

December 2011

Wage and Benefit Settlements in Construction 2011

The first year increase for wage and fringe benefits settlements negotiated in 2011 averaged \$0.73 or 1.7 percent. These figures are slightly lower than at this time last year when the 2010 settlements averaged \$0.80 or 1.7 percent. Two years ago, the 2009 negotiated adjustments were significantly higher, averaging \$1.23 or 2.8 percent. Other notable results for 2011:

- The size of increases was similar to last year, after declines in 2009 and 2010
- Contract terms continue to shorten with over two thirds of wage and fringe benefits settlements now for only one year
- For the first time in over five years, first year wage and fringe benefits settlements were lower than the CPI

For settlements negotiated in 2011, years two and three were slightly higher than those negotiated in 2010. More specifically, year two was 2.1 percent or \$1.16 in 2010 and 2.3 percent or \$1.29 in 2011. Year three was 2.7 percent or \$1.39 in 2010 and 2.7 percent or \$1.54 in 2011.

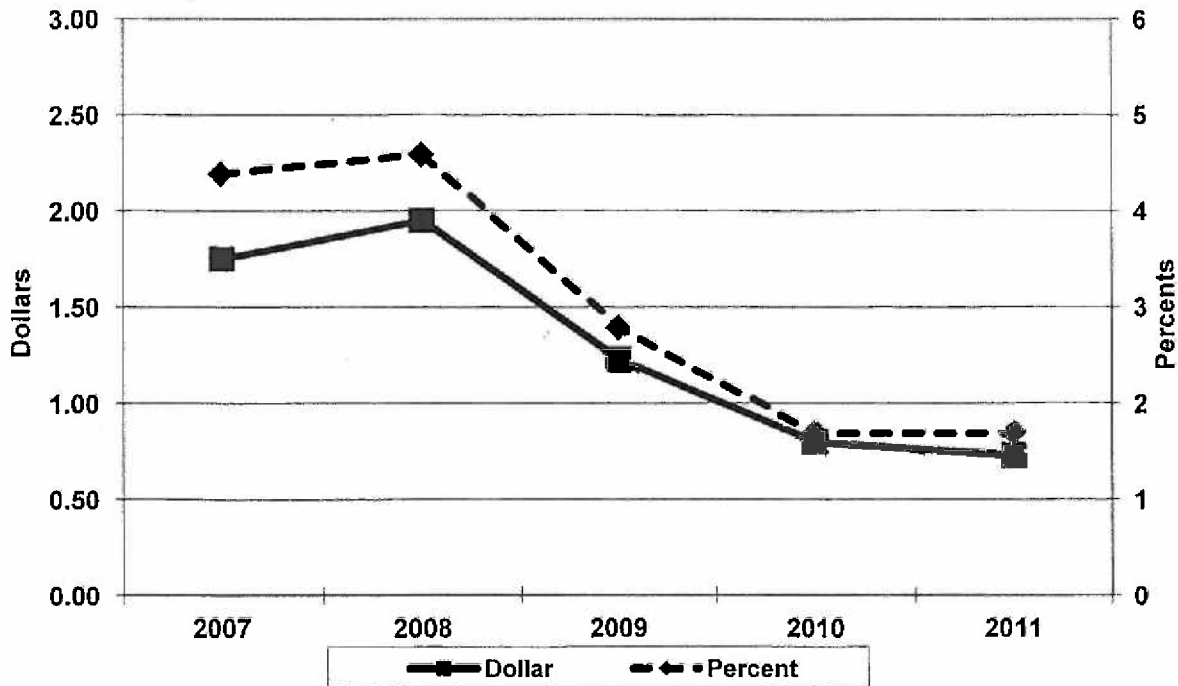
The plurality of first year settlements (24 percent) fell between 2.0 and 2.9 percent, followed closely by 22 percent in the 1.0 – 1.9 percent range. At the extremes of the range, 20 percent of the settlements were for no increase and 23 percent were for 3.0 or more percent, leaving 57 percent somewhere between no increase and a 3.0 percent increase.

Regional Variation

The largest number of settlements was in the East North Central region, which is typical. The lowest regional average increase was 0.8 percent in the South Central region. The highest regional average increase was in the Northwest region at 2.3 percent. However, this was relatively low considering it represents the largest increase for any region this year.

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Construction Settlements
First Year Increase in Wage Plus Benefit Rate
Dollars and Percents 2007 through 2011



