



Wyoming Agriculture

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Wyoming Farm Bureau Federation 106th Annual Meeting set for Nov. 13–15, 2025 in Gillette

“Saddles to Solutions” is the theme for the Wyoming Farm Bureau Federation (WyFB) 106th Annual Meeting to be held November 13–15, 2025, at the Cam-Plex Energy Hall in Gillette.

“Coming together to tackle challenges and find solutions is part of who we are as farmers and ranchers,” said Wyoming Farm Bureau Federation (WyFB) President Todd Fornstrom. “These conversations help us move toward solutions as we guide the organization forward.”

For more than a century, Wyoming farmers and ranchers have come together to share ideas, discuss issues, and direct the work of their organization. The state annual meeting is the culmination of the grassroots policy development process that begins

at the county level and moves through the district and state stages. Issues with national significance supported by Wyoming’s delegates then advance to the American Farm Bureau Federation for consideration.

“The strength of Farm Bureau comes from our members,” Fornstrom continued. “From county resolutions to state policy to national policy, it all starts with the conversations happening at kitchen tables and county meetings across Wyoming.”



from across the state will lead the discussions, vote on policy, and elect state officers during the business session.

WyFB’s four standing committees—Natural and Environmental Resources, State Government Affairs, Agriculture Tax, and General Issues — will meet Thursday afternoon to

discuss resolutions in their focus areas and make recommendations to the full body. Those recommendations are then brought forward to the voting delegates for consideration during the general session.

ANNUAL MEETING... Page 8

Farm Labor Wage changes coming to H-2A

FROM AFBF

The Department of Labor’s (DOL) new interim final rule (IFR) for H-2A guestworker Adverse Effect Wage Rates (AEWRs) makes significant changes to the wage calculation for farm laborers nationwide. Eagerly awaited by H-2A employers after the recent cancellation of the Farm Labor Survey (FLS) and litigation challenging other DOL rules, the IFR went into effect as soon as it was posted to the Federal Register on Oct. 2.

Utilizing data from Occupational Employment and Wage Statistics (OEWS), H-2A employers will now pay wages based on tiers of job experience requirements and receive adjustments to offset the nonwage costs of the H-2A program, lowering employment costs for nearly all H-2A workers. However, the rule leaves some unanswered questions about how employers will implement the changes across the country.

Setting New Farm Labor Wages

OEWS wages are not a new factor in the H-2A program. A 2023 wage rule disaggregated wages, eliminating one Adverse Effect Wage Rate for all H-2A workers and instead requiring distinct wages

for all Standard Occupation Classification (SOC) codes for job duties beyond what DOL considered farmwork, like driving a truck. However, a federal district court in Louisiana struck down that rule in its entirety nationwide on Aug. 25. These developments preceded DOL’s decision to make the OEWS the sole source of wage data in the H-2A program.

Occupational Employment and Wage Statistics

The Bureau of Labor Statistics’ OEWS is a randomized survey of employers compiled from state unemployment insurance (UI) databases from over a million non-farm establishments. Yearly estimates posted each May contain a three-year average of the prior years for wages in each category. Overall, the OEWS has a response rate of 65%, similar to historical responses to the FLS, but the OEWS does not survey farm establishments. Employers who are categorized as support activities for crop production and support activities for animal production – also known as farm labor contractors (FLC) – are included in the possible survey pool if they file UI in their state.

FARM LABOR WAGE ... Page 5

Collegiate Farm Bureau connects students and community through agriculture

BY CALLIE HANSON

For members of the University of Wyoming Collegiate Farm Bureau, advocacy for agriculture goes hand in hand with building community. The student-led organization continues to grow by offering opportunities for involvement, leadership and connection—both on campus and across the agriculture industry.

Club leaders Courtney Beene and Kyra Doud said this year’s activities have centered on helping students understand what Farm Bureau stands for and creating ways for them to get involved. “We really focus on being advocates for Wyoming agriculture and promoting everything that Farm Bureau stands for,” Doud said. “Our goal is to help our members learn more about agriculture and become advocates themselves.”

One of their new events this year was the Farm Bureau 5K, designed as both a fundraiser and a way to highlight the “Wyoming Needs Ag” message. “Last year, we wanted to do it as a fundraiser for us but also as recognition to Wyoming Needs Ag,” Beene said. “The goal was to enhance community involvement and really help people understand what Farm Bureau is, what we’re doing, and just get people involved and excited about what organizations can do around campus.”



University of Wyoming Collegiate Farm Bureau hosted their first annual 5k to raise money for upcoming activities. COURTESY PHOTO

Wyoming Needs Ag is an annual tailgate hosted by Wyoming Farm Bureau Federation during a University of Wyoming home game. Participants have the opportunity to earn a free t-shirt by participating in activities or simply chatting with a rancher. WyFB handed out 400 t-shirts to Wyoming cowboys fans in 2025.

COLLEGIATE FARM BUREAU ... Page 7

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www.wyfb.org



CALENDAR OF EVENTS

November

3-4 Joint Corporations - Cheyenne
4-6 Select Water - Casper
6 Joint Travel - Casper
13-15 WyFB 106th Annual Meeting - Gillette
18-19 Joint Revenue - Cheyenne

December

2 WyFB Board Meeting - Laramie

January

9-14 American Farm Bureau Federation Annual Convention - Anaheim, CA

February

5 WyFBCollegiate Discussion Meet - Cheyenne
6-7 Wyoming/Colorado Farm Bureau Federation YF&R Conference - Cheyenne
9 Wyoming Legislature Budget Session Convenes

Visit wyfb.org for event updates

NOTICE

Annual Policyholders' Meeting and Policyholder Approval of Merger with IFB Mutual Insurance Holding Company

December 4, 2025 – 8:00 a.m.
Mountain West Farm Bureau Mutual Insurance Company
Farm Bureau Center, 931 Boulder Drive Laramie, Wyoming 82070
Further information about the merger will be mailed to policyholders and be published on www.mwfb.com in mid-November.



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Something for Everyone at the American Farm Bureau Convention

Zippy Duvall

American Farm Bureau Federation President



Registration is open for the 2026 American Farm Bureau Convention in Anaheim, California, January 9-14. This is our flagship event, and our team is pulling out all the stops to inspire farmers, ranchers and partners across agriculture to imagine, grow, and lead together in 2026. To help get you excited for all that we have in store, here's a little preview.

Attendees can expect a robust lineup of workshops to learn together and explore ways to grow their businesses and leadership skills in 2026. Convention workshops will cover the top issues facing agriculture and the latest trends in member and consumer engagement. Come ready to hear about the hot public policy issues for 2026, get a preview of the economic outlook for agriculture, engage with leading agriculture topics in the MAHA era, learn more about mental health initiatives, and consider growth strategies for beginning farmers.

Beyond our workshop lineup, we also have special sessions throughout the week-end that give all attendees an opportunity to engage further and to sharpen their advocacy and storytelling skills. The Farm Bureau Women's Leadership Committee will host its annual meeting on Sat., Jan. 10, which will feature an inspiring keynote from life coach and cattle rancher, Coach Kiah, as well as networking opportunities to help us kickoff the International Year of the Woman Farmer. The Promotion and

Engagement Committee will host its annual Communicate, Collaborate and Influence (or CCI) training that same day, where they will explore strategies to engage with consumers. The Green-screen Farmer, Jon Dinsmore, will share his story and how he uses social media to engage with millions right from his farm. Attendees will have the opportunity to explore the "Power of Engagement" even more on Mon., Jan. 12, with a special workshop, where award-winning film and TV producer Sam Goldberg will bring his expertise to help attendees shape agricultural narratives that resonate with a variety of audiences.

We also are hoping for some of Southern California's signature sunshine as we have a great lineup of local tours to offer attendees. Whether you are looking to see and sample local agriculture or get a behind-the-scenes look at historic California sites, we have got a tour for you. I also hear there's a pretty famous mouse, who lives just a few blocks from the Convention Center, if you are looking to add in some family fun while you're in California.

We've got all you could wish for when it comes to networking and learning about the latest innovation at our Trade Show. Stop by the new Ag Insights Hub where our sponsors and exhibitors will showcase their agricul-

ture knowledge and share problem-solving strategies and helpful solutions. Our Cultivation Center Stage will feature an exciting lineup of speakers and maybe a live podcast or two—stay tuned for more there! And of course, the showcase event on the stage there will be the live Final Four round of the Ag Innovation Challenge. Come see what these innovative entrepreneurs have to offer your farm or ranch business. Then stop by our County Activities of Excellence booths to see the amazing programs our grassroots members have created to enrich and serve their communities. And don't forget to stop by the AFBF booth where we'll host a special Farm Bureau family gathering with picnic benches to foster fellowship. You can also step onto our front porch there to capture photos with family and friends.

