



Settlements Report

June 2017

**Construction Labor Research Council
1250 Connecticut Avenue, NW
Suite 200
Washington, DC 20036
202.347.8440
www.clrcconsulting.org
clrc@clrcconsulting.org**

Settlements in the construction industry from January-June 2017 (referred to as June-2017 in this report), as analyzed by the Construction Labor Research Council (CLRC), averaged the following: **first year—2.7 percent (\$1.34), second year—3.0 percent (\$1.67), and third year—2.7 percent (\$1.53).** Exhibits 1 and 2 show the 10-year trend for wage and fringe benefits combined (total package). **Exhibit 1** shows that, in percentage terms, the average increase for settlements has grown by exactly one percent since 2010 (from 1.7 percent in 2010 to 2.7 percent in June-2017).

Exhibit 1

All settlements, shown as percents

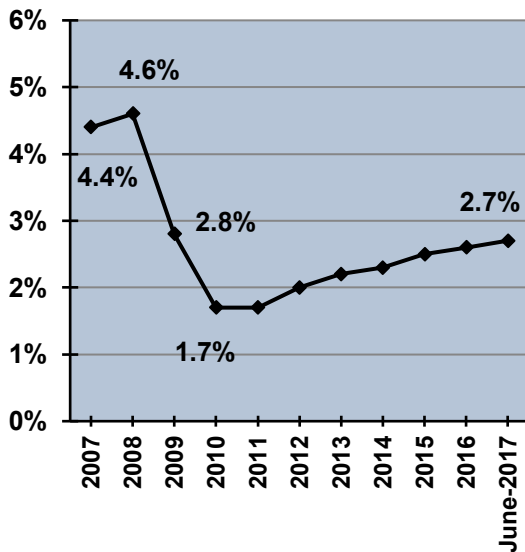
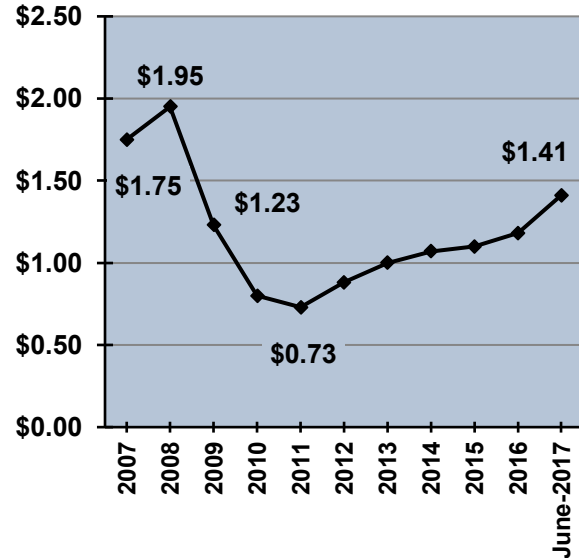


Exhibit 2

All settlements, shown as dollars



As displayed in **Exhibit 3**, first year increases as percentages for June-2017 continued the gradual, steady upward trend which began in 2011. The second year of settlements also experienced a slow but steady increase. Third year increases were similar to 2015 and lower than 2016. This may change as additional settlements are added to the CLRC database.

Exhibit 3

June-2017 settlements compared to settlements from 2015 and 2016

Contract Year	2015		2016		June-2017	
	Percent	Dollar	Percent	Dollar	Percent	Dollar
First	2.5%	\$1.10	2.6%	\$1.18	2.7%	\$1.34
Second	2.7%	\$1.40	2.8%	\$1.59	3.0%	\$1.67
Third	2.7%	\$1.50	2.9%	\$1.61	2.7%	\$1.53

The overall median increase for June-2017 (all years of settlements combined) was very similar to the average at 2.7 percent (\$1.45). The median is the rate at which half of the agreements are higher and half are lower; it is less affected by outliers.

Exhibits 4 and 5 show details about collectively bargained settlements. Interestingly, the most common settlement for June-2017 fell in the 2.6-3.0 percent range, similar to the results for 2015 and higher than the most common settlement value for 2016 (i.e., 2.1-2.5%).

Exhibit 4

Details for all settlements shown as percents: 2015, 2016 and June-2017

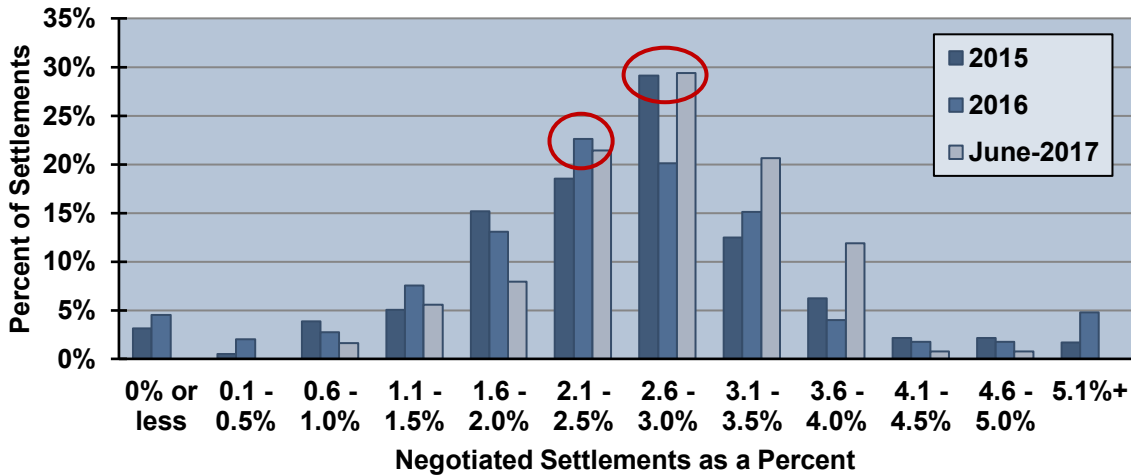
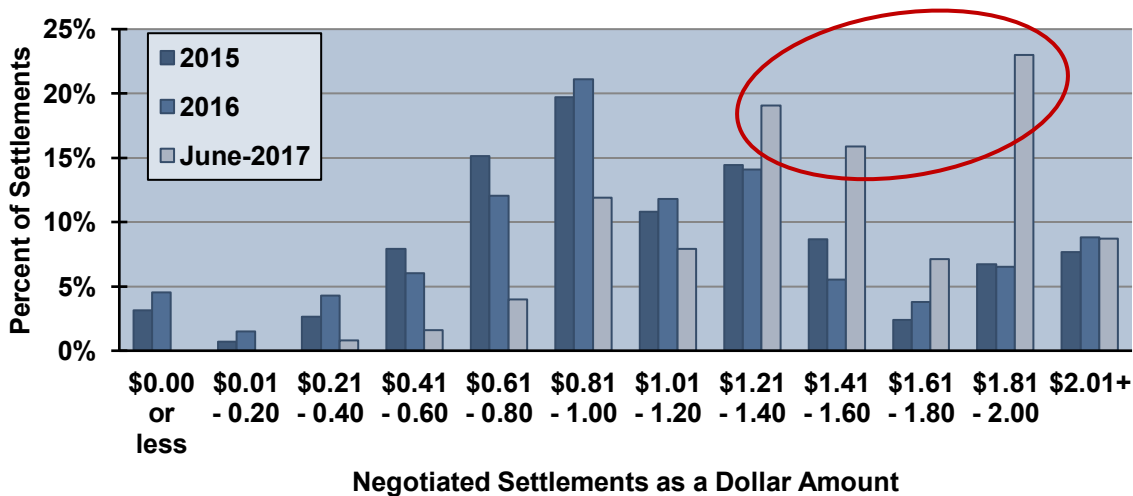


Exhibit 5 shows that the most common increase amount by June-2017 was an anomaly, landing in the \$1.81-\$2.00 range. A significant number of other settlements were in the \$1.21-\$1.60 range. As many more settlements are added to the CLRC database throughout 2017, it is expected that the June-2017 distribution will migrate to a more typical pattern.