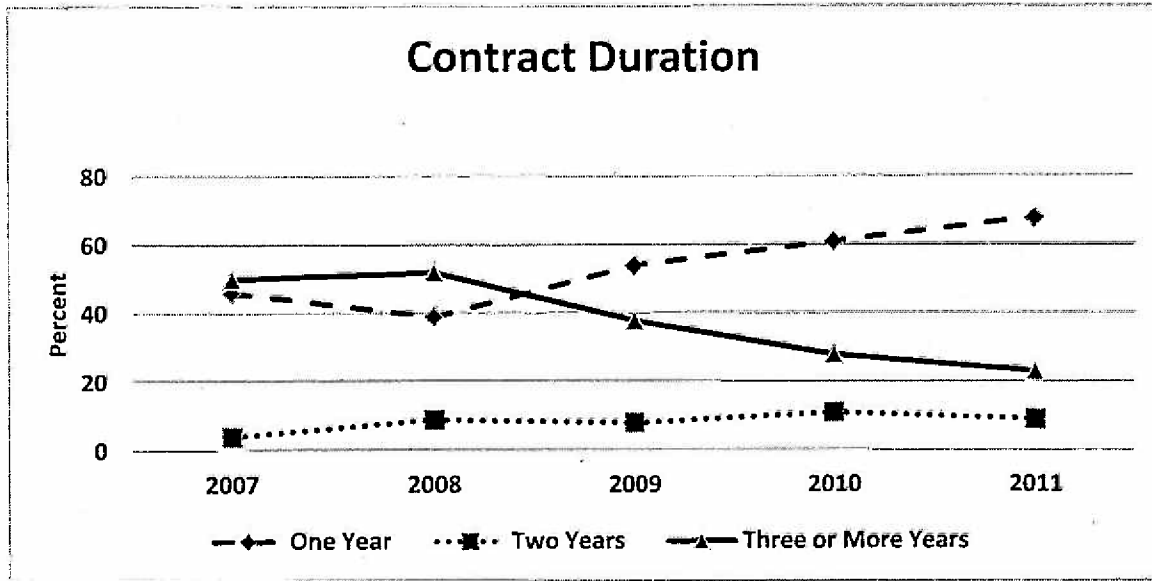
Craft Variation

Increases by craft ranged from a low of \$0.40 to a high of \$1.16. Other than these high and low extremes, nearly all other craft adjustments fell between \$0.50 and \$0.90. The range for increases looks less dispersed when viewed as a percent. The lowest average craft adjustment was 1.0 percent and the highest was 2.9 percent, for a modest range of 1.9 percent.

Benchmark Comparison

Construction employment was stable compared to last year at 5.7 million. This is much lower than in 2006, however, when construction employment peaked at 7.7 million.

The most recent CPI (November 2011) was 3.4 percent. Last year at this time it was 1.1 percent. Another useful benchmark reference point is the ECI (Employment Cost Index), which was developed as a more direct indication of actual changes in employers' labor costs. The most recent ECI (September 2011) is 1.6 percent and was 1.5 percent at the same time last year. Both the CPI and ECI indicators provide useful benchmark data to which negotiated settlements can be compared.



Multiple Year Contracts

As was the case last year, over half of the negotiated wage and fringe benefits settlements were for one year. In fact, 68 percent were for just one year in 2011. This means that once again, next year will be a heavy bargaining year due to fewer multiple year agreements. As recently as 2008, only 39 percent of the agreements were for one year.

Settlement Dollar Report by US (Summary)

U.S.TOTALS	Year	Settlement Dollar												Total	Average	Covered
		.59 or Less	.60	.80	1.00	1.20	1.40	1.60	1.80	2.00	2.19	2.20	Over			
	1	153	46	40	46	38	23	16	12	1	8			383	\$0.73	267,929
	2	29	17	14	19	12	6	10	9	5	2			124	\$1.29	100,460
	3	19	9	7	7	18	10	4	5	3	7			90	\$1.54	83,428

Settlement Percent Report by US (Summary)

U.S.TOTALS	Year	Settlement Percent												Total	Average	Covered
		0 or less	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	7.9	Over				
	1	76	44	85	91	68	11	1	2	1	4			383	1.7%	267,929
	2	1	10	43	40	28	2							124	2.3%	100,460
	3	1	5	25	32	25	2							90	2.7%	83,428

Wage and Benefit Settlements
United States, Selected Regions and States¹

	<u>Coverage</u>		<u>Average Increase²</u>			
	<u>Settlements</u>	<u>Workers</u>	<u>Dollar</u>		<u>Percent</u>	
			<u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>	<u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>
United States	383	267,929	\$0.73	\$1.29	1.7 %	2.3 %
			<u>Regions</u>			
Middle Atlantic	39	52,155	\$0.84	\$1.35	1.6 %	2.4 %
Pennsylvania	21	36,566	0.98	*	1.8	*
Southeast	101	54,479	0.55	*	1.8	*
Alabama	18	5,527	0.65	*	2.4	*
Kentucky	18	6,144	0.79	*	1.9	*
Tennessee	45	25,598	0.62	*	2.1	*
East North Central	173	97,532	0.77	1.25	1.7	2.2
Illinois	47	32,380	0.69	1.70	1.3	2.8
Indiana	26	16,833	1.07	*	2.7	*
Ohio	33	17,513	0.71	*	1.7	*
Wisconsin	25	10,119	0.42	*	1.0	*
West North Central	20	9,183	0.39	*	1.0	*
South Central	19	17,271	0.28	*	0.8	*

¹ Areas with a sufficient number of settlements to show a meaningful average.

² Weighted by number of workers covered.

* Too few agreements to show a meaningful average.

Settlement Dollar Report by Craft (Summary)

Craft	Year	.59 or	.60	.80	1.00	1.20	1.40	1.60	1.80	2.00	2.20	Total	Average	Covered
		Less	.79	.99	1.19	1.39	1.59	1.79	1.99	2.19	Over			
Bricklayers	1	19	2	2	1	2	4	1				31	\$0.51	9,263
Carpenters	1	19	4	4	1	5	1	4	1			39	\$0.76	48,179
Cement Masons	1	8	3	3	6	2	2	1	1			26	\$0.78	4,903
Crane Operators	1	7	3	1	2	1		4	1	1	2	22	\$1.03	19,829
Electricians	1	11	1	3	4	4	1	2				26	\$0.51	22,755
Ironworkers-Struct.	1	14	4	4	2	4	2		1			31	\$0.61	30,316
Laborers-Bldg.	1	19	4	8	7	6	2	1	1			48	\$0.68	48,543
Millwrights	1	3	4	3	2	4			1		3	20	\$1.16	4,263
Painters	1	10	5		3	1	2					21	\$0.40	13,737
Pipefitters/Plumbers	1	8	2	3	5	1	1	2	1		3	26	\$1.09	31,532
Sheet Metal Workers	1	14	9	4	2	1	1	1	2			34	\$0.53	20,270
	2	6	3	5	2	4		2	1	2		25	\$1.17	16,337
	3	4	3	2	4	2	1			1	2	19	\$1.41	11,748