Last, but certainly not least, we have an inspiring lineup for our general sessions. We have reimagined our main stage to bring renewed excitement to our time together as a Farm Bureau family. Before you head over to the opening general session, though, make sure you get a hearty helping of pancakes at the Ag Foundation's Flapjack Fund-raiser. You can enjoy a great meal and learn about the work our Ag Foundation team is doing to inspire the next generation to learn about agriculture. At our general sessions, we'll honor those who have served agriculture and celebrate leaders who are imagining ways to grow and lead in agriculture.

AFB CONVENTION ... Page 3

Saddle Up

Kerin Clark

Wyoming Farm Bureau Federation Executive Vice President



Saddle up. Oh how I love those two words. Whether the context is related to horses or used metaphorically, saddle up to me is about being ready for the task at hand.

Saddle up, literally. When it is time to saddle up our horses in preparation for riding, there are always important items to check on such as saddle fit, cinches, and pending the job to be done, saddle bags full of important items to care for the cattle and provide a snack or two along the way for the riders. Once that preparation is complete, it is time to jump in the saddle and enjoy the ride.

Saddle up, metaphorically. When it is time to saddle up to prepare for the task at hand, there are always important items to check on such as background preparation and issues analysis. Once that preparation is complete it is time to get to work on the solution to the issue at hand.

The theme of this year's 106th annual meeting of our great organization, "Saddles to Solutions," is so fitting to the work we do to

implement the policy of our members. As you work on your farm or ranch—whether your saddle is horseback, tractor, UTV or pickup—you help bring solutions to the issues impacting your business through Farm Bureau's grassroots policy development process.

When working on issues that impact our members, sometimes the solution is clearly defined and like a well-used saddle, comfort on an outcome can be seen quickly. Sometimes the solution is unclear and like a new saddle, it takes some time to break into where the outcome should be.

Over the past year, we have saddled up on a myriad of issues to protect our members' interests. Those topics range from opposing mandatory electronic identification, to supporting labor reform and freezing the H-2A wage rate at 2023 levels, to reinforcing private property rights related to natural processes and ecosystem monetization, and opposing federal overreach in property disputes with federal agencies. When it comes to policy advocacy this past year, WyFB has attended nearly 180 legislative

meetings and had 60 direct contacts with Wyoming Congressional Offices. WyFB has submitted 12 formal comments to state and federal agencies advocating for our members' policy.

We saddle up when it comes to telling the story of Wyoming agriculture too. From member publications to connecting with consumers, serving as the voice of agriculture is an important component of saddles to solutions. We work to tell the story as often as we can.

From your saddles to the solutions you seek to keep agriculture strong, the Wyoming Farm Bureau Federation saddles up every day for you. Being ready for the task at hand begins with the strength of our policy process. Members driving solutions to the issues at hand guides the work of the organization.

Saddle up. See you soon for the 106th annual meeting. The work is as important as ever to work towards solutions that strengthen agriculture and the communities in which we all live. ■

Farm Bureau to president and congress: Farmers are at a breaking point

FROM AFBF

The American Farm Bureau Federation sent letters to President Donald Trump and Congressional leaders to emphasize the severe economic pressures facing America's farmers and ranchers. Falling crop prices, skyrocketing expenses and trade disputes are creating conditions that are too much for farm families to bear. "Across the country, farms are disappearing as families close the gates on the farms tended by their parents, grandparents and generations before them," wrote AFBF President Zippy Duvall. "Every farm lost takes with it generations of knowledge, community leadership and the

heartbeat of local economies: fewer kids in schools, fewer trucks at the grain elevator, fewer small businesses that keep rural towns alive. As those farms disappear, so too does America's food independence: our ability to feed ourselves without relying on foreign supply chains." Prices paid for crops have fallen off a cliff since 2022, and U.S. agriculture has experienced a trade deficit during the same time period. Lingering questions with trade partners, particularly China, have added to volatility in farm country and left farmers with uncertainty about their futures. "In the short term, we urge leaders to authorize bridge payments for farmers be-

fore the end of 2025," wrote Duvall. "These payments must be robust enough to address sector-wide gaps and provide meaningful support as the federal government works to recalibrate trade strategies, stabilize prices, and strengthen key market relationships." While emergency aid will help temporarily ease the burden facing farmers, only long-term solutions will improve economic conditions in rural America. Farm Bureau renewed its call for several priorities, including: • Fair and enforceable trade agreements; • Policy on biofuels, including year-round sales of E15;

• Restoration of whole milk in schools; • Protecting interstate commerce; • Investigating prices for major agricultural supplies; • Enforcing laws and regulations that protect competition, fairness and transparency; • Prioritizing American-grown fruits and vegetables in federal and institutional purchasing programs. "Federal leadership can now prevent a deepening crisis by taking steps to preserve our agricultural infrastructure and ensure the next generation of farmers and ranchers can continue feeding the world." ■

Secretary Rollins announces plan for American ranchers and consumers

FROM USDA

On Oct. 22, U.S. Secretary of Agriculture Brooke L. Rollins, Secretary of the Interior Doug Burgum, Secretary of Health and Human Services Robert F. Kennedy Jr., and Small Business Administrator Kelly Loeffler announced a suite of actions to strengthen the American beef industry, reinforcing and prioritizing the American rancher's critical role in the national security of the United States. Since 2017, the United States has lost over 17% of family farms, more than 100,000 operations over the last decade. The national herd is at a 75-year low while consumer demand for beef has grown 9% over the past decade. Because increasing the size of the domestic herd takes time, the U.S. Department of Agriculture (USDA) is investing now to make these markets less volatile for ranchers

over the long term and more affordable for consumers. "America's food supply chain is a national security priority for the Trump Administration. We are committed to ensuring the American people have an affordable source of protein and that America's ranchers have a strong economic environment where they can continue to operate for generations to come," said Secretary Brooke Rollins. "At USDA we are protecting our beef industry and incentivizing new ranchers to take up the noble vocation of ranching. Today, USDA will immediately expedite deregulatory reforms, boost processing capacity, including getting more locally raised beef into schools, and working across the government to fix longstanding common-sense barriers for ranchers like outdated grazing restrictions."

"At Interior, the Department is slashing red tape and restoring grazing access on public lands to support the livelihoods of hardworking Americans in the ranching industry," said Secretary of the Interior Doug Burgum. "Thanks to President Trump, this administration is taking decisive action to support America's farmers and ranchers so that they can support American families with high quality beef." "We face a chronic disease epidemic in this country largely tied to the foods we eat," said Health and Human Services Secretary Kennedy. "Under President Trump, we are restoring whole foods as the foundation of the American diet and ending the decades-old stigma against natural saturated fat in beef and dairy products. We will strengthen America's ranching industry so families can choose nutrient-dense, minimally processed foods.

Bottom line: we cannot Make America Healthy Again without America's farmers and ranchers." "Ranches and farmers are the original small businesses. Over generations, they carry on the vital legacy of feeding, clothing, and fueling America," said SBA Administrator Kelly Loeffler. "Today, thanks to the leadership of President Donald J. Trump and Secretary Rollins, this Administration is taking major action to strengthen our food supply and the beef industry by offering more security for the hardworking ranches our nation depends on. The SBA is committed to doing its part by cutting burdensome regulations and supplying government-guaranteed loans to support our producers as they work to strengthen the American beef supply – for consumers, our national security, and the proud American tradition of ranching." ■

AFB CONVENTION... From Page 2

We're excited to feature everyone's favorite, again, the Farm Dog of the Year winner. We will honor our Veteran Farmer of the Year, and we'll announce the winners of this year's competitive YF&R

events. Then to close out our final general session, we'll welcome special keynote speaker Tim Tebow. Finally, I want to extend a special invitation to young leaders across agriculture and Farm Bureau. We will host a special Empowering Young Leaders Reception

this year, and we hope this will encourage and inspire young leaders on their leadership journey as we celebrate them together. At Farm Bureau, we know our future is only as strong as the leaders we are empowering today. I hope this preview has you excited

for the 2026 AFBF Convention and inspires you to register today. Whether you are still making plans or already packing your bags, I invite you to check out more details and exciting announcements on our convention website. We'll see you in Anaheim! ■

Cooking with the Modern Ranch Wife

Beef and Cabbage Soup

Recipe by Jane Brooks and Connie Werner



This soup has a flavor very similar to chili and is wonderful on those cool nights.