Exhibit 5

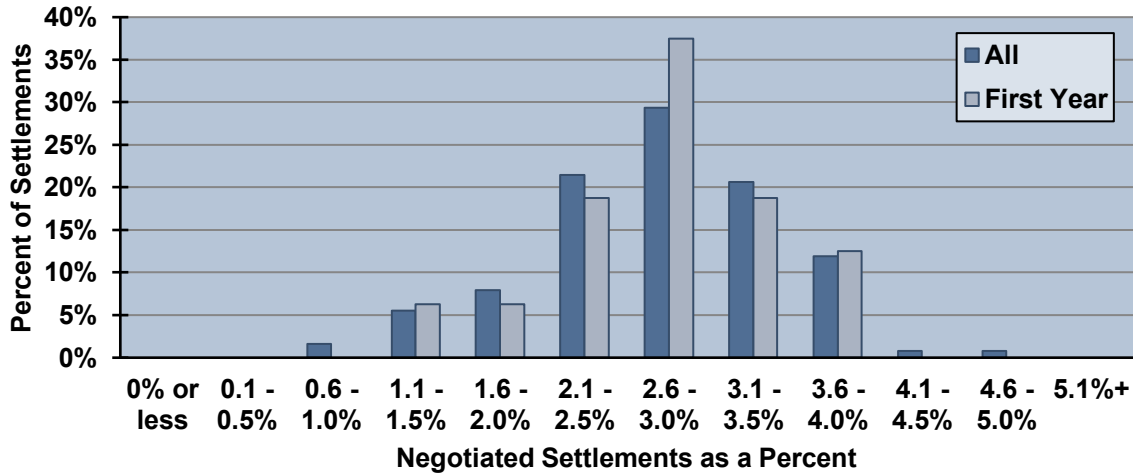
Details for all settlements shown as dollars: 2015, 2016 and June-2017



As **Exhibit 6** illustrates, there were only modest differences between all years of settlements (e.g., the 1st year of settlements reached from January-June 2017, 2nd year of settlements reached in 2016, 3rd year of those reached in 2015) and the first year of settlements reached by June-2017.

Exhibit 6

Details of settlements shown as percents: all settlements vs the first year of settlements



The Consumer Price Index (CPI) rose by 1.9 percent for the 12 months ending May 2017

Source: Bureau of Labor Statistics

Settlements by Region

Average percent increases for the regions for June-2017 reflected a fairly wide range, with the low at 2.2 percent in the West North Central region and the high at 3.1 percent in the Southwest Pacific region, as shown in **Exhibit 7**.

Exhibit 7

Settlements by region shown as percents

Region	Count	Average	Median
New England	<3	-	-
Middle Atlantic	22	● 2.4%	● 2.5%
Southeast	<3	-	-
East North Central	73	● 2.8%	● 2.7%
West North Central	9	● 2.2%	● 2.2%
South Central	<3	-	-
Mountain Northern Plains	8	● 2.9%	● 3.0%
Southwest Pacific	9	● 3.1%	● 3.1%
Northwest	3	● 2.6%	● 3.1%
United States	126	2.7%	2.7%

- Equal to or lower than the United States average/median
- Higher than the United States average/median

Regions

New England: CT, MA, ME, NH, RI, VT. Middle Atlantic: DC, DE, MD, NJ, NY, PA. Southeast: AL, FL, GA, KY, MS, NC, SC, TN, VA. East North Central: IL, IN, MI, MN, OH, WI, WV. West North Central: IA, KS, MO, NE. South Central: AR, LA, NM, OK, TX. Mountain Northern Plains: CO, MT, ND, SD, UT, WY. Southwest Pacific: AZ, CA, HI, NV. Northwest: AK, ID, OR, WA.

Settlements by Region (continued)

Exhibit 8 shows the regions with the dollar amount of their agreements. Similar to **Exhibit 7**, the lowest average occurred in the West North Central region at \$1.11 (median = \$1.12) and the highest average was in the Southwest Pacific region at \$1.93 (median = \$2.00).

Exhibit 8

Settlements by region shown as dollar amounts

Region	Count	Average	Median
New England	<3	-	-
Middle Atlantic	22	● \$1.36	● \$1.31
Southeast	<3	-	-
East North Central	73	● \$1.54	● \$1.45
West North Central	9	● \$1.11	● \$1.12
South Central	<3	-	-
Mountain Northern Plains	8	● \$1.36	● \$1.45
Southwest Pacific	9	● \$1.93	● \$2.00
Northwest	3	● \$1.58	● \$1.95
United States	126	\$1.41	\$1.45

- Equal to or lower than the United States average/median
- Higher than the United States average/median

The following associations sponsor this report:



















- Associated General Contractors of America (AGC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- Mechanical Contractors Association of America (MCAA)
- National Association of Construction Boilermaker Employers (NACBE)
- National Electrical Contractors Association (NECA)
- National Fire Sprinkler Association (NFSA)
- North American Contractors Association (NACA)
- Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)
- The Association of Union Constructors (TAUC)



Settlements by Craft

As illustrated in **Exhibit 9**, average settlements for June-2017 ranged from a low of 1.9 percent for Plumbers (median = 1.7 percent) to a high of 3.2 percent for Carpenters (median = 3.5 percent) and Laborers (median = 3.1 percent).

Exhibit 9

All settlements by craft shown as percents

Craft	Count	Average	Median
Bricklayers	7	 2.8%	 3.4%
Carpenters	5	 3.2%	 3.5%
Cement Masons	5	 3.0%	 2.7%
Electricians	29	 2.6%	 2.6%
Laborers	9	 3.2%	 3.1%
Millwrights	17	 2.8%	 2.6%
Operating Engineers	21	 2.5%	 2.6%
Pipefitters/Plumbers	20	 2.7%	 2.9%
Plumbers	5	 1.9%	 1.7%
United States	126	2.7%	2.7%

-  Equal to or lower than the United States average/median
-  Higher than the United States average/median

CLRC collects settlements all year long. This is the first of three Settlements Reports for 2017. Each ensuing report will contain a larger sample of settlements and will therefore provide even more reliable results and data for more crafts.