Settlement Percent Report by Craft (Summary)

Year	0 or	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	Total	Average Covered	
	Less	.9	1.9	2.9	3.9	4.9	5.9	6.9	7.9			Over
Bricklayers	1	15	4	2	4	5	1			31	1.1	9,263
Carpenters	1	7	7	10	7	6		1		39	1.7	48,179
Cement Masons	1	8		3	9	6				26	1.8	4,903
Crane Operators	1	3	2	3	7	4		1	1	22	2.2	19,829
Electricians	1	4	2	9	5	5	1			26	1.1	22,755
Ironworkers-Struct.	1	4	7	10	6	3	1			31	1.2	30,316
Laborers-Bldg.	1	7	5	8	13	14	1			48	2.0	48,543
Millwrights	1	2	1	5	6	3			3	20	2.9	4,263
Painters	1	5	1	7	3	4	1			21	1.1	13,737
Pipefitters/Plumbers	1	2	5	6	6	2	5			26	2.1	31,532
Sheet Metal Workers	1	7	3	10	10	3	1			34	1.1	20,270
	2	1	2	9	10	3				25	2.0	16,337
	3	1	2	5	7	4				19	2.3	11,748

Settlement Dollar Report by Region (Totals)

Region	Year	Settlement Range										Total	Average	Covered	
		59 or Less	.60	.80	1.00	1.20	1.40	1.60	1.80	2.00	2.20				
Middle Atlantic															
	1	9	2	8	7	6	2	2	1		2	39	\$0.84	52,155	
	2	1	1	5	5	4		1	2	1	1	21	\$1.35	25,751	
Southeast															
	1	50	11	8	8	10	5	2	3		4	101	\$0.55	54,479	
East North Central															
	1	54	26	16	27	21	12	9	6	1	1	173	\$0.77	97,532	
	2	20	9	4	10	8	2	4	2	2		62	\$1.25	39,808	
	3	14	4	4		7	3			1	5	38	\$1.50	30,053	
West North Central															
	1	13	4	2	1							20	\$0.39	9,183	
South Central															
	1	14	1	2		1	1					19	\$0.28	17,271	

STATES and REGIONS

New England

Connecticut
 Maine
 Massachusetts
 New Hampshire
 Rhode Island
 Vermont

Middle Atlantic

District of Columbia
 Delaware
 Maryland
 New Jersey
 New York
 Pennsylvania

Southeast

Alabama
 Florida
 Georgia
 Kentucky
 Mississippi
 North Carolina
 South Carolina
 Tennessee
 Virginia