For more recipes visit www.modernranchwife.com

Ingredients:

- 1 pd ground beef
- ½ tsp garlic salt
- ¼ tsp pepper
- 2 celery ribs, chopped
- 1 (16oz) can kidney beans
- ½ medium cabbage, chopped 1 (28oz)
- can chopped tomatoes
- 4 beef bouillon cubes
- 1 small onion chopped
- (28oz) water

Instructions:

1. In a large pot, brown the ground beef and drain the grease.
2. Add remaining ingredients along with the tomato can filled with water.
3. Bring to a boil, reduce heat and simmer for an hour.
4. Enjoy with Town House Crackers

Social & Taproom Trivia Night

Hosted by Northern Ag Network's Andy Schwab

Thursday | Nov. 13 | 7:00P.M. | The Railyard



SADDLES TO SOLUTIONS

106th Annual Meeting • November 13-15, 2025 • Gillette, Wyoming

My Time International

BY SETH ALLEN,
WyFB YF&R COMMITTEE MEMBER

This past September, I had the opportunity to travel to Peru with the Wyoming LEAD program. It was my first time traveling internationally, and it's an experience I'll never forget.

We first landed in Lima, a bustling city of about 11.3 million people. Our tour guide shared that many Peruvians move to Lima in search of opportunity and to pursue their dreams—the Peruvian “City of Dreams.” One of our first stops was the U.S. Embassy, where we met with Foreign Agricultural Service staff to learn about Peruvian agriculture and trade relations. We also visited Agraria La Molina University, a renowned institution dedicated to agriculture, forestry, and biological sciences. The university offers lots of research opportunities—one fellow was studying mineral and forage requirements in alpacas—and is home to both a guinea pig and rabbit farm. We also spent time exploring Lima's historic center, including the Plaza de Armas, the cathedral, and the government palace.

One of the most memorable visits was to Fundo La Querencia, a dairy farm that converted to a feedlot during COVID due to high feed costs. Today, it serves as a learning farm where children and families can experience agriculture firsthand.

Throughout the week, we toured several farms that produce wine and pisco grapes. In the coastal region, we visited Villacuri Farm, where grapes, citrus, jojoba, and asparagus are grown in sand. It was incredible to see crops thriving in what looked like sand dunes. The sand, rich in minerals, combined with added fertilizer and water, allows for productive farming. Most of Villacuri's business now comes from jojoba bean production.

From the coast, we traveled to Cusco and spent time in the Andes Mountains. We visited pre-colonial Inca sites and saw the Basilica, which was built over ancient Inca temples, along with several other cathedrals. In the Sacred Valley, we explored centuries-old farming terraces still in use today—an incredible testament to Incan ingenuity in water management and construction.

Our trip concluded with a visit to Machu Picchu, one of the New Seven Wonders of the World. Experiencing it in person was truly unforgettable.

There was so much to see, learn, and experience in Peru. I enjoyed every moment with my fellow LEAD classmates, met inspiring people passionate about Peruvian culture, history, and agriculture, and of course, enjoyed some incredible food along the way. ■



Allen and his classmates were able to experience agriculture and other aspects of Peru on their trip. COURTESY PHOTO

Seth Allen is a member of the YF&R committee and resides in Lusk. COURTESY PHOTO



In addition to exploring the country's rich agriculture, they were able to visit Machu Picchu, one of the New Seven Wonders of the World. COURTESY PHOTO

Allen and others were able to experience Peruvian agriculture firsthand. COURTESY PHOTO



YF&R Representative-At-Large Election

During the 106th Wyoming Farm Bureau Federation (WyFB) Annual Meeting, state voting delegates will elect an at-large representative to serve on the WyFB Young Farmer & Rancher (YF&R) Committee.

The WyFB YF&R Representative-At-Large serves a one-year term, representing young farmers and ranchers from across the state. The Committee's goal is to create opportunities for young producers to get involved, develop leadership skills, and contribute to both the YF&R and the broader Farm Bureau programs.

This is an energetic committee dedi-

cated to strengthening the future of agriculture and empowering young farmers and ranchers across Wyoming.

To be eligible, Applicants must be regular Farm Bureau Federation members between the ages of 18 and 35.

Those interested should contact their county Farm Bureau president to request an application and nomination form or reach out to Alexis Lake at 307.721.7716 or alake@wyfb.org. Application forms are also available at wyfb.org under Get Involved → YF&R → Committee. All forms will be forwarded to the Nominating Committee for consideration at the Annual Meeting. ■

FARM LABOR WAGE... From Page 1

This skews OEWS accuracy for areas lacking a heavy FLC presence or in states without agricultural UI requirements. The IFR commits to working with USDA to add direct farm employers to the survey pool, but the business structure of most family farms will likely be major hurdles for incorporating farms into the program. Many farms lack dedicated business administrators, are exempt from state UI programs and differ in business data management from large companies. These factors, as well as farmer survey fatigue, will require a significantly different approach to include direct farm employers in OEWS data samples.

OEWS wages are published for over 800 occupations, including dividing the available data into percentiles and averages for hourly or annual earnings at the county, state and national levels. This will allow more granular AEW calculations than were available under the FLS. However, the OEWS continues to show inconsistency in year-to-year wage changes. Average crop farmworker wages from 2023 to 2024 ranged widely from a 14% decrease in Utah to a 17% increase in Maine. National crop farmworker wages in the OEWS have also increased nearly 26% in the past five years, reflecting the trends of farm wages increasing much faster than nonfarm employment in recent years. This is likely partially due to H-2A workers, and thus previous AEWs, being present in the agricultural wages, similar to the FLS, as FLCs will have guestworkers in their employment when completing the survey. Recent studies have also found that rising AEWs have also likely driven up domestic farm wages as the presence, and awareness, of H-2A workers and their wages increases in farming communities.

One critical improvement the OEWS dataset makes is getting closer to base hourly wages. The survey does not include information on non-production-based wages or overtime pay, unlike the gross wages included in the FLS. This will especially benefit states without overtime laws that were previously grouped in regions with states that did have agricultural overtime laws. Under FLS AEWs, overtime inclusion led to increased wages across broad regions.

The Wages

Similar to the output of the FLS, DOL will post standard farmworker AEWs as a combined field and livestock worker wage covering the most common agricultural SOC codes. The combined field and livestock worker wage under this IFR will include Farmworkers and Laborers, Crop, Nursery and Greenhouse (45-2092); Farmworkers, Farm, Ranch and Aquacultural Animals (45-2093); Agricultural Equipment Operators (45-2091); Packers and Packagers, Hand Graders and Sorters (53-7064), Agricultural Products (45-2041) but remove Agricultural Workers, All Other (45-2099). As this wage is not directly reported by the OEWS, it is calculated as the weighted average of the appropriate percentile wage per experience level for each of the five SOC codes in each state. The national average SOC code wage will be used if a state level estimate is not available.

Under the new rule, H-2A job orders will be certified at two different wage levels corresponding to different combined field and livestock worker AEWs. DOL expects most H-2A jobs to classify as a Skill Level I, meaning they need no prior experience in the duties and limited training

on the job. DOL estimates that entry-level workers make up one-third of agricultural workers in each SOC code, so the Skill Level I wages will be based on the weighted average of the 17th percentile – the median point of the lower third of workers – of OEWS wages.

This adjustment results in nearly immediate savings for every state as any job orders certified after the introduction of this rule will be certified with the new wage rates. However, because H-2A employers must pay the highest of the AEW, the state or federal minimum wage, the prevailing wage or the collective bargaining wage, many states will now face state minimum wages above the AEW. This will limit cost savings to farmers in those states.

Skill Level II jobs require prior experience, certifications or technical knowledge that allow them to work with less supervision, such as workers responsible for the first pick of an apple orchard determining if fruit is ripe. These wages will be a combined field and livestock worker wage of the average hourly wages of the “big five” SOC codes statewide. When examining just the new AEW for Skill Level II employees, an OEWS combined field and livestock worker wage would increase wages for Skill Level II jobs in 26 states.

Fortunately, the IFR recognizes the substantial nonwage costs to farmer employers for H-2A workers and has taken steps to mitigate some of that burden as well.