Settlements by Craft (continued)

Exhibit 10 outlines the settlements analyzed for June-2017 as dollar amounts. Results for the first year range from a low of \$1.20 (median = \$1.00) for Plumbers to a high of \$1.62 (median = \$1.44) for Plumbers/Pipefitters.

Exhibit 10

Settlements by craft shown as dollar amounts

Craft	Count	Average	Median
Bricklayers	7	● \$1.42	● \$1.60
Carpenters	5	● \$1.58	● \$1.60
Cement Masons	5	● \$1.43	● \$1.26
Electricians	29	● \$1.45	● \$1.36
Laborers	9	● \$1.41	● \$1.41
Millwrights	17	● \$1.62	● \$1.44
Operating Engineers	21	● \$1.42	● \$1.30
Pipefitters/Plumbers	20	● \$1.65	● \$1.86
Plumbers	5	● \$1.20	● \$1.00
United States	126	\$1.41	\$1.45

2016 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
Bricklayers										
BIRMINGHAM,ALABAMA	\$33.18	\$33.68			\$0.50			1.5%	0.0%	
HUNTSVILLE, ALABAMA	\$33.18	\$33.68			\$0.50			1.5%	0.0%	
BAKERSFIELD, CALIFO	\$49.99	\$51.84			\$1.85			3.7%	0.0%	
SAN BERNARDINO, CAL	\$50.09	\$51.93			\$1.84			3.7%	0.0%	
SANTA ANA,CALIFORNI	\$50.83	\$52.57			\$1.74			3.4%	0.0%	
SANTA BARBARA, CALI	\$50.90	\$50.90			\$0.00			0.0%	0.0%	
VENTURA, CALIFORNIA	\$50.20	\$50.34			\$0.14			0.3%	0.0%	
ATLANTA, GEORGIA	\$28.89	\$29.90			\$1.01			3.5%	0.0%	
ROCK ISLAND, ILLINOIS	\$43.14	\$44.49	\$45.89	\$47.34	\$1.35	\$1.40	\$1.45	3.1%	3.1%	3.2%
ROCKFORD, ILLINOIS	\$60.36	\$62.21	\$64.16	\$66.21	\$1.85	\$1.95	\$2.05	3.1%	3.1%	3.2%
LOUISVILLE, KENTUCK	\$36.20	\$36.94			\$0.74			2.0%	0.0%	
PADUCAH, KENTUCKY	\$36.20	\$36.94			\$0.74			2.0%	0.0%	
ANN ARBOR, MICHIGAN	\$52.22	\$53.12			\$0.90			1.7%	0.0%	
DETROIT, MICHIGAN	\$49.44	\$49.92			\$0.48			1.0%	0.0%	
MANKATO, MINNESOTA	\$46.99	\$47.46	\$49.41	\$50.36	\$0.47	\$1.95	\$0.95	1.0%	4.1%	1.9%
ST. CLOUD, MINNESOT	\$47.74	\$48.14	\$50.09	\$52.04	\$0.40	\$1.95	\$1.95	0.8%	4.1%	3.9%
SYRACUSE, NEW YOR	\$49.38	\$50.43			\$1.05			2.1%	0.0%	
CLEVELAND, OHIO	\$46.69	\$47.83			\$1.14			2.4%	0.0%	
PITTSBURGH, PENNSY	\$50.24	\$51.74			\$1.50			3.0%	0.0%	
CHATTANOOGA, TENN	\$26.66	\$27.27			\$0.61			2.3%	0.0%	
KNOXVILLE, TENNESSE	\$23.93	\$25.31			\$1.38			5.8%	0.0%	

2016 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
MEMPHIS, TENNESSEE	\$27.85	\$27.85			\$0.00			0.0%	0.0%	
NASHVILLE, TENNESSE	\$25.46	\$25.31			(\$0.15)			-0.6%	0.0%	
EAU CLAIRE, WISCONS	\$50.62	\$52.06			\$1.44			2.8%	0.0%	
JANESVILLE, WISCONS	\$52.30	\$53.73			\$1.43			2.7%	0.0%	
KENOSHA, WISCONSIN	\$54.78	\$53.76			(\$1.02)			-1.9%	0.0%	
LA CROSSE, WISCONSI	\$50.62	\$52.06			\$1.44			2.8%	0.0%	
MADISON, WISCONSIN	\$52.30	\$53.73			\$1.43			2.7%	0.0%	
MILWAUKEE, WISCONS	\$57.78	\$60.01			\$2.23			3.9%	0.0%	
WAUSAU, WISCONSIN	\$50.62	\$52.06			\$1.44			2.8%	0.0%	
CHARLESTON, WEST V	\$49.89	\$50.71			\$0.82			1.6%	0.0%	
Carpenters										
ANCHORAGE, ALASKA	\$61.45	\$62.68			\$1.23			2.0%	0.0%	
FAIRBANKS, ALASKA	\$61.45	\$62.68			\$1.23			2.0%	0.0%	
BIRMINGHAM,ALABAMA	\$34.27	\$34.97			\$0.70			2.0%	0.0%	
HUNTSVILLE, ALABAMA	\$32.04	\$33.19			\$1.15			3.6%	0.0%	
PHOENIX, ARIZONA	\$35.64	\$36.49	\$37.34		\$0.85	\$0.85		2.4%	2.3%	
TUCSON, ARIZONA	\$35.64	\$36.49	\$37.34		\$0.85	\$0.85		2.4%	2.3%	
LOS ANGELES, CALIFO	\$54.86	\$56.91	\$58.86	\$61.06	\$2.05	\$1.95	\$2.20	3.7%	3.4%	3.7%
MONTEREY, CALIFORN	\$62.97	\$63.92	\$66.43	\$69.04	\$0.95	\$2.51	\$2.61	1.5%	3.9%	3.9%
SAN DIEGO, CALIFORNI	\$49.71	\$51.56	\$53.56	\$55.76	\$1.85	\$2.00	\$2.20	3.7%	3.9%	4.1%
SAN FRANCISCO, CALI	\$68.93	\$69.80	\$72.31	\$74.92	\$0.87	\$2.51	\$2.61	1.3%	3.6%	3.6%
ATLANTA, GEORGIA	\$32.48	\$33.28			\$0.80			2.5%	0.0%	