East North Central

Illinois
 Indiana
 Michigan
 Minnesota
 Ohio
 West Virginia
 Wisconsin

West North Central

Iowa
 Kansas
 Missouri
 Nebraska

South Central

Arkansas
 Louisiana
 New Mexico
 Oklahoma
 Texas

Mountain-Northern Plains

Colorado
 Montana
 North Dakota
 South Dakota
 Utah
 Wyoming

Southwest Pacific

Arizona
 California
 Hawaii
 Nevada

Northwest

Alaska
 Idaho
 Oregon
 Washington

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2011 SETTLEMENTS

Bricklayers

	Year 1	Year 2	Year 3	Year 4	\$	\$	%	%	%	
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
BIRMINGHAM, ALABAMA	\$31.13	\$31.38			\$0.25			0.8%	0.0%	
HUNTSVILLE, ALABAMA	\$31.13	\$31.38			\$0.25			0.8%	0.0%	
SAN DIEGO, CALIFORNIA	\$46.45	\$47.10	\$48.20	\$49.40	\$0.65	\$1.10	\$1.20	1.4%	2.3%	2.6%
SANTA BARBARA, CALIFORNIA	\$45.35	\$46.90	\$48.40	\$49.90	\$1.55	\$1.50	\$1.50	3.4%	3.2%	3.1%
VENTURA, CALIFORNIA	\$44.71	\$46.20	\$47.70	\$49.20	\$1.49	\$1.50	\$1.50	3.3%	3.2%	3.1%
ATLANTA, GEORGIA	\$26.99	\$27.24			\$0.25			0.9%	0.0%	
ROCK ISLAND, ILLINOIS	\$39.40	\$39.40	\$40.58		\$0.00	\$1.18		0.0%	3.0%	
ASHLAND, KENTUCKY	\$43.42	\$44.87			\$1.45			3.3%	0.0%	
LOUISVILLE, KENTUCKY	\$33.95	\$33.95			\$0.00			0.0%	0.0%	
PADUCAH, KENTUCKY	\$33.78	\$33.78			\$0.00			0.0%	0.0%	
SAGINAW, MICHIGAN	\$39.23	\$40.03			\$0.80			2.0%	0.0%	
TRAVERSE CITY, MICHIGAN	\$38.29	\$39.16			\$0.87			2.3%	0.0%	
ROCHESTER, MINNESOTA	\$45.48	\$45.48	\$46.73		\$0.00	\$1.25		0.0%	2.7%	
CANTON, OHIO	\$36.35	\$36.35			\$0.00			0.0%	0.0%	
PORTSMOUTH, OHIO	\$41.96	\$43.43			\$1.47			3.5%	0.0%	
YOUNGSTOWN, OHIO	\$39.53	\$40.66			\$1.13			2.9%	0.0%	
PHILADELPHIA, PENNSYLVANIA	\$54.23	\$55.53			\$1.30			2.4%	0.0%	
CHATTANOOGA, TENNESSEE	\$26.02	\$26.02			\$0.00			0.0%	0.0%	
KNOXVILLE, TENNESSEE	\$24.59	\$24.59			\$0.00			0.0%	0.0%	
MEMPHIS, TENNESSEE	\$26.89	\$27.00			\$0.11			0.4%	0.0%	
NASHVILLE, TENNESSEE	\$25.25	\$25.25			\$0.00			0.0%	0.0%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
EAU CLAIRE, WISCONS	\$46.69	\$46.69			\$0.00			0.0%	0.0%	
JANESVILLE, WISCONS	\$48.36	\$48.36			\$0.00			0.0%	0.0%	
KENOSHA, WISCONSIN	\$51.08	\$51.73			\$0.65			1.3%	0.0%	
LA. CROSSE, WISCONS	\$46.40	\$46.40			\$0.00			0.0%	0.0%	
MADISON, WISCONSIN	\$48.36	\$48.36			\$0.00			0.0%	0.0%	
SUPERIOR, WISCONS	\$49.64	\$49.64			\$0.00			0.0%	0.0%	
WAUSAU, WISCONSIN	\$46.69	\$46.69			\$0.00			0.0%	0.0%	
OSHKOSH, WISCONSIN	\$46.68	\$46.68			\$0.00			0.0%	0.0%	
CHARLESTON, WEST V	\$43.76	\$45.55			\$1.79			4.1%	0.0%	
WHEELING, WEST VIR	\$39.51	\$40.78	\$42.00	\$43.22	\$1.27	\$1.22	\$1.22	3.2%	3.0%	2.9%
Carpenters										
ANCHORAGE, ALASKA	\$53.42	\$55.07			\$1.65			3.1%	0.0%	
FAIRBANKS, ALASKA	\$53.12	\$55.07			\$1.95			3.7%	0.0%	
BIRMINGHAM, ALABAM	\$30.80	\$30.80			\$0.00			0.0%	0.0%	
HUNTSVILLE, ALABAM	\$27.25	\$28.95			\$1.70			6.2%	0.0%	
PHOENIX, ARIZONA	\$31.11	\$31.11			\$0.00			0.0%	0.0%	
HARTFORD, CONNECTI	\$48.31	\$49.40			\$1.09			2.3%	0.0%	
ORLANDO, FLORIDA	\$30.56	\$30.56			\$0.00			0.0%	0.0%	
TAMPA, FLORIDA	\$31.59	\$31.95			\$0.36			1.1%	0.0%	
ATLANTA, GEORGIA	\$29.98	\$29.98			\$0.00			0.0%	0.0%	
DES MOINES, IOWA	\$35.70	\$35.70			\$0.00			0.0%	0.0%	
ROCKFORD, ILLINOIS	\$53.09	\$53.94			\$0.85			1.6%	0.0%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$		\$		%	
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
INDIANAPOLIS, INDIAN	\$41.13	\$41.91	\$42.41	\$42.91	\$0.78	\$0.50	\$0.50	1.9%	1.2%	1.2%
MUNCIE, INDIANA	\$39.41	\$40.19	\$40.69	\$41.19	\$0.78	\$0.50	\$0.50	2.0%	1.2%	1.2%
TERRE HAUTE, INDIAN	\$39.62	\$40.40	\$40.90	\$41.40	\$0.78	\$0.50	\$0.50	2.0%	1.2%	1.2%
TRAVERSE CITY, MICH	\$33.28	\$34.60			\$1.32			4.0%	0.0%	
DULUTH, MINNESOTA	\$39.75	\$40.30	\$40.85	\$41.40	\$0.55	\$0.55	\$0.55	1.4%	1.4%	1.3%
ALBUQUERQUE, NEW	\$31.37	\$31.62			\$0.25			0.8%	0.0%	
SYRACUSE, NEW YOR	\$40.13	\$40.43	\$41.34	\$42.68	\$0.30	\$0.91	\$1.34	0.7%	2.3%	3.2%
UTICA, NEW YORK	\$36.89	\$37.05	\$37.88	\$39.11	\$0.16	\$0.83	\$1.23	0.4%	2.2%	3.2%
WATERTOWN, NEW Y	\$40.13	\$40.43	\$41.34	\$42.68	\$0.30	\$0.91	\$1.34	0.7%	2.3%	3.2%
OSWEGO, NEW YORK	\$40.11	\$40.43	\$41.34	\$42.68	\$0.32	\$0.91	\$1.34	0.8%	2.3%	3.2%
CINCINNATI, OH	\$35.17	\$35.38	\$35.63	\$35.88	\$0.21	\$0.25	\$0.25	0.6%	0.7%	0.7%
COLUMBUS, OHIO	\$34.99	\$35.59			\$0.60			1.7%	0.0%	
LIMA, OHIO	\$36.48	\$37.38			\$0.90			2.5%	0.0%	
MARIETTA, OHIO	\$39.78	\$40.31			\$0.53			1.3%	0.0%	
PORTSMOUTH, OHIO	\$42.14	\$42.69			\$0.55			1.3%	0.0%	
TOLEDO, OHIO	\$41.87	\$42.77			\$0.90			2.1%	0.0%	
PHILADELPHIA, PENNS	\$59.60	\$61.39			\$1.79			3.0%	0.0%	
PROVIDENCE, RHODE I	\$50.20	\$51.70	\$53.20		\$1.50	\$1.50		3.0%	2.9%	
CHATTANOOGA, TENN	\$26.45	\$26.95			\$0.50			1.9%	0.0%	
KNOXVILLE, TENNESS	\$26.92	\$26.92			\$0.00			0.0%	0.0%	
MEMPHIS, TENNESSEE	\$29.02	\$29.91			\$0.89			3.1%	0.0%	
NASHVILLE, TENNESS	\$29.10	\$30.79			\$1.69			5.8%	0.0%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
DALLAS, TEXAS	\$24.87	\$25.07			\$0.20			0.8%	0.0%	0.0%
HOUSTON, TEXAS	\$27.71	\$27.71			\$0.00			0.0%	0.0%	0.0%
APPLETON, WISCONSIN	\$43.86	\$45.11			\$1.25			2.8%	0.0%	0.0%
JANESVILLE, WISCONSIN	\$43.86	\$45.11			\$1.25			2.8%	0.0%	0.0%
MADISON, WISCONSIN	\$43.86	\$45.11			\$1.25			2.8%	0.0%	0.0%
CHARLESTON, WEST V	\$42.15	\$43.45			\$1.30			3.1%	0.0%	0.0%
Cement Masons										
HUNTSVILLE, ALABAMA	\$27.29	\$28.29			\$1.00			3.7%	0.0%	0.0%
DES MOINES, IOWA	\$34.95	\$34.95			\$0.00			0.0%	0.0%	0.0%
CHAMPAIGN, ILLINOIS	\$43.26	\$44.01	\$44.76		\$0.75	\$0.75		1.7%	1.7%	0.0%
JOLIET, ILLINOIS	\$61.88	\$63.43			\$1.55			2.5%	0.0%	0.0%
ROCKFORD, ILLINOIS	\$49.00	\$50.92			\$1.92			3.9%	0.0%	0.0%
SPRINGFIELD, ILLINOIS	\$41.80	\$42.80			\$1.00			2.4%	0.0%	0.0%
DU PAGE CTY, ILLINOIS	\$61.65	\$63.30			\$1.65			2.7%	0.0%	0.0%
LOUISVILLE, KENTUCKY	\$29.00	\$30.00			\$1.00			3.4%	0.0%	0.0%
SAGINAW, MICHIGAN	\$36.82	\$37.52			\$0.70			1.9%	0.0%	0.0%
TRAVERSE CITY, MICHIGAN	\$35.01	\$35.77			\$0.76			2.2%	0.0%	0.0%
SYRACUSE, NEW YORK	\$38.75	\$39.90	\$41.05		\$1.15	\$1.15		3.0%	2.9%	0.0%
AKRON, OHIO	\$39.59	\$40.59			\$1.00			2.5%	0.0%	0.0%
CLEVELAND, OHIO	\$42.55	\$43.51	\$44.11		\$0.96	\$0.60		2.3%	1.4%	0.0%
DAYTON, OHIO	\$34.83	\$34.83			\$0.00			0.0%	0.0%	0.0%
PORTSMOUTH, OHIO	\$42.68	\$44.15			\$1.47			3.4%	0.0%	0.0%

