82
West Virginia	\$15.87
Wisconsin	\$18.15
Wyoming	\$16.83

Upcoming National Range AEWR	\$2,058.31
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\*Please refer to the *Federal Register* Notice, once published, for the effective date of these upcoming AEWRs. See <https://flag.dol.gov/wage-data/adverse-effect-wage-rates> for rates currently in effect.

\*\* Alaska is not included in this table, as the United States Department of Agriculture Farm Labor Survey does not report data for this state.