2016 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
ROCK ISLAND, ILLINOIS	\$46.82	\$48.32	\$49.82	\$51.32	\$1.50	\$1.50	\$1.50	3.2%	3.1%	3.0%
ROCKFORD, ILLINOIS	\$56.87	\$58.72	\$60.67	\$62.72	\$1.85	\$1.95	\$2.05	3.3%	3.3%	3.4%
FT. WAYNE, INDIANA	\$40.42	\$41.37			\$0.95			2.4%	0.0%	
LAFAYETTE, INDIANA	\$45.01	\$46.31			\$1.30			2.9%	0.0%	
MUNCIE, INDIANA	\$44.21	\$45.51			\$1.30			2.9%	0.0%	
SOUTH BEND, INDIANA	\$42.73	\$43.68			\$0.95			2.2%	0.0%	
TERRE HAUTE, INDIAN	\$44.50	\$45.80			\$1.30			2.9%	0.0%	
LOUISVILLE, KENTUCK	\$41.37	\$42.61			\$1.24			3.0%	0.0%	
PADUCAH, KENTUCKY	\$41.47	\$42.64			\$1.17			2.8%	0.0%	
DETROIT, MICHIGAN	\$56.35	\$57.15	\$58.25	\$59.35	\$0.80	\$1.10	\$1.10	1.4%	1.9%	1.9%
LANSING, MICHIGAN	\$42.62	\$43.52	\$44.32	\$45.12	\$0.90	\$0.80	\$0.80	2.1%	1.8%	1.8%
MANKATO, MINNESOTA	\$41.47	\$44.98	\$46.93	\$48.88	\$3.51	\$1.95	\$1.95	8.5%	4.3%	4.2%
MINNEAPOLIS, MINNES	\$52.36	\$54.18	\$56.13	\$58.08	\$1.82	\$1.95	\$1.95	3.5%	3.6%	3.5%
ROCHESTER, MINNES	\$45.23	\$46.95	\$48.90	\$50.85	\$1.72	\$1.95	\$1.95	3.8%	4.2%	4.0%
ST. CLOUD, MINNESOT	\$43.21	\$44.98	\$46.93	\$48.88	\$1.77	\$1.95	\$1.95	4.1%	4.3%	4.2%
BUFFALO, NEW YORK	\$58.86	\$59.23			\$0.37			0.6%	0.0%	
CHATTANOOGA, TENN	\$29.51	\$30.51			\$1.00			3.4%	0.0%	
KNOXVILLE, TENNESSE	\$32.79	\$34.11			\$1.32			4.0%	0.0%	
MEMPHIS, TENNESSEE	\$33.75	\$34.78			\$1.03			3.1%	0.0%	
NASHVILLE, TENNESSE	\$33.55	\$34.55			\$1.00			3.0%	0.0%	
HOUSTON, TEXAS	\$30.28	\$31.08	\$31.87		\$0.80	\$0.79		2.6%	2.5%	
MILWAUKEE, WISCONS	\$55.65	\$57.20			\$1.55			2.8%	0.0%	

2016 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
CHARLESTON, WEST V Cement Masons	\$48.00	\$49.00			\$1.00			2.1%	0.0%	
ANCHORAGE, ALASKA	\$55.60	\$56.73			\$1.13			2.0%	0.0%	
HUNTSVILLE, ALABAMA	\$30.71	\$31.00			\$0.29			0.9%	0.0%	
SAN FRANCISCO, CALI	\$56.57	\$58.47	\$60.42	\$60.42	\$1.90	\$1.95		3.4%	3.3%	
CHAMPAIGN, ILLINOIS	\$48.51	\$49.77	\$51.02	\$52.27	\$1.26	\$1.25	\$1.25	2.6%	2.5%	2.5%
JOLIET, ILLINOIS	\$71.27	\$73.73			\$2.46			3.5%	0.0%	
ROCK ISLAND, ILLINOIS	\$43.49	\$44.89	\$46.34	\$47.79	\$1.40	\$1.45	\$1.45	3.2%	3.2%	3.1%
ROCKFORD, ILLINOIS	\$56.00	\$57.85	\$59.80	\$61.85	\$1.85	\$1.95	\$2.05	3.3%	3.4%	3.4%
ELGIN, ILLINOIS	\$71.27	\$73.61			\$2.34			3.3%	0.0%	
EVANSVILLE, INDIANA	\$40.09	\$40.81			\$0.72			1.8%	0.0%	
FT. WAYNE, INDIANA	\$35.47	\$35.83			\$0.36			1.0%	0.0%	
INDIANAPOLIS, INDIAN	\$41.10	\$41.96			\$0.86			2.1%	0.0%	
LAFAYETTE, INDIANA	\$40.88	\$41.80			\$0.92			2.3%	0.0%	
LOUISVILLE, KENTUCK	\$31.35	\$31.35			\$0.00			0.0%	0.0%	
PADUCAH, KENTUCKY	\$39.20	\$43.65			\$4.45			11.4%	0.0%	
MINNEAPOLIS, MINNES	\$51.34	\$53.21	\$55.11	\$57.01	\$1.87	\$1.90	\$1.90	3.6%	3.6%	3.4%
ST. LOUIS, MISSOURI	\$47.53	\$48.73	\$49.98	\$51.28	\$1.20	\$1.25	\$1.30	2.5%	2.6%	2.6%
SYRACUSE, NEW YOR	\$44.32	\$45.45			\$1.13			2.5%	0.0%	
CLEVELAND, OHIO	\$47.30	\$48.32	\$49.37	\$50.42	\$1.02	\$1.05	\$1.05	2.2%	2.2%	2.1%
CHATTANOOGA, TENN	\$29.65	\$30.65			\$1.00			3.4%	0.0%	
KNOXVILLE, TENNESSE	\$29.65	\$30.65			\$1.00			3.4%	0.0%	

2016 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
MEMPHIS, TENNESSEE	\$40.80	\$42.03			\$1.23			3.0%	0.0%	
NASHVILLE, TENNESSE	\$29.35	\$30.26			\$0.91			3.1%	0.0%	
MILWAUKEE, WISCONS	\$52.33	\$53.83			\$1.50			2.9%	0.0%	
SUPERIOR, WISCONSI	\$52.44	\$54.12			\$1.68			3.2%	0.0%	
CHARLESTON, WEST V	\$44.80	\$45.36			\$0.56			1.3%	0.0%	
Crane Operators										
ANCHORAGE, ALASKA	\$61.54	\$62.79			\$1.25			2.0%	0.0%	
BIRMINGHAM,ALABAMA	\$34.83	\$37.86			\$3.03			8.7%	0.0%	
HUNTSVILLE, ALABAMA	\$34.13	\$34.13			\$0.00			0.0%	0.0%	
PHOENIX, ARIZONA	\$34.91	\$35.96	\$37.01	\$38.06	\$1.05	\$1.05	\$1.05	3.0%	2.9%	2.8%
TUCSON, ARIZONA	\$34.91	\$35.96	\$37.01	\$38.06	\$1.05	\$1.05	\$1.05	3.0%	2.9%	2.8%
LOS ANGELES, CALIFO	\$66.78	\$69.58	\$71.88	\$74.18	\$2.80	\$2.30	\$2.30	4.2%	3.3%	3.2%
SAN DIEGO, CALIFORNI	\$62.15	\$65.00	\$67.30	\$69.60	\$2.85	\$2.30	\$2.30	4.6%	3.5%	3.4%
SAN FRANCISCO, CALI	\$72.47	\$72.47			\$0.00			0.0%	0.0%	
EVANSVILLE, INDIANA	\$45.63	\$46.98	\$48.43		\$1.35	\$1.45		3.0%	3.1%	
FT. WAYNE, INDIANA	\$47.88	\$49.23	\$50.63		\$1.35	\$1.40		2.8%	2.8%	
GARY, INDIANA	\$68.95	\$69.15			\$0.20			0.3%	0.0%	
INDIANAPOLIS, INDIAN	\$49.00	\$50.30	\$51.60		\$1.30	\$1.30		2.7%	2.6%	
LAFAYETTE, INDIANA	\$48.51	\$49.81	\$51.11		\$1.30	\$1.30		2.7%	2.6%	
TERRE HAUTE, INDIAN	\$47.55	\$48.80	\$50.25		\$1.25	\$1.45		2.6%	3.0%	
MINNEAPOLIS, MINNES	\$52.39	\$54.45	\$56.40	\$58.35	\$2.06	\$1.95	\$1.95	3.9%	3.6%	3.5%
SYRACUSE, NEW YOR	\$54.53	\$56.92			\$2.39			4.4%	0.0%	

