Minimum Wage Increase: Effect On Agriculture

### Agricultural Employer 1
**Dairy Farm, Capital Region**
- 375 Cows
- Contributes $2.2M to Local Economy
- 6 Employees Wage Increase: $38,220
- Employer Payroll Tax Increase: $6,134
- Additional Cost: $44,354

### Agricultural Employer 2
**Dairy Farm, North Country**
- 2,500 Cows
- Contributes $10M to Local Economy
- 41 Employees Wage Increase: $182,000
- Employer Payroll Tax Increase: $25,923
- Additional Cost: $207,923

### Agricultural Employer 3
**Vegetable Grower, Central NY**
- 300 Acres of Production
- Contributes $2M to Local Economy
- 15 Employees Wage Increase: $7,100
- Employer Payroll Tax Increase: $986
- Additional Cost: $49,936

### Agricultural Employer 4
**Landscape & Nursery, Long Island**
- 625 Acres of Production
- Contributes $1.4M to Local Economy
- 60 Employees Wage Increase: $179,638
- Employer Payroll Tax Increase: $21,108
- Additional Cost: $200,745

- These employers based their costs on the $10.50 Minimum Wage Increase Proposal from the current $8.75. All employers have included their current employees, regardless of wage, in accruing the $1.75 pay raise.
- Employer payroll taxes include workers compensation insurance, FICA, unemployment insurance and Medicare.

*Farms with seasonal labor needs can also use the Federal H2A Visa Program to access needed employees. The program has strict guidelines, including the required use of an Adverse Effect Wage Rate (AEWR) that is currently set at $11.26/hour in New York. This wage must be paid to all employees—both H2A and domestic —if the farm uses this program. As the minimum wage level has increased in the state the past 3 years, the AEWR has mirrored that increase as well.*

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**PRICES FOR AGRICULTURAL PRODUCTS ARE SET AT THE NATIONAL LEVEL**

Farmers cannot simply raise prices as labor costs continue to increase—NY agriculture must remain competitive in the global marketplace. In fact, NY agriculture has yet to see the full impact of the last minimum wage increase, as the $9.00/hour wage has not yet taken effect.