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4	
TOLEDO, OHIO	\$42.94	\$42.94			\$0.00			0.0%	0.0%		0.0%
YOUNGSTOWN, OHIO	\$39.91	\$40.86	\$41.86		\$0.95	\$1.00		2.4%	2.4%		2.4%
PHILADELPHIA, PENNS	\$56.96	\$57.96			\$1.00			1.8%	0.0%		0.0%
PITTSBURGH, PENNSY	\$39.23	\$40.11			\$0.88			2.2%	0.0%		0.0%
CHATTANOOGA, TENN	\$27.82	\$27.82			\$0.00			0.0%	0.0%		0.0%
KNOXVILLE, TENNESS	\$27.82	\$27.82			\$0.00			0.0%	0.0%		0.0%
NASHVILLE, TENNESS	\$26.65	\$26.65			\$0.00			0.0%	0.0%		0.0%
HOUSTON, TEXAS	\$27.37	\$27.37			\$0.00			0.0%	0.0%		0.0%
MADISON, WISCONSIN	\$46.76	\$46.76			\$0.00			0.0%	0.0%		0.0%
CHARLESTON, WEST V	\$40.59	\$41.88			\$1.29			3.2%	0.0%		0.0%
PARKERSBURG, WEST	\$36.54	\$37.84			\$1.30			3.6%	0.0%		0.0%
Crane Operators											
HUNTSVILLE, ALABAM	\$29.18	\$30.98			\$1.80			6.2%	0.0%		0.0%
BRIDGEPORT, CONNE	\$51.15	\$51.95	\$52.40		\$0.80	\$0.45	\$0.55	1.6%	0.9%	1.0%	1.0%
TAMPA, FLORIDA	\$38.11	\$38.11			\$0.00			0.0%	0.0%		0.0%
ATLANTA, GEORGIA	\$35.83	\$36.33			\$0.50			1.4%	0.0%		0.0%
DES MOINES, IOWA	\$36.57	\$36.82			\$0.25			0.7%	0.0%		0.0%
ROCKFORD, ILLINOIS	\$64.55	\$66.55			\$2.00			3.1%	0.0%		0.0%
FT. WAYNE, INDIANA	\$41.78	\$42.93	\$44.13		\$1.15	\$1.20		2.8%	2.8%		2.8%
GARY, INDIANA	\$59.35	\$60.95	\$62.90		\$1.60	\$1.95	\$2.25	2.7%	3.2%	3.6%	3.6%
INDIANAPOLIS, INDIAN	\$42.80	\$44.40			\$1.60			3.7%	0.0%		0.0%
LAFAYETTE, INDIANA	\$40.66	\$43.91			\$3.25			8.0%	0.0%		0.0%