2016 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
CLEVELAND, OHIO	\$50.36	\$51.27			\$0.91			1.8%	0.0%	
CHATTANOOGA, TENN	\$36.12	\$36.96			\$0.84			2.3%	0.0%	
KNOXVILLE, TENNESSE	\$36.12	\$36.96			\$0.84			2.3%	0.0%	
MEMPHIS, TENNESSEE	\$36.85	\$37.85			\$1.00			2.7%	0.0%	
NASHVILLE, TENNESSE	\$36.85	\$37.85			\$1.00			2.7%	0.0%	
HOUSTON, TEXAS	\$30.10	\$31.70	\$33.41	\$35.25	\$1.60	\$1.71	\$1.84	5.3%	5.4%	5.5%
MILWAUKEE, WISCONS	\$57.49	\$58.74			\$1.25			2.2%	0.0%	
CHARLESTON, WEST V	\$53.36	\$54.36			\$1.00			1.9%	0.0%	
Electricians										
BIRMINGHAM,ALABAMA	\$33.52	\$34.40	\$35.65	\$36.55	\$0.88	\$1.25	\$0.90	2.6%	3.6%	2.5%
HUNTSVILLE, ALABAMA	\$37.00	\$38.02			\$1.02			2.8%	0.0%	
SHEFFIELD, ALABAMA	\$37.01	\$38.00	\$39.05		\$0.99	\$1.05		2.7%	2.8%	
LITTLE ROCK, ARKANS	\$40.43	\$41.24	\$41.24		\$0.81			2.0%	0.0%	
LOS ANGELES, CALIFO	\$64.51	\$67.51			\$3.00			4.7%	0.0%	
SAN DIEGO, CALIFORNI	\$52.75	\$53.51			\$0.76			1.4%	0.0%	
ATLANTA, GEORGIA	\$38.05	\$39.42			\$1.37			3.6%	0.0%	
DANVILLE, ILLINOIS	\$49.95	\$51.45	\$52.64	\$53.98	\$1.50	\$1.19	\$1.34	3.0%	2.3%	2.5%
ROCKFORD, ILLINOIS	\$72.57	\$74.57			\$2.00			2.8%	0.0%	
SPRINGFIELD, ILLINOIS	\$50.00	\$51.63	\$52.88	\$54.18	\$1.63	\$1.25	\$1.30	3.3%	2.4%	2.5%
FT. WAYNE, INDIANA	\$45.32	\$45.92			\$0.60			1.3%	0.0%	
INDIANAPOLIS, INDIAN	\$54.83	\$55.97	\$55.97	\$55.97	\$1.14			2.1%	0.0%	
LAFAYETTE, INDIANA	\$48.17	\$49.32	\$50.47		\$1.15	\$1.15		2.4%	2.3%	

2016 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
TERRE HAUTE, INDIAN	\$51.38	\$52.57			\$1.19			2.3%	0.0%	
LOUISVILLE, KENTUCK	\$44.91	\$45.90			\$0.99			2.2%	0.0%	
LANSING, MICHIGAN	\$53.28	\$54.57	\$56.12		\$1.29	\$1.55		2.4%	2.8%	
TRAVERSE CITY, MICHIGAN	\$43.47	\$44.77	\$46.12	\$47.52	\$1.30	\$1.35	\$1.40	3.0%	3.0%	3.0%
ST. LOUIS, MISSOURI	\$56.79	\$59.39	\$60.79	\$62.19	\$2.60	\$1.40	\$1.40	4.6%	2.4%	2.3%
JERSEY CITY, NEW JERSEY	\$81.34	\$83.09			\$1.75			2.2%	0.0%	
NEWARK, NEW JERSEY	\$81.34	\$83.09			\$1.75			2.2%	0.0%	
SYRACUSE, NEW YORK	\$56.50	\$58.35			\$1.85			3.3%	0.0%	
COLUMBUS, OHIO	\$47.17	\$48.46	\$50.00		\$1.29	\$1.54		2.7%	3.2%	
MANSFIELD, OHIO	\$43.90	\$45.24	\$45.24		\$1.34			3.1%	0.0%	
CHATTANOOGA, TENNESSEE	\$40.34	\$41.44			\$1.10			2.7%	0.0%	
KNOXVILLE, TENNESSEE	\$33.13	\$34.09			\$0.96			2.9%	0.0%	
MEMPHIS, TENNESSEE	\$37.77	\$38.49			\$0.72			1.9%	0.0%	
NASHVILLE, TENNESSEE	\$36.36	\$37.26			\$0.90			2.5%	0.0%	
NORFOLK, VIRGINIA	\$35.10	\$36.48	\$37.44		\$1.38	\$0.96		3.9%	2.6%	
APPLETON, WISCONSIN	\$45.40	\$47.50	\$48.90	\$50.30	\$2.10	\$1.40	\$1.40	4.6%	2.9%	2.9%
JANESVILLE, WISCONSIN	\$48.00	\$49.10	\$50.25	\$51.45	\$1.10	\$1.15	\$1.20	2.3%	2.3%	2.4%
WAUSAU, WISCONSIN	\$47.05	\$49.58	\$50.98	\$52.43	\$2.53	\$1.40	\$1.45	5.4%	2.8%	2.8%
Ironworkers-Struct.										
ANCHORAGE, ALASKA	\$63.33	\$64.45			\$1.12			1.8%	0.0%	
BIRMINGHAM, ALABAMA	\$37.85	\$38.23			\$0.38			1.0%	0.0%	
HUNTSVILLE, ALABAMA	\$38.02	\$39.02			\$1.00			2.6%	0.0%	