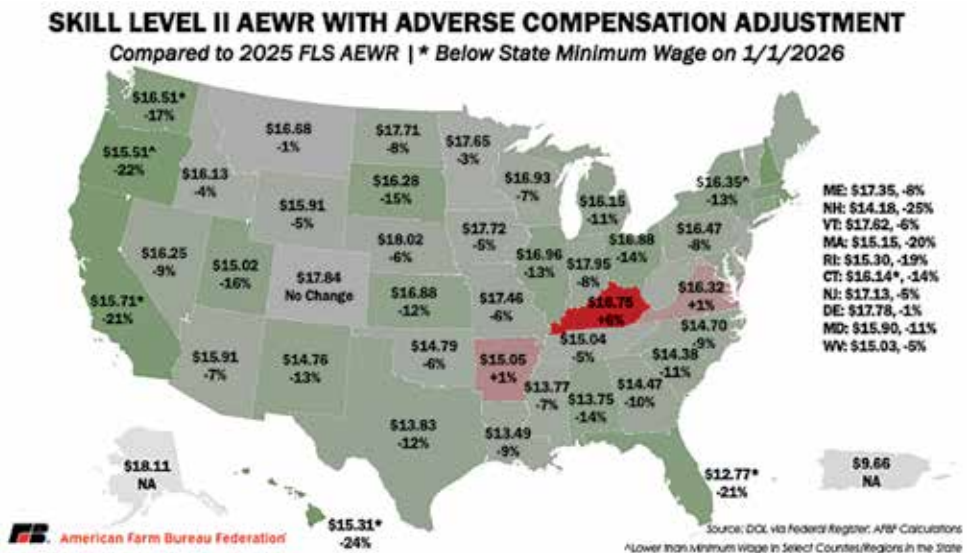
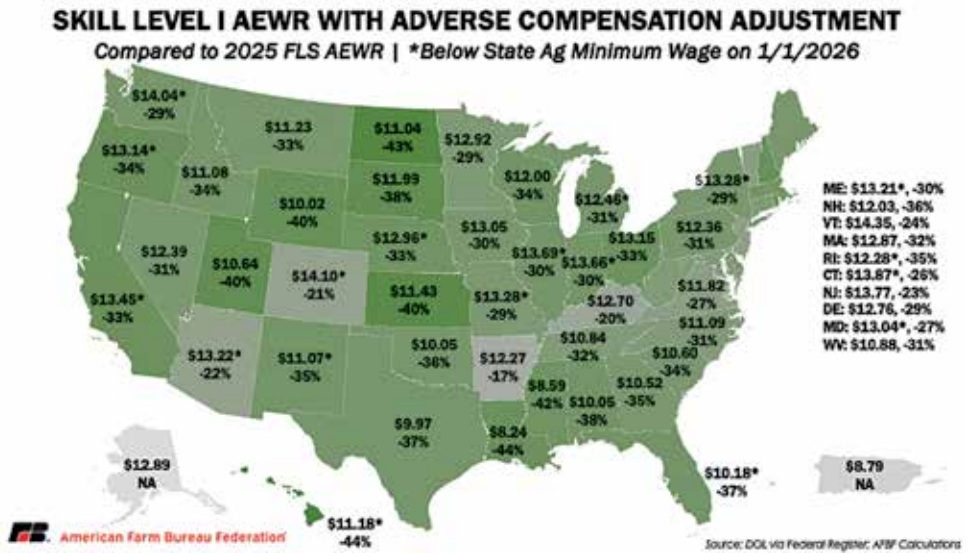
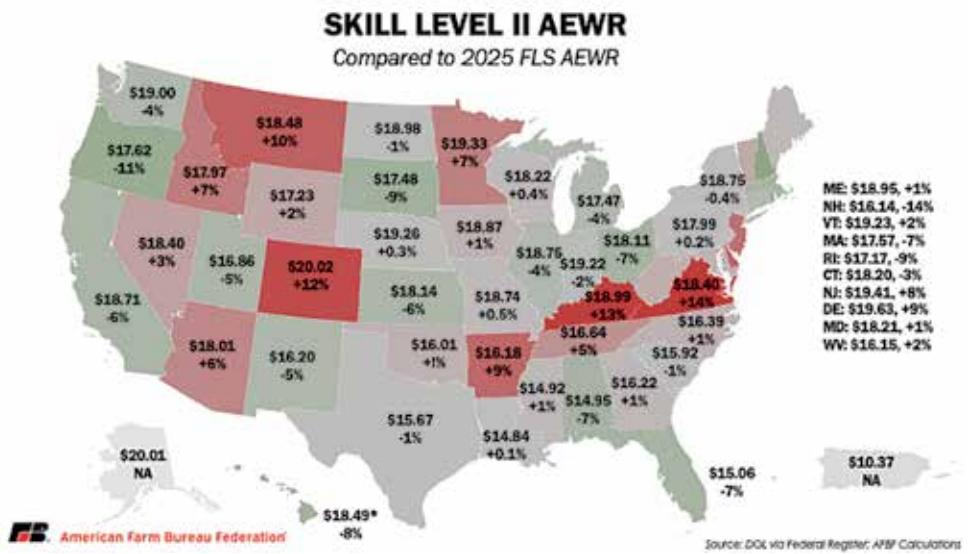
Adverse Compensation Adjustments

Since domestic farmworkers often pay for their own housing, the H-2A program requirement that farmers provide free housing to their H-2A workers is considered an adverse effect on domestic employment. Domestic workers who “are reasonably able to return to their permanent places of residence at the end of each workday” do not have to be provided free employer housing if they are employed in corresponding roles to H-2A workers. As such, H-2A workers generally retain more of their income compared to domestic workers who must spend additional income on living expenses, even if domestic workers earn the same hourly wage.

To account for this nonwage compensation afforded to H-2A guestworkers above domestic workers, the IFR establishes a state-level compensation deduction for H-2A workers. These deductions are based off the U.S. Department of Housing and Urban Development’s (HUD) 50th percentile rents for a four-bedroom housing unit, including utilities except telephone, television or internet. DOL categorizes these as “state average Fair Market Rents (FMRs),” but HUD’s website discloses that these are not FMRs as they are skewed by outlier rental rates in some areas.

The average occupancy of H-2A housing units was seven to eight workers for labor certifications processed from fiscal year 2020 to 2024. As such, the FMR is divided among eight individuals who are assumed to work 40 hours per week to come up with an hourly equivalent of fair housing rates. To ensure H-2A wages are not depressed beyond appropriate income shares for housing, the adverse compensation adjustment may not exceed 30% of the AEW.

The adverse compensation adjustments range from 71 cents and \$1.20 per hour in Puerto Rico and West Virginia, respectively, to \$3 in California and \$3.18 in Hawaii. No compensation adjustments currently surpass the 30% cap. These ad-



justments balance wage costs so that most states will see lower hourly costs than under the FLS, but three states still have a higher per-hour wage for Skill Level II roles than under previous rules: Arkansas, Kentucky and Virginia.

The adverse compensation adjustment would push the AEW below the

state minimum wage for nine states: Arizona, Colorado, Illinois, Indiana, Maine, Maryland, Michigan, Nebraska and New Mexico. This puts domestic and H-2A workers back at the same wage, despite the compensation disparities DOL says exists between the groups.

Mountain West Farm Bureau Mutual Insurance Company To Join Idaho Farm Bureau Insurance Holding Company

The Boards of Directors of Mountain West Farm Bureau Mutual Insurance Company and IFB Mutual Insurance Holding Company have approved a strategic transaction to merge Mountain West into IFB Mutual Insurance Holding Company, the parent company of Farm Bureau Insurance Company of Idaho.

This transaction strengthens the Farm Bureau family of companies, enhancing our competitive position, financial strength, and long-term stability. Upon completion of the merger, Mountain West will be converted into a stock insurance company wholly owned by IFB Mutual Insurance Holding Company. Mountain West will continue to do business under its current brand in the states it serves today.

The combined organization will support policyholders across five states—Idaho, Washington, Montana, Wyoming, and Colorado—serving more than 130,000 members with over \$800 million in annualized premium. Together, more than 450 employees and 250 local agents and their team members will continue serving Farm Bureau members and communities across this expanded geography.

“This merger positions us for long-term success, creating efficiencies and growth opportunities while reinforcing our strong capital position,” said Todd Argall, CEO of IFB Mutual Insurance Holding Company and Farm Bureau Insurance Company of Idaho. “Together, we are stronger, and better prepared to serve our members today

and into the future.”

“The Farm Bureau family of companies has a long history of strong partnerships,” said Jim Geesey, President and CEO of Mountain West Farm Bureau Mutual Insurance Company. “The close proximity of our geographies and the alignment of our missions and cultures make Idaho Farm Bureau a natural fit for us. This new partnership will continue to strengthen the brand across our territories, support the growth of both organizations, and have a positive impact on the communities we serve for generations to come.”

The merger process will take approximately four months and is subject to regulatory approval.