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	\$	%	%	%	%	
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
SOUTH BEND, INDIANA	\$43.85	\$45.45	\$47.40	\$49.65	\$1.60	\$1.95	\$2.25	3.6%	4.3%	4.7%	3.6%	4.3%	4.7%
TERRE HAUTE, INDIAN	\$42.25	\$43.35		\$1.10				2.6%	0.0%		2.6%	0.0%	
SPRINGFIELD, MISSOU	\$34.44	\$34.94	\$35.69	\$36.44	\$0.50	\$0.75	\$0.75	1.5%	2.1%	2.1%	1.5%	2.1%	2.1%
PHILADELPHIA, PENNS	\$61.01	\$62.36	\$63.70	\$65.04	\$1.35	\$1.34	\$1.34	2.2%	2.1%	2.1%	2.2%	2.1%	2.1%
CHATTANOOGA, TENN	\$32.41	\$33.13		\$0.72				2.2%	0.0%		2.2%	0.0%	
KNOXVILLE, TENNESS	\$32.41	\$33.13		\$0.72				2.2%	0.0%		2.2%	0.0%	
MEMPHIS, TENNESSEE	\$32.37	\$36.62		\$4.25				13.1%	0.0%		13.1%	0.0%	
NASHVILLE, TENNESS	\$32.37	\$32.62		\$0.25				0.8%	0.0%		0.8%	0.0%	
DALLAS, TEXAS	\$34.22	\$34.97		\$0.75				2.2%	0.0%		2.2%	0.0%	
HOUSTON, TEXAS	\$27.00	\$27.00		\$0.00				0.0%	0.0%		0.0%	0.0%	
MADISON, WISCONSIN	\$51.67	\$51.67		\$0.00				0.0%	0.0%		0.0%	0.0%	
CHARLESTON, WEST V	\$46.71	\$48.46		\$1.75				3.7%	0.0%		3.7%	0.0%	
Ironworkers-Struct.													
HUNTSVILLE, ALABAM	\$32.72	\$34.11		\$1.39				4.2%	0.0%		4.2%	0.0%	
SHEFFIELD, ALABAMA	\$31.72	\$31.97		\$0.25				0.8%	0.0%		0.8%	0.0%	
SAN FRANCISCO, CALI	\$56.39	\$57.01	\$58.11	\$60.11	\$0.62	\$1.10	\$2.00	1.1%	1.9%	3.4%	1.1%	1.9%	3.4%
TAMPA, FLORIDA	\$37.09	\$37.09		\$0.00				0.0%	0.0%		0.0%	0.0%	
ATLANTA, GEORGIA	\$33.74	\$33.74		\$0.00				0.0%	0.0%		0.0%	0.0%	
DES MOINES, IOWA	\$38.07	\$38.90		\$0.83				2.2%	0.0%		2.2%	0.0%	
CHAMPAIGN, ILLINOIS	\$45.47	\$46.32		\$0.85				1.9%	0.0%		1.9%	0.0%	
SOUTHWEST, ILLINOIS	\$48.80	\$50.70		\$1.90				3.9%	0.0%		3.9%	0.0%	
ROCKFORD, ILLINOIS	\$57.38	\$58.12		\$0.74				1.3%	0.0%		1.3%	0.0%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
SPRINGFIELD, ILLINOIS	\$46.32	\$47.47			\$1.15			2.5%	0.0%	0.0%
FT. WAYNE, INDIANA	\$41.82	\$42.29			\$0.47			1.1%	0.0%	0.0%
INDIANAPOLIS, INDIAN	\$44.40	\$45.63			\$1.23			2.8%	0.0%	0.0%
SOUTH BEND, INDIANA	\$43.24	\$43.91			\$0.67			1.5%	0.0%	0.0%
PADUCAH, KENTUCKY	\$39.26	\$40.83			\$1.57			4.0%	0.0%	0.0%
BOSTON, MASSACHUS	\$61.15	\$62.14			\$0.99			1.6%	0.0%	0.0%
TRENTON, NEW JERSE	\$64.56	\$66.10			\$1.54			2.4%	0.0%	0.0%
ALBUQUERQUE, NEW	\$36.47	\$36.47			\$0.00			0.0%	0.0%	0.0%
LAS VEGAS, NEVADA	\$55.99	\$56.39			\$0.40			0.7%	0.0%	0.0%
CINCINNATI, OH	\$42.78	\$42.98			\$0.20			0.5%	0.0%	0.0%
TOLEDO, OHIO	\$46.03	\$46.63			\$0.60			1.3%	0.0%	0.0%
YOUNGSTOWN, OHIO	\$44.62	\$45.45	\$46.64		\$0.83	\$1.19		1.9%	2.6%	2.6%
PHILADELPHIA, PENNS	\$70.35	\$70.89			\$0.54			0.8%	0.0%	0.0%
CHATTANOOGA, TENN	\$31.29	\$31.66			\$0.37			1.2%	0.0%	0.0%
KNOXVILLE, TENNESS	\$31.25	\$31.50			\$0.25			0.8%	0.0%	0.0%
MEMPHIS, TENNESSEE	\$31.77	\$32.27			\$0.50			1.6%	0.0%	0.0%
NASHVILLE, TENNESS	\$31.82	\$32.07			\$0.25			0.8%	0.0%	0.0%
HOUSTON, TEXAS	\$27.69	\$27.69			\$0.00			0.0%	0.0%	0.0%
ROANOKE, VIRGINIA	\$34.03	\$35.24			\$1.21			3.6%	0.0%	0.0%
MADISON, WISCONSIN	\$49.61	\$49.61			\$0.00			0.0%	0.0%	0.0%
CHARLESTON, WEST V	\$45.57	\$46.87			\$1.30			2.9%	0.0%	0.0%
WHEELING, WEST VIR	\$44.00	\$45.10	\$46.20		\$1.10	\$1.10		2.5%	2.4%	2.4%