2016 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
MOBILE, ALABAMA	\$38.06	\$38.79			\$0.73			1.9%	0.0%	
SHEFFIELD, ALABAMA	\$35.63	\$36.63			\$1.00			2.8%	0.0%	
LITTLE ROCK, ARKANS	\$34.50	\$36.36			\$1.86			5.4%	0.0%	
PHOENIX, ARIZONA	\$47.57	\$47.05			(\$0.52)			-1.1%	0.0%	
SAN FRANCISCO, CALI	\$63.73	\$63.23			(\$0.50)			-0.8%	0.0%	
HARTFORD, CONNECTI	\$64.21	\$66.16			\$1.95			3.0%	0.0%	
WILMINGTON, DELAWA	\$60.35	\$61.60			\$1.25			2.1%	0.0%	
JACKSONVILLE, FLORI	\$31.18	\$32.85			\$1.67			5.4%	0.0%	
ORLANDO, FLORIDA	\$36.38	\$37.63			\$1.25			3.4%	0.0%	
PENSACOLA, FLORIDA	\$37.86	\$38.79			\$0.93			2.5%	0.0%	
TAMPA, FLORIDA	\$42.52	\$43.57			\$1.05			2.5%	0.0%	
ATLANTA, GEORGIA	\$35.69	\$36.43			\$0.74			2.1%	0.0%	
HONOLULU, HAWAII	\$64.84	\$66.74			\$1.90			2.9%	0.0%	
DES MOINES, IOWA	\$42.94	\$44.33			\$1.39			3.2%	0.0%	
POCATELLO, IDAHO	\$43.71	\$46.97			\$3.26			7.5%	0.0%	
AURORA, ILLINOIS	\$76.64	\$78.39			\$1.75			2.3%	0.0%	
CHICAGO, ILLINOIS	\$78.99	\$81.37			\$2.38			3.0%	0.0%	
SPRINGFIELD, ILLINOIS	\$54.18	\$54.36			\$0.18			0.3%	0.0%	
EVANSVILLE, INDIANA	\$46.67	\$48.17			\$1.50			3.2%	0.0%	
FT. WAYNE, INDIANA	\$45.24	\$46.29			\$1.05			2.3%	0.0%	
HAMMOND, INDIANA	\$66.59	\$67.67			\$1.08			1.6%	0.0%	
INDIANAPOLIS, INDIAN	\$49.73	\$50.98			\$1.25			2.5%	0.0%	

2016 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
WICHITA, KANSAS	\$32.10	\$32.85			\$0.75			2.3%	0.0%	
	\$53.99	\$54.65			\$0.66			1.2%	0.0%	
LOUISVILLE, KENTUCK	\$47.36	\$48.51			\$1.15			2.4%	0.0%	
PADUCAH, KENTUCKY	\$46.06	\$47.38			\$1.32			2.9%	0.0%	
BATON ROUGE, LOUISI	\$37.31	\$38.16			\$0.85			2.3%	0.0%	
SPRINGFIELD, MASSAC	\$57.41	\$58.48			\$1.07			1.9%	0.0%	
WORCESTER, MASSAC	\$70.26	\$72.04			\$1.78			2.5%	0.0%	
BALTIMORE, MARYLAN	\$46.19	\$47.26			\$1.07			2.3%	0.0%	
PORTLAND, MAINE	\$43.49	\$44.45			\$0.96			2.2%	0.0%	
DETROIT, MICHIGAN	\$61.46	\$62.21			\$0.75			1.2%	0.0%	
MARQUETTE, MICHIGA	\$50.24	\$54.16			\$3.92			7.8%	0.0%	
ST. LOUIS, MISSOURI	\$56.04	\$56.04			\$0.00			0.0%	0.0%	
JACKSON, MISSISSIPPI	\$28.40	\$28.40			\$0.00			0.0%	0.0%	
OMAHA, NEBRASKA	\$41.00	\$42.66			\$1.66			4.0%	0.0%	
ATLANTIC CITY, NEW J	\$74.30	\$74.52			\$0.22			0.3%	0.0%	
CAMDEN, NEW JERSEY	\$71.35	\$72.61			\$1.26			1.8%	0.0%	
NEWARK, NEW JERSE	\$82.34	\$84.09			\$1.75			2.1%	0.0%	
TRENTON, NEW JERSE	\$72.74	\$86.54			\$13.80			19.0%	0.0%	
ALBUQUERQUE, NEW	\$39.28	\$39.90			\$0.62			1.6%	0.0%	
LAS VEGAS, NEVADA	\$61.13	\$63.23			\$2.10			3.4%	0.0%	
ALBANY, NEW YORK	\$51.08	\$52.23			\$1.15			2.3%	0.0%	
UTICA, NEW YORK	\$49.34	\$50.59			\$1.25			2.5%	0.0%	

2016 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
CANTON, OHIO	\$43.99	\$44.93			\$0.94			2.1%	0.0%	
CINCINNATI, OH	\$45.35	\$46.07			\$0.72			1.6%	0.0%	
COLUMBUS, OHIO	\$47.19	\$47.72			\$0.53			1.1%	0.0%	
TOLEDO, OHIO	\$49.48	\$50.42			\$0.94			1.9%	0.0%	
PORTLAND, OREGON	\$56.49	\$58.22			\$1.73			3.1%	0.0%	
ERIE, PENNSYLVANIA	\$53.48	\$54.83			\$1.35			2.5%	0.0%	
HARRISBURG, PENNSY	\$57.27	\$58.02			\$0.75			1.3%	0.0%	
PITTSBURGH, PENNSY	\$59.65	\$61.15			\$1.50			2.5%	0.0%	
READING, PENNSYLV	\$56.90	\$56.70			(\$0.20)			-0.4%	0.0%	
SCRANTON, PENNSYLV	\$58.82	\$59.82			\$1.00			1.7%	0.0%	
CHARLESTON, S.C.	\$34.00	\$35.50			\$1.50			4.4%	0.0%	
CHATTANOOGA, TENN	\$37.13	\$37.88			\$0.75			2.0%	0.0%	
KNOXVILLE, TENNESSE	\$37.57	\$38.32			\$0.75			2.0%	0.0%	
MEMPHIS, TENNESSEE	\$38.49	\$39.19			\$0.70			1.8%	0.0%	
NASHVILLE, TENNESSE	\$38.09	\$38.84			\$0.75			2.0%	0.0%	
AUSTIN, TEXAS	\$27.50	\$27.85			\$0.35			1.3%	0.0%	
DALLAS, TEXAS	\$29.10	\$29.60			\$0.50			1.7%	0.0%	
FT. WORTH, TEXAS	\$29.10	\$29.60			\$0.50			1.7%	0.0%	
HOUSTON, TEXAS	\$28.92	\$29.42			\$0.50			1.7%	0.0%	
SALT LAKE CITY, UTAH	\$43.45	\$43.93			\$0.48			1.1%	0.0%	
NORFOLK, VIRGINIA	\$38.33	\$38.50			\$0.17			0.4%	0.0%	
RICHMOND, VIRGINIA	\$40.35	\$41.58			\$1.23			3.0%	0.0%	