Both companies—each with more than 75 years of service to members—look forward to combining their strengths while maintaining their strong local roots and commitment to policyholders.

About Mountain West Farm Bureau Mutual Insurance Company

Mountain West Farm Bureau Mutual Insurance Company has been serving communities across the state of Wyoming since 1948. The company was founded by the Wyoming Farm Bureau Federation to provide insurance for the Ag producers in Wyoming and was headquartered in Laramie, Wyoming. In 1958, a partnership was born to do the same for the Ag community in Montana. In its more recent history, in

2011, the company expanded its footprint to include Colorado through a subsidiary company, 360 Insurance.

True to its roots, Mountain West continues to be the number one writer of farm and ranch insurance in the state of Wyoming, and in the top four within Montana.

Mountain West is proud to serve clients across Wyoming, Montana and Colorado through nearly 100 agents in the communities across the states. Leveraging decades of experience and a dedicated team of employees and field staff, to deliver personalized service to protect members and insureds when they need it most.

About IFB Mutual Insurance Holding Company IFB

IFB Mutual Insurance Holding Company is the parent of Farm Bureau Insurance Company of Idaho and its affiliate,

Western Community Insurance. Since 1947, Farm Bureau Insurance Company of Idaho has helped protect families, farms, and businesses. As its parent, IFB Mutual Insurance Holding Company supports that mission and builds long-term financial strength and operational excellence across all of its companies.

IFB Mutual Insurance Holding Company's operating affiliates—including Farm Bureau Insurance Company of Idaho—are recognized for performance, with Ward's Top 50 honors, an A (Excellent) Financial Strength Rating from AM Best, and top-five placements on the Best Places to Work in Idaho list. For more information, visit: www.idahofarmbureauinsurance.com and www.westerncommunityinsurance-company.com ■

National Women in Ag Study launches

FROM AFBF

A just-launched national Women in Agriculture Study is a comprehensive effort to capture women's voices from across all 50 states and Puerto Rico. The survey remains open through March 31 to gather insights from women working in production agriculture, agribusiness, education and advocacy, as well as from men and others in related fields who can offer perspectives on women's roles in agriculture.

The aim of the study is to better understand the experiences, leadership pathways and future needs of women in agriculture. This study will help identify what's working, where there are gaps, and how to strengthen engagement and support systems across agriculture. Optional follow-up interviews and focus groups will provide deeper exploration of leadership, mentorship, barriers and opportunities.

“More than a million women play vital roles in U.S. agriculture, accounting for 36% of our country's farmers,” said

American Farm Bureau Federation President Zippy Duvall. “We want to make sure we're clearing barriers and providing opportunities for them and understanding their perspectives is crucial. I encourage all women in agriculture and related fields to participate in this study, which will deepen understanding of their future needs.”

Findings will be shared at the AFBF-hosted International Year of the Woman Farmer ACE Summit in Washington, D.C., in June 2026. Results will inform leadership development, outreach strategies and systems that strengthen support for women in agriculture nationwide.

The survey is open to individuals age 18 and older who are involved in or connected to agriculture, forestry or life sciences, including related industries such as aquaculture, horticulture, beekeeping and more. This study is sponsored by the American Farm Bureau Women's Leadership Committee and is funded by CoBank and JBS. ■

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COLLEGIATE FARM BUREAU... From Page 1

Although the date for this year's race had to be adjusted, participation remained strong. "We had several participants this year in addition to two very generous donors, and we really appreciated them," Doud said.

Funds from the event will support the group's upcoming activities and travel expenses for students attending conferences. "We were just hoping to raise some money for our club so we can continue to do what we do and help our members learn more about agriculture," Doud said.

Beyond fundraising, Beene said the club's focus is on creating meaningful experiences for students. Their From the Table Friendsgiving, held in collaboration with other student organizations and the College of Agriculture and Natural Resources, is designed to bring students together for a shared meal and networking opportunity.

"It's a way for students who are involved in agriculture or other student organizations to meet and really form a community and a network around them," Beene said.

That sense of connection extends far beyond the university. The group will attend the Wyoming Farm Bureau Annual Meeting this November and plans to travel to both the American Farm Bureau Young Farmers and Ranchers Conference in Oregon and the Wyoming and Colorado YF&R Conference in Cheyenne. "We're really excited to be able to attend those," Beene said. "Some of our funds will be contributed toward that so we don't have to worry as much about finances."

For both students, involvement in Collegiate Farm Bureau has offered valuable lessons that complement their classroom education.

"One of my agriculture teachers told me very early on in my college career,



In addition to participants, UW Collegiate Farm Bureau had several donations in support of the club.
COURTESY PHOTO

'Don't let your school get in your way of your education,' and I still really hold true to that," Beene said. "Being involved gives you the chance to develop a network and get educated from people who are already industry experts. Forming those connections and friendships is something that's going to stay with me for the rest of my time in the agriculture industry."

Doud said her experience has been equally rewarding, especially as someone who came to agriculture later in life. "I didn't grow up in agriculture," she said. "I was only introduced to it when I was about 10 years old through 4-H. Coming to the University of Wyoming and being a member of Collegiate Farm Bureau has taught me some things about agriculture that school maybe could not."



Both Beene and Doud agreed that Collegiate Farm Bureau offers students a unique chance to dive deeper into subjects not always covered in class.

"In Collegiate Farm Bureau we learn about both the policy and insurance side of agriculture, but mainly focusing on the policy," Doud said. "That's something some ag students might not learn during their time at the university."

Doud added that joining student organizations also builds confidence and community. "It's a great way to meet people who are like-minded and have the same

passions and interests in the agriculture industry," Doud said. "You can learn from each other and bounce ideas off one another."

Beene echoed that sentiment, noting that involvement helps develop professional and personal skills that will last well beyond college. "A lot of my closest friends have been friends that I've developed from going to student organizations," she said. "Professional development experience is really important, especially when you're graduating and going into the industry. What better way to form those skills than by competing in discussion meets or going to conferences and learning how to talk to people who are already in the industry?"

Each fall, the club also participates in UW Giving Day, a 24-hour online fundraising event that supports student organizations. "Any donor can give any amount they want to—it can be as high as a couple thousand dollars or as low as just one dollar," Doud said. "Any funds are really appreciated, and we're always super blessed to have that fundraiser as well."

As the semester winds down, Beene said planning is already underway for the next year. "What we do have coming up next semester is going to be subject to the next officer team," she said. "We do make the 5K an annual event should the next officer team choose to. We know what it looks like now and have all the steps down, so that should be coming up next year as well."

For Beene and Doud, Collegiate Farm Bureau has been more than just a club. It's been a place to grow as leaders, connect with others who share their passion and build a foundation for future success.

"Farm Bureau gives us the tools to be advocates for agriculture," Doud said. "It's more than just a club—it's an opportunity to learn, grow and give back." ■



THE GRASSROOTS PROCESS STARTS WITH YOU!

How your Idea becomes a Farm Bureau Federation policy

STEP 1: You Have an Idea

- Speak up about a farming or ranching challenge or opportunity at your county meeting to start the process.
- Draft a clear resolution—include background, but focus on a concise "Be it resolved" clause

STEP 2: Advocate at the County Level

- Attend your county annual or resolutions meeting to present your resolution. *Some counties may have separate annual/resolutions meetings. Please contact your county president with questions.*
- County delegates vote, and if passed, your resolution moves to the district stage.

STEP 3: Advocate at the District Level

- Bring your resolution to the district meeting, where voting delegates vote on resolution.
- If approved, your resolution advances to the state annual meeting.

STEP 4: WE ARE HERE
Advocate at the State Level

- The resolutions committee and voting delegates will consider policy recommendations, and a majority vote adopts it as state policy.

STEP 5: Beyond the State Level

- If your resolution addresses a national issue, it will be forwarded to the AFBF.
- If approved by majority vote, it becomes official AFBF policy.
- Once adopted, FB staff work to turn your policy into real-world change—through legislation, partnerships and/or public outreach.

District Meetings

- Central: Sept. 17, Bar Nunn
- Northeast: Sept. 27, Newcastle
- Northwest: Oct. 4, Thermopolis
- Southwest: Oct. 6, Kemmerer
- Southeast: Oct. 9, Lusk



SADDLES TO SOLUTIONS

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ANNUAL MEETING... From Page 1

Thursday – Committees, Workshops and Trivia

The meeting opens Thursday morning with the standing committee chairs and vice chairs breakfast and a meeting of the board of directors. Registered participants must pre-register to attend the WyFB Foundation Coal Mine Tour at Caballo Mine. Members will gather in the Cam-Plex Energy Hall lobby at 8:30 a.m. to carpool for the tour, offering a firsthand look at one of Wyoming’s leading energy operations.