2011 SETTLEMENTS

Labors-Bldg.	Year 1	Year 2	Year 3	Year 4	\$		%	
					Diff 1-2	Diff 2-3	Diff 1-2	Diff 2-3
BIRMINGHAM, ALABAM	\$22.18	\$22.83			\$0.65		2.9%	0.0%
HUNTSVILLE, ALABAM	\$20.21	\$21.13			\$0.92		4.6%	0.0%
ATLANTA, GEORGIA	\$19.07	\$19.52			\$0.45		2.4%	0.0%
DES MOINES, IOWA	\$31.32	\$31.32			\$0.00		0.0%	0.0%
BLOOMINGTON, ILLINO	\$42.26	\$43.61	\$45.01	\$46.26	\$1.35	\$1.40	3.2%	3.2%
SOUTHWEST, ILLINOIS	\$42.92	\$44.62			\$1.70		4.0%	0.0%
PEORIA, ILLINOIS	\$42.96	\$44.51	\$45.86	\$47.16	\$1.55	\$1.35	3.6%	3.0%
ELGIN, ILLINOIS	\$54.47	\$56.27			\$1.80		3.3%	0.0%
WOOD RIVER, ILLINOIS	\$43.34	\$44.62			\$1.28		3.0%	0.0%
O'FALLON, ILLINOIS	\$43.34	\$44.20			\$0.86		2.0%	0.0%
ALTON, ILLINOIS	\$43.34	\$44.62			\$1.28		3.0%	0.0%
GRANITE CITY, ILLINOI	\$43.34	\$44.62			\$1.28		3.0%	0.0%
FT. WAYNE, INDIANA	\$28.28	\$29.38			\$1.10		3.9%	0.0%
GARY, INDIANA	\$47.18	\$48.18			\$1.00		2.1%	0.0%
INDIANAPOLIS, INDIAN	\$32.58	\$33.58			\$1.00		3.1%	0.0%
LAFAYETTE, INDIANA	\$31.48	\$32.48			\$1.00		3.2%	0.0%
MUNCIE, INDIANA	\$31.06	\$32.06			\$1.00		3.2%	0.0%
SOUTH BEND, INDIANA	\$30.13	\$31.08			\$0.95		3.2%	0.0%
TERRE HAUTE, INDIAN	\$31.37	\$32.37			\$1.00		3.2%	0.0%
PADUCAH, KENTUCKY	\$28.80	\$29.50			\$0.70		2.4%	0.0%
ANN ARBOR, MICHIGA	\$38.43	\$39.20			\$0.77		2.0%	0.0%