2016 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
ROANOKE, VIRGINIA	\$39.61	\$40.81			\$1.20			3.0%	0.0%	
SEATTLE, WASHINGTO	\$62.56	\$64.54			\$1.98			3.2%	0.0%	
SPOKANE, WASHINGT	\$55.28	\$56.76			\$1.48			2.7%	0.0%	
CHARLESTON, WEST V	\$51.49	\$50.81			(\$0.68)			-1.3%	0.0%	
PARKERSBURG, WEST	\$50.43	\$50.33			(\$0.10)			-0.2%	0.0%	
WHEELING, WEST VIR	\$48.59	\$48.59			\$0.00			0.0%	0.0%	
Laborers-Bldg.										
ANCHORAGE, ALASKA	\$53.81	\$54.77			\$0.96			1.8%	0.0%	
BIRMINGHAM,ALABAMA	\$25.07	\$25.42			\$0.35			1.4%	0.0%	
HUNTSVILLE, ALABAMA	\$23.88	\$24.25			\$0.37			1.5%	0.0%	
PHOENIX, ARIZONA	\$26.03	\$25.28	\$26.78	\$26.78	(\$0.75)	\$1.50		-2.9%	5.9%	
TUCSON, ARIZONA	\$26.03	\$26.78	\$26.78		\$0.75			2.9%	0.0%	
LOS ANGELES, CALIFO	\$48.89	\$50.72	\$52.37		\$1.83	\$1.65		3.7%	3.3%	
SACRAMENTO, CALIFO	\$49.52	\$50.52	\$52.12	\$53.77	\$1.00	\$1.60	\$1.65	2.0%	3.2%	3.2%
SAN DIEGO, CALIFORNI	\$46.90	\$48.06	\$49.71		\$1.16	\$1.65		2.5%	3.4%	
SAN FRANCISCO, CALI	\$50.52	\$51.52	\$53.12	\$54.77	\$1.00	\$1.60	\$1.65	2.0%	3.1%	3.1%
ATLANTA, GEORGIA	\$20.82	\$21.87			\$1.05			5.0%	0.0%	
SOUTHWEST, ILLINOIS	\$50.27	\$51.57	\$53.07	\$54.47	\$1.30	\$1.50	\$1.40	2.6%	2.9%	2.6%
ROCK ISLAND, ILLINOIS	\$39.80	\$41.20	\$42.60	\$43.95	\$1.40	\$1.40	\$1.35	3.5%	3.4%	3.2%
ROCKFORD, ILLINOIS	\$54.99	\$56.84	\$58.79	\$60.84	\$1.85	\$1.95	\$2.05	3.4%	3.4%	3.5%
WOOD RIVER, ILLINOIS	\$50.27	\$51.57	\$52.97	\$54.37	\$1.30	\$1.40	\$1.40	2.6%	2.7%	2.6%
O'FALLON,ILLINOIS	\$50.27	\$51.57	\$52.97	\$54.37	\$1.30	\$1.40	\$1.40	2.6%	2.7%	2.6%

2016 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
ALTON, ILLINOIS	\$50.27	\$51.57	\$52.97	\$54.37	\$1.30	\$1.40	\$1.40	2.6%	2.7%	2.6%
GRANITE CITY, ILLINOI	\$50.27	\$51.57	\$52.97	\$54.37	\$1.30	\$1.40	\$1.40	2.6%	2.7%	2.6%
FT. WAYNE, INDIANA	\$31.53	\$32.03			\$0.50			1.6%	0.0%	
GARY, INDIANA	\$54.08	\$55.53			\$1.45			2.7%	0.0%	
HAMMOND, INDIANA	\$53.38	\$54.28			\$0.90			1.7%	0.0%	
INDIANAPOLIS, INDIAN	\$35.14	\$36.09	\$36.99	\$37.89	\$0.95	\$0.90	\$0.90	2.7%	2.5%	2.4%
LAFAYETTE, INDIANA	\$34.03	\$34.93	\$35.83	\$36.73	\$0.90	\$0.90	\$0.90	2.6%	2.6%	2.5%
MUNCIE, INDIANA	\$33.61	\$34.51	\$35.41	\$35.96	\$0.90	\$0.90	\$0.55	2.7%	2.6%	1.6%
SOUTH BEND, INDIANA	\$33.68	\$34.33			\$0.65			1.9%	0.0%	
TERRE HAUTE, INDIAN	\$33.92	\$34.88	\$35.78	\$36.68	\$0.96	\$0.90	\$0.90	2.8%	2.6%	2.5%
LOUISVILLE, KENTUCK	\$28.65	\$29.23			\$0.58			2.0%	0.0%	
PADUCAH, KENTUCKY	\$32.60	\$33.28			\$0.68			2.1%	0.0%	
ANN ARBOR, MICHIGAN	\$41.85	\$42.27	\$42.70	\$43.13	\$0.42	\$0.43	\$0.43	1.0%	1.0%	1.0%
MARQUETTE, MICHIGA	\$31.76	\$32.76	\$33.10	\$33.45	\$1.00	\$0.34	\$0.35	3.1%	1.0%	1.1%
SAGINAW, MICHIGAN	\$32.17	\$32.47	\$32.77	\$33.07	\$0.30	\$0.30	\$0.30	0.9%	0.9%	0.9%
TRAVERSE CITY, MICH	\$30.34	\$30.61	\$30.92	\$31.23	\$0.27	\$0.31	\$0.31	0.9%	1.0%	1.0%
MANKATO, MINNESOTA	\$36.00	\$37.07	\$39.02	\$40.97	\$1.07	\$1.95	\$1.95	3.0%	5.3%	5.0%
MINNEAPOLIS, MINNES	\$47.75	\$49.61	\$51.56	\$53.51	\$1.86	\$1.95	\$1.95	3.9%	3.9%	3.8%
ROCHESTER, MINNES	\$38.07	\$38.15	\$39.97	\$41.85	\$0.08	\$1.82	\$1.88	0.2%	4.8%	4.7%
ST. CLOUD, MINNESOT	\$38.69	\$41.41			\$2.72			7.0%	0.0%	
ST. LOUIS, MISSOURI	\$43.81	\$44.77	\$45.77	\$46.82	\$0.96	\$1.00	\$1.05	2.2%	2.2%	2.3%
BUFFALO, NEW YORK	\$49.03	\$50.03	\$51.28	\$52.53	\$1.00	\$1.25	\$1.25	2.0%	2.5%	2.4%

2016 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
NEW YORK, NEW YOR	\$77.13	\$79.63			\$2.50			3.2%	0.0%	
POUGHKEEPSIE, NEW	\$54.10	\$57.20			\$3.10			5.7%	0.0%	
CLEVELAND, OHIO	\$42.91	\$44.06			\$1.15			2.7%	0.0%	
TOLEDO, OHIO	\$37.33	\$37.93			\$0.60			1.6%	0.0%	
CHATTANOOGA, TENN	\$19.45	\$20.00			\$0.55			2.8%	0.0%	
KNOXVILLE, TENNESSE	\$25.12	\$25.65			\$0.53			2.1%	0.0%	
MEMPHIS, TENNESSEE	\$24.10	\$24.85			\$0.75			3.1%	0.0%	
NASHVILLE, TENNESSE	\$24.10	\$24.85			\$0.75			3.1%	0.0%	
HOUSTON, TEXAS	\$22.45	\$24.69			\$2.24			10.0%	0.0%	
APPLETON, WISCONSI	\$40.45	\$41.45			\$1.00			2.5%	0.0%	
EAU CLAIRE, WISCONS	\$41.12	\$42.20			\$1.08			2.6%	0.0%	
LA CROSSE, WISCONSI	\$41.20	\$42.20			\$1.00			2.4%	0.0%	
MADISON, WISCONSIN	\$41.20	\$42.20			\$1.00			2.4%	0.0%	
MILWAUKEE, WISCONS	\$47.26	\$48.51			\$1.25			2.6%	0.0%	
CHARLESTON, WEST V	\$40.18	\$40.17			(\$0.01)			0.0%	0.0%	
Millwrights										
BIRMINGHAM,ALABAMA	\$36.70	\$37.77			\$1.07			2.9%	0.0%	
LOS ANGELES, CALIFO	\$56.58	\$57.36	\$59.36	\$61.56	\$0.78	\$2.00	\$2.20	1.4%	3.5%	3.7%
SACRAMENTO, CALIFO	\$67.49	\$67.82	\$70.33	\$72.94	\$0.33	\$2.51	\$2.61	0.5%	3.7%	3.7%
SAN FRANCISCO, CALI	\$70.92	\$71.30	\$73.81	\$76.42	\$0.38	\$2.51	\$2.61	0.5%	3.5%	3.5%
INDIANAPOLIS, INDIAN	\$46.01	\$47.31			\$1.30			2.8%	0.0%	
LOUISVILLE, KENTUCK	\$46.15	\$47.51			\$1.36			2.9%	0.0%	