Following registration, the noon luncheon—sponsored by Mountain West Farm Bureau Mutual Insurance Company—will feature remarks from Stacia Berry, Director with the Office of State Lands and Investments, and presentation of the Mountain West Insurance Agent and Vice President Awards.

At 1:30 p.m., standing committees will convene to discuss resolutions, followed by a Marketing Workshop for County Presidents and County Information Chairs led by WyFB Marketing & Communications Director Callie Hanson. The session will focus on strategies to elevate county-level communication and community outreach.

The evening will feature a member social at The Railyard, sponsored by Farm Credit Services of America, followed by Taproom Trivia Night hosted by Andy Schwab of the Northern Ag Network. The social event provides a relaxed opportunity for members to connect and unwind before a full weekend of business and discussion.

Friday – Leadership, Reports and Recognition

Friday’s activities begin with the County Presidents and Vice Presidents Breakfast, featuring Austin Large, Senior Director of Membership and Organization Development with the American Farm Bureau Federation (AFBF). His presentation, “Understanding Generations to Beef Up Membership,” will explore the dynamics of engaging members across age groups and experiences.

2025 ANNUAL MEETING
SPEAKER SPOTLIGHT



Danny Munch
AFBF Economist
FRIDAY, NOV. 14
9:30 A.M.

Farm Bureau Advantage
and the Ag Economy:
Delivering Value
Through Turbulence



Austin Large
Senior Director
AFBF Membership &
Organization Development
FRIDAY, NOV. 14
1:30 P.M.

Growing the Grassroots



Charles &
Heather Maude
South Dakota Ranchers
SATURDAY, NOV. 15
8:00 A.M.

In Their Own Words

At 8:30 a.m., President Todd Fornstrom will call the general session to order. The session kicks off with addresses from President Fornstrom and Executive Vice President Kerin Clark. Jim Geesey, President and CEO of Mountain West Farm Bureau Mutual Insurance Company, will provide an insurance company update.

Following a quick break, we will welcome guest speaker Danny Munch, AFBF Economist, to present “Farm Bureau Advantage and the Ag Economy: Delivering Value Through Turbulence.”

The morning continues with official business, committee reports, and the seating of delegates, followed by the Farm Bureau Member Memorial Presentation honoring members who have passed away.

The noon luncheon, sponsored by ANB Bank and Powder River Energy, will include a live broadcast by Northern Ag Network and the opening of the WyFB

Foundation Silent Auction.

Following lunch, AFBF’s Austin Large will return to the stage with his presentation “Growing the Grassroots,” followed by an Ice Cream Social sponsored by Northeast District counties.

Friday evening will feature the annual awards banquet, sponsored by Dakota Access LLC, where outstanding members and counties will be recognized for their leadership and service.

The WyFB Foundation Live Auction, led by Andy Schwab, will follow, with proceeds benefiting the Foundation’s programs. The night will conclude with live music from Tris and Sam Munsick, sponsored by Northeast District counties.

Saturday – Veterans Tribute, Guest Speakers and Elections

Saturday’s session begins with a Veterans Day Recognition and a tribute per-

formed by Bayla and Bryndal Berger of Carbon County.

Following the tribute, Heather and Charles Maude, ranchers from South Dakota, will share “In Their Own Words,” recounting their experience with a boundary dispute involving the U.S. Forest Service. Their story highlights the importance of advocacy and property rights—core issues that unite Farm Bureau members across the West.

Delegates will then proceed to the election of officers, including President, Vice President, Director-at-Large, and an at-large YF&R Committee Representative. The format includes nominations from the floor, candidate remarks, and delegate voting.

The luncheon for registered attendees, sponsored by Goven’s Farm & Ranch Supply, will conclude the meeting, with time reserved for any final business before adjournment.

Foundation and YF&R Activities

The WyFB Foundation will host both silent and live auctions during the annual meeting, with proceeds supporting educational outreach. Members are encouraged to participate in bidding and fundraising activities throughout the event.

The Young Farmer & Rancher Committee will again host its “Harvest for All” fund. Monetary donations collected at the registration desk will benefit the Food Bank of Wyoming. The YF&R group will also sell playing card raffle chances during the meeting, with proceeds supporting the statewide hunger-relief campaign.

Riding Toward Solutions

The agenda is on page 9 and available at www.wyfb.org. Pre-registration has closed. Contact Brooke Settlemeyer at bsettlemeyer@wyfb.org or 307-721-7723 with questions.

From grassroots policy discussions to educational workshops and fellowship, this event will bring together Farm Bureau members from across the state to “saddle up” for another year of advocacy, leadership, and progress. ■

2025 Entertainment



Tris and Sam Munsick
Friday | Nov. 14 | 8:15 P.M.

WyFB Foundation Tour



Caballo Mines
Thursday | Nov. 13 | 8:30 A.M.



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Cam-Plex; Energy Hall Gillette, Wyoming

AGENDA:

Updates will be posted at wyfb.org (Events Tab)

WEDNESDAY, NOVEMBER 12

- 11:15 am** YF&R Committee Meeting – Gallery Room
- 12:15 pm** YF&R Committee Lunch – Gallery Room
- 3:00 pm** Board of Directors’ Executive Session – Breakout Room #2

THURSDAY, NOVEMBER 13

- 7:00 am** Standing Committee Chairs & Vice Chairs Breakfast
– Breakout Room #2
Breakfast buffet is provided.
- 8:00 am** Board of Directors’ Meeting – Gallery Room
- 9:00 am** WyFB Foundation Coal Mine Tour – Caballo Mine
 - Meet at Energy Hall Lobby in the Cam-Plex by 8:30 am to board the tour bus
- 11:00 am** Registration – Theater Entrance
- 12:00 pm** Noon Luncheon for Registered Attendees – Banquet Room
 - Sponsored by: Mountain West Farm Bureau Mutual Insurance Company
 - Presentation of Mountain West Farm Bureau Insurance Agent and Vice President Awards
 - ◆ Remarks by Director Stacia Berry, Office of State Lands & Investments
- 1:30 pm** Standing Committee Meetings
 - 1. General Issues: Toni Swartz, Chair – Green Room
 - 2. State Government Affairs: Tucker Hamilton, Vice Chair – Breakout Room #2
 - 3. Agricultural Tax: Bill Jennings, Chair – Breakout Room #3
 - 4. Natural & Environmental Resources: Leann Correll, Vice Chair – Gallery Room
 - Credentials and Nominating Committee meetings held after completion of the Standing Committee meetings
- 4:00 pm** Marketing Workshop for County Leaders – Breakout Room #2
 - Callie Hanson, WyFB Marketing & Communications Director
- 6:00 pm** Social – The Railyard (113 S Gillette Ave Gillette, WY 82716)
 - Sponsored by: Sponsored by: Farm Credit Services of America
 - Members only
 - Light Hors d’oeuvres served
- 7:00 pm** Taproom Trivia Night – The Railyard (113 S Gillette Ave Gillette, WY 82716)
 - Trivia presented by Andy Schwab, Northern Ag Network
 - Open to the public

FRIDAY, NOVEMBER 14

- 6:45 am** County Presidents & Vice Presidents Breakfast Meeting – Breakout Room #2 Breakfast buffet provided
 - Sponsored by: Dakota Access LLC
 - Guest Speaker: Austin Large, Senior Director, Membership & Organization Development, American Farm Bureau Federation “Understanding Generations to Beef Up Membership”
- 7:00 am** Breakfast – Theater Hallway
 - Breakfast burritos will be provided to the first 40 members. Complimentary breakfast is also provided for attendees staying at Arbuckle & Home2Suites