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
BATTLE CREEK, MICH	\$29.05	\$29.34			\$0.29			1.0%	0.0%	
DETROIT, MICHIGAN	\$39.19	\$40.59	\$41.94	\$43.19	\$1.40	\$1.35	\$1.25	3.6%	3.3%	3.0%
GRAND RAPIDS, MICH	\$29.05	\$29.34			\$0.29			1.0%	0.0%	
LANSING, MICHIGAN	\$32.28	\$32.57			\$0.29			0.9%	0.0%	
TRAVERSE CITY, MICH	\$27.93	\$28.43			\$0.50			1.8%	0.0%	
MONROE, MICHIGAN	\$38.85	\$40.13	\$41.48	\$42.73	\$1.28	\$1.35	\$1.25	3.3%	3.4%	3.0%
DULUTH, MINNESOTA	\$33.79	\$34.24	\$34.74	\$35.24	\$0.45	\$0.50	\$0.50	1.3%	1.5%	1.4%
KANSAS CITY, MISSOU	\$37.91	\$38.41	\$39.01	\$40.06	\$0.50	\$0.60	\$1.05	1.3%	1.6%	2.7%
SPRINGFIELD, MISSOU	\$28.66	\$29.66	\$29.91		\$1.00	\$0.25		3.5%	0.8%	
ALBUQUERQUE, NEW	\$22.06	\$22.06			\$0.00			0.0%	0.0%	
SYRACUSE, NEW YOR	\$34.45	\$35.40	\$36.55	\$37.80	\$0.95	\$1.15	\$1.25	2.8%	3.2%	3.4%
UTICA, NEW YORK	\$34.45	\$35.40	\$36.55	\$37.80	\$0.95	\$1.15	\$1.25	2.8%	3.2%	3.4%
OSWEGO, NEW YORK	\$36.05	\$36.90	\$38.05	\$39.30	\$0.85	\$1.15	\$1.25	2.4%	3.1%	3.3%
LIMA, OHIO	\$30.01	\$30.81			\$0.80			2.7%	0.0%	
TOLEDO, OHIO	\$33.87	\$34.52			\$0.65			1.9%	0.0%	
PHILADELPHIA, PENNS	\$45.10	\$45.99			\$0.89			2.0%	0.0%	
CHATTANOOGA, TENN	\$17.80	\$17.95			\$0.15			0.8%	0.0%	
KNOXVILLE, TENNESS	\$22.62	\$23.13			\$0.51			2.3%	0.0%	
MEMPHIS, TENNESSEE	\$19.55	\$19.80			\$0.25			1.3%	0.0%	
NASHVILLE, TENNESS	\$20.90	\$21.30			\$0.40			1.9%	0.0%	
DALLAS, TEXAS	\$16.06	\$16.19			\$0.13			0.8%	0.0%	
HOUSTON, TEXAS	\$21.23	\$21.23			\$0.00			0.0%	0.0%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
APPLETON, WISCONSIN	\$36.61	\$36.61		\$0.00				0.0%	0.0%	
EAU CLAIRE, WISCONSIN	\$37.36	\$37.36		\$0.00				0.0%	0.0%	
LA CROSSE, WISCONSIN	\$37.36	\$37.36		\$0.00				0.0%	0.0%	
MADISON, WISCONSIN	\$37.34	\$37.34		\$0.00				0.0%	0.0%	
CHARLESTON, WEST V	\$34.28	\$35.58		\$1.30				3.8%	0.0%	
Militarists										
BIRMINGHAM, ALABAMA	\$33.19	\$34.44		\$1.25				3.8%	0.0%	
HUNTSVILLE, ALABAMA	\$28.53	\$29.48		\$0.95				3.3%	0.0%	
TAMPA, FLORIDA	\$36.67	\$36.67		\$0.00				0.0%	0.0%	
ATLANTA, GEORGIA	\$36.07	\$36.07		\$0.00				0.0%	0.0%	
CHICAGO, ILLINOIS	\$62.50	\$64.46		\$1.96				3.1%	0.0%	
INDIANAPOLIS, INDIANA	\$41.07	\$41.91	\$42.41	\$42.91	\$0.84	\$0.50	\$0.50	2.0%	1.2%	1.2%
LOUISVILLE, KENTUCKY	\$40.52	\$41.72		\$1.20				3.0%	0.0%	
PADUCAH, KENTUCKY	\$38.89	\$39.99		\$1.10				2.8%	0.0%	
DULUTH, MINNESOTA	\$42.20	\$42.90	\$43.60	\$44.30	\$0.70	\$0.70	\$0.70	1.7%	1.6%	1.6%
ST. PAUL, MINNESOTA	\$47.38	\$47.58	\$48.63	\$48.63	\$0.20	\$1.05		0.4%	2.2%	
LIMA, OHIO	\$43.39	\$44.10		\$0.71				1.6%	0.0%	
TOLEDO, OHIO	\$45.67	\$46.38		\$0.71				1.6%	0.0%	
PHILADELPHIA, PENNSYLVANIA	\$60.87	\$62.07		\$1.20				2.0%	0.0%	
PITTSBURGH, PENNSYLVANIA	\$48.87	\$50.11		\$1.24				2.5%	0.0%	
CHATTANOOGA, TENNESSEE	\$27.15	\$27.95		\$0.80				2.9%	0.0%	
KNOXVILLE, TENNESSEE	\$30.11	\$34.30		\$4.19				13.9%	0.0%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4	Diff 3-4
MEMPHIS, TENNESSEE	\$30.11	\$34.30			\$4.19			13.9%	0.0%		
NASHVILLE, TENNESS	\$30.11	\$34.29			\$4.18			13.9%	0.0%		
APPLETON, WISCONSI	\$45.46	\$46.11			\$0.65			1.4%	0.0%		
PARKERSBURG, WEST	\$46.47	\$47.62			\$1.15			2.5%	0.0%		
Plasterers											
BLOOMINGTON, ILLINO	\$46.77	\$48.20	\$49.63	\$51.06	\$1.43	\$1.43	\$1.43	3.1%	3.0%	2.9%	
CHICAGO, ILLINOIS	\$60.54	\$60.54			\$0.00			0.0%	0.0%		
PEORIA, ILLINOIS	\$45.92	\$47.47			\$1.55			3.4%	0.0%		
ROCK ISLAND, ILLINOI	\$39.25	\$40.25	\$41.00	\$41.50	\$1.00	\$0.75	\$0.50	2.5%	1.9%	1.2%	
ROCKFORD, ILLINOIS	\$50.14	\$52.06			\$1.92			3.8%	0.0%		
SPRINGFIELD, ILLINOIS	\$44.92	\$46.02			\$1.10			2.4%	0.0%		
KANSAS CITY, MISSOU	\$39.20	\$39.70	\$40.30	\$41.35	\$0.50	\$0.60	\$1.05	1.3%	1.5%	2.6%	
ALBUQUERQUE, NEW	\$27.97	\$27.97			\$0.00			0.0%	0.0%		
CANTON, OHIO	\$36.35	\$36.35			\$0.00			0.0%	0.0%		
TOLEDO, OHIO	\$40.52	\$41.17	\$41.52		\$0.65	\$0.35		1.6%	0.9%		
PHILADELPHIA, PENNS	\$55.95	\$56.95			\$1.00			1.8%	0.0%		
PITTSBURGH, PENNSY	\$37.78	\$38.76	\$39.18		\$0.98	\$0.42		2.6%	1.1%		
MADISON, WISCONSIN	\$43.76	\$44.46			\$0.70			1.6%	0.0%		
CHARLESTON, WEST V	\$41.67	\$42.97			\$1.30			3.1%	0.0%		
WHEELING, WEST VIR	\$35.40	\$36.20	\$37.10	\$38.00	\$0.80	\$0.90	\$0.90	2.3%	2.5%	2.4%	
Teamsters											
ANCHORAGE, ALASKA	\$52.17	\$53.10	\$54.68	\$56.26	\$0.93	\$1.58	\$1.58	1.8%	3.0%	2.9%	

2011 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
BIRMINGHAM, ALABAMA	\$22.98	\$23.63			\$0.65			2.8%	0.0%	
ROCKFORD, ILLINOIS	\$48.38	\$49.08			\$0.70			1.4%	0.0%	
LOUISVILLE, KENTUCKY	\$33.25	\$34.49			\$1.24			3.7%	0.0%	
PADUCAH, KENTUCKY	\$27.77	\$28.60			\$0.83			3.0%	0.0%	
KANSAS CITY, MISSOURI	\$39.65	\$40.10	\$40.80	\$41.70	\$0.45	\$0.70	\$0.90	1.1%	1.7%	2.2%
CHATTANOOGA, TENN	\$25.78	\$25.78			\$0.00			0.0%	0.0%	
CHARLESTON, WEST V	\$39.33	\$40.63			\$1.30			3.3%	0.0%	