- 8:30 am** General Session with President Todd Fornstrom Presiding – General Session Room
 - Delegates assemble by county
 - Invocation and Pledge of Allegiance: Hannah Guild, WyFB YF&R Vice Chair
 - National Anthem: Stacy Berger & Family (Carbon County Ranch & Farm Bureau Federation)
 - Welcome: Raenell Taylor, Northeast District Director
 - Introduction of President
 - President’s Address: Todd Fornstrom, WyFB President
 - Executive Vice President’s Report: Kerin Clark, WyFB Executive Vice President
 - Insurance Company Report: Jim Geesey, President and CEO, Mountain West Farm Bureau Mutual Insurance Company
- 9:30 am** General Session cont.
Guest Speaker: Danny Munch, Economist, American Farm Bureau Federation
“Farm Bureau Advantage and the Ag Economy: Delivering Value Through Turbulence”
- 10:15 am** Morning Break – Theater Hallway
 - Sponsored by: Brandi Hudson DVM- Lazy H Animal Services LLC & Wyoming Livestock Roundup
- 10:45 am** General Session cont.
 - Appointment of Parliamentarian by President Fornstrom
 - Credentials Committee Report Presented by Committee Chair
 - Official Seating of the Delegates
 - Approval of Agenda
 - Election of Election Chairperson and (3) Election Clerks – Kristi Ellis
 - Explanation of Voting Methods on Resolutions and Revisions – President Fornstrom
 - Preliminary Nominating Committee Report and List of Candidates by Committee Chair
 - WyFB Strategic Planning Committee Report
- 11:45 am** Farm Bureau Member Memorial Presentation
- 12:00 pm** Noon Luncheon – Banquet Room
 - Sponsored by: ANB Bank & Powder River Energy
 - ◆ Northern Ag Live Broadcast
 - WyFB Foundation Silent Auction will be open during lunch
- 1:30 pm** General Session cont.
 - Guest Speaker: Austin Large, Senior Director, Membership & Organization Development, American Farm Bureau Federation “Growing the Grassroots”
- 2:15 pm** Ice Cream Social – Theater Hallway
 - Sponsored by: Northeast District Counties
- 2:45 pm** General Session cont.
- 5:00 pm** General Session Recesses for the evening
- 5:15 pm** Cash Bar Opens – Banquet Room
 - WyFB Foundation Silent Auction Reopens
- 6:30 pm** Dinner & Award Presentations for Registered Attendees – Banquet Area
 - WyFB Foundation Silent Auction Closes Prior to Awards
- 7:45 pm** WyFB Foundation Live Auction: Andy Schwab, Auctioneer
- 8:15 pm** Music by Tris & Sam Munsick
 - Sponsored by: Northeast District Counties

SATURDAY, NOVEMBER 15

- 8:00 am** General Session Reconvenes – General Session Room
 - Veterans Day Recognition
 - A Tribute to Veterans, Bayla & Bryndal Berger (Carbon County Ranch & Farm Bureau Federation)
 - Credentials Committee Report
 - YF&R Report
 - Guest Speaker: Heather and Charles Maude “In Their Own Words”
 - Final Credentials Committee Report by Chair to Determine Voting Ballot Numbers
 - Final Nominating Committee Report by Chair
 - Election of Officers, Election Chair presiding
 - ELECTION FORMAT – Repeated for the offices of President; Vice President; Director-at-Large; and YF&R Committee Representative-at-Large
 - Nominations from the Floor
 - Candidates Address Delegates
 - Election of Officers
 - Approval of Format for Resolutions at 2026 Annual Meeting
- 11:00 am** Luncheon for Registered Attendees – Banquet Room
 - Sponsored by: Goven’s Farm & Ranch Supply
- 12:00 pm** General Session Reconvenes (if necessary)
- Adjourn** Thank you for attending!



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FARM LABOR WAGE... From Page 5

Even at the higher Skill Level II wages, seven states have AEWRs below the state minimum wage with the compensation adjustment (California, Connecticut, Florida, Hawaii, New York, Oregon and Washington), eradicating the efforts to allow higher compensation for higher skilled employees and level the payroll costs, and living expenses, of H-2A and domestic workers.

Employers may only deduct this adverse compensation adjustment from H-2A worker wages, not corresponding domestic workers, even if domestic workers live in employer-provided housing. All considered, domestic workers will receive the state minimum wage instead of the AEWR by Jan. 1, 2026, in six states (California, Connecticut, Florida, Hawaii, Rhode Island and Washington), and in two additional states, Oregon and New York, where it will apply only in more urban areas.

Disaggregated Wages Remain

Despite the recent litigation outcome on the 2023 disaggregation rule, the IFR does not eradicate the potential for wage determinations in additional SOCs. Instead, it implements a primary job duties test. If a worker performs duties reasonably expected to be performed under the five farmworker SOCs – which will be determined by standards in the Occupational Information Network (O*NET) system – for over 50% of their workdays, they will be assigned the combined field and livestock worker wage. However, if they perform duties outside of these expectations for a majority of their contracted time, DOL and state workforce agencies (SWA) may still certify a job order with wages based on nonfarm jobs.

Use of O*NET should allow greater flexibility in job duties classified under the combined field and livestock worker wage. The system contains greater variability in tasks considered reasonable agricultural work, including those tasks that may be less regularly performed that were previously considered “nonagricultural”, like driving a van of farmworkers. The rule commits that SWA and DOL will attempt to assign one agricultural SOC code to job orders whenever possible, using the extended job duties included in O*NET.

Impact to Employers

DOL estimates that the new rule will save farmers an average of \$2.4 billion per year over the next 10 years, allowing farmers to reinvest in their farm, including in new equipment, technologies and employee housing. However, when accounting for state minimum wages that will now be effective in the H-2A program and corresponding employees who will see wage increases, this benefit is likely overstated.

Farmers and ranchers have long called for reform to the H-2A program, particularly the wage setting methods and nonwage costs of the program, and pieces of this rule begin to recognize and take steps to modernize the AEWR system. While any existing job contracts must continue paying the wages on their job orders – except in the few states where this rule increases wages – any H-2A certification applications submitted on or after Oct. 2 will immediately see relief for most workers. As growers nationwide grapple with rising production costs, low prices and trade disparities – especially in the fruit and vegetable industries – access to a stable, affordable workforce is critical to keeping affordable food on American families’ tables. ■



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New Members

ALBANY

Kristy & Greg Schabron, Laramie; Bryce Sinner, Laramie; Tyler Mitchell, Laramie; Jonnie Jenkins, Laramie; Rebecca Wambeke, Laramie; Gary Fleener, Laramie; Suzanne & Dennis Tschacher, Laramie; Charlene & Eddie Hayes, Laramie; Carolyn & Andrew Smith, Laramie; Debra Matthew, Laramie; Frederick Hisaw, Laramie; Pam Richardson, Laramie; Karlie McDonald, Laramie; Larry Gossman, Laramie; Marguerite Schaefer, Laramie; Patricia Russell, Laramie; Desdamona & Aaron Midgett, Laramie

BIG HORN

Ana Tharp, Basin; Diane & Gerald D Bublitz (REG), Deaver; Fred Mather, Worland; Steve Watkins (REG), Greybull; Michael Julson/Eagle Pest Control, Basin; Sean Patrick, Greybull; Wendy & Ross Henderson , Greybull

CAMPBELL

Grace & Travis Torres, Casper; Shane & Lindsey Zwirn, Gillette; Nichole Taylor, Gillette; Luke & Lauren Kuenzel, Moorcroft; Jeffrey Robinson/Robinson Grinding and Profiling LLC (REG), Gillette; Shelly & Steven Crow, Gillette; Jack & Pam Bailey (REG), Gillette; Terri & Arthur Bell (REG), Recluse; Kaitlin & Marcus Murschel, Gillette; Wanda & Randal Materi, Weston; Debra Shaffer, Moorcroft; Michele & Bob Jones, Gillette; Justin Dooley, Wright; Robert Tarver (REG), Gillette; Glenn Barlow/Barlow Livestock (REG), Gillette; Darci & Marty Edwards, Gillette; Steven Conzelman (REG), Gillette; Nancy & Kip Farnum, Gillette; Larry Lane, Gillette

CARBON

Robert Espy, Rawlins; Rock Roop, Saratoga; Leslie & Patrick McIniskey, Encampment; Lynn Soderberg, Encampment; William Redmond, Elk Mountain; Holley & Steve Nicholson (REG), Rawlins; Mandi Smith, Rawlins; Ty Espy, Rawlins; Patricia Davis/PEDE and Associates , Encampment; Nathan Huntley, Rawlins; Susan & Warren Rhoads, Douglas

CONVERSE

Emily Skogen (REG), Douglas; James Hildebrand, Douglas; James Shillenn, Douglas; Robert Cornick, Douglas; Richard Sapp, Glenrock; Brenda & Ron Anderson, Glenrock; Steven Beck, Glenrock; Jessica & Tucker Baughman, Glenrock; Andie Kiger, Rolling Hills; Dee Ann Mortenson, Glenrock; Sonny Neumeyer, Glenrock; Chase Senger, Douglas

CROOK

Birch Negaard/Negaard Ranch Inc (REG), Sundance; Tess & Vance Steedley (REG), Sundance; Jace Matz (REG), Sundance; Alexandra Johnson, Sundance; Tess Policky (REG), Sundance; Tory King, Sundance; Daniel Brunson (REG), Aladdin

FREMONT

Mary Jane Martell, Lander; Patricia Hoopengartner (REG), Kinneer; Lynne Mcauliffe, Riverton; Debbie & Donald Payne, Riverton; Jerry & Elizabeth Philp (REG), Shoshoni; Patrick & Ashley Solan, Riverton; Carl Johnson, Lander; Clayton Rux (REG), Crowheart

GOSHEN

Ladonna & Craig Gueswel (REG), Jay Em; Gary Jones, Gillette; Tylon Werkele, Douglas; Donna & Joe Charron, Torrington; Cheryl & Chuck Swarm, Torrington; Sidney Castellaw, Torrington; Danny Matney (REG), Lusk; Denise & William Neu, Torrington; RBJ Farms LLC (REG), Lingle; leslie & Eldon Richard (REG), Billy Plank (REG), Lingle; Nathaniel Laible, Sheridan; Kasey Bangerter (REG), Lingle

HOT SPRINGS

Deborah Simon (REG), Thermopolis; Two B Land & Livestock Inc (REG), Ten Sleep; Jill Logan (REG), Thermopolis; Karen Schrock-Erwin, Thermopolis; Pam & Keith Kerr, Thermopolis; Anthony Barnett, Thermopolis; Charles Cooper, Thermopolis; Karel Wildman, Thermopolis; Angela & Justin Ritchey (REG), Thermopolis; Cathi & David Hart, THERMOPOLIS; Cindy & Ray Devries (REG), Thermopolis; Janet & Theodore H Ridenour, Thermopolis; Leidy Karns, Thermopolis; Carol Brough, Riverton

JOHNSON

Misty Ballek, Clearmont; Morgan & Robert Leighton, Buffalo; Tracy & Ted Skovgard, Buffalo; Fred Janssen, Buffalo; Julie & Larry Bagby, Sheridan; Mikeq Vennie (REG), Buffalo; Becky Wilkerson, Casper; Stephen Garcia, Buffalo; Doogie & Andrew Wilson (REG), Buffalo; Tristan Coltrane, Buffalo; Mary Brown, Kaycee; Rita Long (REG), Buffalo; Stanley Iverson, Buffalo; David & Theresa Bonnet Nelson, Sheridan; Martin Delaney, Buffalo; Esponda Ranch (REG), Buffalo; Pass Creek Land & Cattle Llc (REG), Buffalo; Annalea & Cleve Redding, Buffalo; Clayton Borgialli, Buffalo

LARAMIE

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LINCOLN

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Kemmerer; Marlin Batista, Kemmerer; Toni Bates, Kemmerer; Johan Hansen, Thayne; Mike Sanchez, Afton; Michelle Truchot, Afton; Noel & Bart Jernigan, Kemmerer; Laura & Robert Simpson, Evanston; Tina Kruckenberg (REG), Kemmerer; Dru Jensen, Afton

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Hageman addresses energy, agriculture, and land policy at Campbell County Farm Bureau meeting

BY CALLIE HANSON

U.S. Representative Harriet Hageman met with Campbell County Farm Bureau members on Sept. 23 to provide updates on federal policy affecting Wyoming's agriculture, energy and rural communities.

Hageman emphasized the region's importance to the state and national economy, noting that Campbell County continues to play a central role in energy production. She reiterated her long-standing support for traditional energy industries and said Wyoming remains well-positioned to meet growing demand.

"Coal continues to be critical to America's energy future," she said, adding that recent federal action has reduced royalty rates for producers. Royalty rates for oil and gas were returned to 12.5 percent, while coal royalties were lowered to 7 percent, changes she said would directly benefit Wyoming companies.

Hageman also reviewed provisions included in recent federal legislation, known as the "Working Families Tax Cut Act" or "One Big Beautiful Bill." The package included multiple components aimed at supporting energy, agriculture and rural infrastructure. Measures highlighted by Hageman included \$50 billion for rural hospitals, permanent extension of 2017 federal tax cuts, renewal of the Opportunity Zone program for rural in-



Rep. Harriet Hageman addresses members of the Campbell County Farm Bureau during their annual meeting. CALLIE HANSON PHOTO



Attendees of the meeting had the chance to visit with Rep. Hageman one on one including board members and local FFA members. CALLIE HANSON PHOTO

vestment, reauthorization of compensation for uranium miners, and additional funding for border enforcement.

She noted that Wyoming, as the least populated state, stands to receive a larger share of rural hospital funds per capita than other states. "Rural health care remains a top concern across the state, and this will help ensure continued access to services," she said.

The congresswoman also spoke about the ongoing discussion over electronic identification (EID) ear tags for livestock. She stated her opposition to a federal mandate requiring all cattle and bison to carry EID tags, describing it as an unnecessary and costly regulation. She noted that supply shortages already prevent many producers from obtaining tags, and said her office is working to ensure producers who make a good faith effort to comply will not face penalties.

"According to USDA, the tags alone would cost more than \$26 million annually," she said. "However, Congress is only appropriating \$15 million per year for the cost of tags and infrastructure."

Hageman also discussed land ownership concerns, referencing the growing number of foreign entities acquiring agricultural property in the United States. She said Congress has taken steps to increase oversight, including giving the U.S. Department of Agriculture a seat on the Committee on Foreign Investment in the United States for one year. A bill to make the position permanent has passed the House but has not yet been approved by the Senate.

She also addressed concerns about the Iron Bar Holdings corner crossing case, which could have implications for

landowners in Wyoming's checkerboard areas. Hageman said her office is exploring potential legislative solutions that could balance public access with private property rights, including land exchanges between private owners and federal agencies.

Several agriculture-specific provisions were included in the reconciliation bill, such as increased support for Price Loss Coverage and Agricultural Risk Coverage programs, expanded definitions for beginning farmers to extend eligibility for crop insurance benefits, and adjustments to disaster assistance programs. These programs now reimburse 100 percent of losses caused by federally protected species and 75 percent of weather or disease-related losses. The bill also permanently raised the federal estate tax exemption to \$15 million for individuals and \$30 million for couples.

Hageman said the legislation serves as a bridge while Congress continues to negotiate a new Farm Bill. "This measure was a step in the right direction," she said. "Work continues on Farm Bill 2.0, though it has not yet reached the floor for consideration."

She also highlighted constituent service efforts from her office, reporting that more than 3,000 Wyoming residents have received assistance since she took office. Those cases resulted in the return of more than \$8.5 million to citizens through recovered tax refunds, veterans' reimbursements and other benefits.

Hageman concluded by reflecting on Wyoming's agricultural heritage and the value of local engagement. "Family, community and working together remain at the heart of what makes Wyoming strong," she said. ■



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3rd annual Crook County Farm Bureau Federation goat roping

BY CASSIE PICKREL, CROOK COUNTY FARM BUREAU FEDERATION

The 3rd Annual Crook County Farm Bureau Federation Goat Roping was held September 20 at the Sundance County Fairgrounds, drawing 180 teams to compete in both Youth (ages 0–18) and Open divisions.

Organized by the Crook County Farm Bureau Federation Board of Directors, the event aimed to showcase the Federation’s mission while giving the community a night of family fun and friendly competition. The board uses the goat roping as a way to bring members and neighbors together while promoting and supporting local businesses that contribute to the event.

All Fired Up, a food truck owned and operated by Crook County Farm Bureau Federation members, served up delicious food options for hungry contestants and spectators alike.

Buckles were awarded to the champion header and heeler in each division, generously donated by Buffalo Livestock Marketing and Andrea Robinson Farm Bureau Insurance. Second- and third-place winners also took home prizes, including goat ropes donated by Crossfire Ranch Supply and caps promoting the Wyoming Farm Bureau Federation.

Entries opened at 5:30 p.m. with TM Productions, and the evening wrapped up with a “Short Go” round where the fastest teams vied for the championship titles.

What makes this roping special is its welcoming spirit—community members of all ages are invited to join in, whether they’re roping their hearts out or cheering from the stands. The Crook County Farm Bureau Federation Board plans to continue the event for years to come, keeping alive the fun, fellowship, and agricultural values the organization holds dear.



- WINNERS:**
- Youth Division-**
- 1st: Hartley Steele and Hallie Habeck
 - 2nd: McCoy Moore and Kayson Branby
 - 3rd: Claire Habeck and Hallie Habeck
- Open Division-**
- 1st: Josh Figge and Troy Dysart
 - 2nd: Tanner Lesch and Josh Flegge
 - 3rd: Vance Steedley and Jeral Nehl



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For more information, contact Lucy Pauley at 307-777-8788 or email lucy.pauley@wyo.gov.

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