2016 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
DETROIT, MICHIGAN	\$62.66	\$63.08			\$0.42			0.7%	0.0%	
ST. PAUL, MINNESOTA	\$52.33	\$55.61			\$3.28			6.3%	0.0%	
ST. LOUIS, MISSOURI	\$51.33	\$52.53			\$1.20			2.3%	0.0%	
PITTSBURGH, PENNSY	\$55.08	\$56.42			\$1.34			2.4%	0.0%	
CHATTANOOGA, TENN	\$31.80	\$33.34			\$1.54			4.8%	0.0%	
KNOXVILLE, TENNESSE	\$34.44	\$35.44			\$1.00			2.9%	0.0%	
MEMPHIS, TENNESSEE	\$34.44	\$35.44			\$1.00			2.9%	0.0%	
NASHVILLE, TENNESSE	\$34.44	\$35.44			\$1.00			2.9%	0.0%	
MADISON, WISCONSIN	\$51.31	\$52.83			\$1.52			3.0%	0.0%	
MILWAUKEE, WISCONS	\$55.62	\$56.82			\$1.20			2.2%	0.0%	
Painters										
BIRMINGHAM,ALABAMA	\$25.60	\$26.00			\$0.40			1.6%	0.0%	
HUNTSVILLE, ALABAMA	\$26.33	\$26.88			\$0.55			2.1%	0.0%	
ATLANTA, GEORGIA	\$32.65	\$33.70			\$1.05			3.2%	0.0%	
CHICAGO, ILLINOIS	\$66.56	\$69.56			\$3.00			4.5%	0.0%	
DU PAGE CTY, ILLINOIS	\$65.10	\$66.35	\$67.70		\$1.25	\$1.35		1.9%	2.0%	
LOUISVILLE, KENTUCK	\$31.22	\$32.22			\$1.00			3.2%	0.0%	
PADUCAH, KENTUCKY	\$33.95	\$34.60			\$0.65			1.9%	0.0%	
DETROIT, MICHIGAN	\$43.07	\$43.82			\$0.75			1.7%	0.0%	
ALBANY, NEW YORK	\$39.69	\$41.09	\$42.49	\$43.89	\$1.40	\$1.40	\$1.40	3.5%	3.4%	3.3%
NEW YORK, NEW YOR	\$65.00	\$69.32			\$4.32			6.6%	0.0%	
AKRON, OHIO	\$37.04	\$37.99			\$0.95			2.6%	0.0%	

2016 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	\$39.15	\$39.65			\$0.50			1.3%	0.0%	
CHATTANOOGA, TENN	\$28.24	\$28.74			\$0.50			1.8%	0.0%	
KNOXVILLE, TENNESSE	\$35.63	\$36.37			\$0.74			2.1%	0.0%	
MEMPHIS, TENNESSEE	\$25.77	\$26.53			\$0.76			2.9%	0.0%	
NASHVILLE, TENNESSE	\$30.93	\$30.98			\$0.05			0.2%	0.0%	
CHARLESTON, WEST V	\$42.97	\$43.92			\$0.95			2.2%	0.0%	
Pipefitters/Plumbers										
BIRMINGHAM,ALABAMA	\$39.89	\$40.39			\$0.50			1.3%	0.0%	
HUNTSVILLE, ALABAMA	\$38.45	\$39.45			\$1.00			2.6%	0.0%	
SACRAMENTO, CALIFO	\$72.11	\$72.11			\$0.00			0.0%	0.0%	
SAN JOSE, CALIFORNIA	\$89.84	\$95.54			\$5.70			6.3%	0.0%	
CONTRA COSTA, CALIF	\$84.11	\$88.61			\$4.50			5.4%	0.0%	
NAPA, CALIFORNIA	\$79.20	\$80.69			\$1.49			1.9%	0.0%	
DENVER, COLORADO	\$46.60	\$48.77	\$50.17	\$51.67	\$2.17	\$1.40	\$1.50	4.7%	2.9%	3.0%
ATLANTA, GEORGIA	\$42.31	\$43.19			\$0.88			2.1%	0.0%	
CHICAGO, ILLINOIS	\$73.16	\$74.90	\$77.00		\$1.74	\$2.10		2.4%	2.8%	
ROCK ISLAND, ILLINOIS	\$57.67	\$58.69			\$1.02			1.8%	0.0%	
ROCKFORD, ILLINOIS	\$66.19	\$66.19			\$0.00			0.0%	0.0%	
EVANSVILLE, INDIANA	\$50.47	\$51.25	\$52.13		\$0.78	\$0.88		1.5%	1.7%	
FT. WAYNE, INDIANA	\$47.42	\$48.42	\$49.42		\$1.00	\$1.00		2.1%	2.1%	
INDIANAPOLIS, INDIAN	\$51.11	\$52.11			\$1.00			2.0%	0.0%	
SOUTH BEND, INDIANA	\$49.27	\$50.67	\$51.95	\$53.23	\$1.40	\$1.28	\$1.28	2.8%	2.5%	2.5%

2016 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
LOUISVILLE, KENTUCK	\$50.47	\$51.42			\$0.95			1.9%	0.0%	
PADUCAH, KENTUCKY	\$49.09	\$50.09			\$1.00			2.0%	0.0%	
DETROIT, MICHIGAN	\$69.51	\$71.46			\$1.95			2.8%	0.0%	
MINNEAPOLIS, MINNES	\$65.74	\$67.79			\$2.05			3.1%	0.0%	
ST. PAUL, MINNESOTA	\$66.54	\$67.84			\$1.30			2.0%	0.0%	
KANSAS CITY, MISSOU	\$61.80	\$63.80			\$2.00			3.2%	0.0%	
ST. LOUIS, MISSOURI	\$63.23	\$64.48	\$65.98	\$67.48	\$1.25	\$1.50	\$1.50	2.0%	2.3%	2.3%
ALBANY, NEW YORK	\$61.40	\$63.26	\$64.91	\$66.56	\$1.86	\$1.65	\$1.65	3.0%	2.6%	2.5%
SYRACUSE, NEW YOR	\$54.03	\$55.23			\$1.20			2.2%	0.0%	
CLEVELAND, OHIO	\$58.07	\$58.37			\$0.30			0.5%	0.0%	
COLUMBUS, OHIO	\$77.58	\$78.83			\$1.25			1.6%	0.0%	
TULSA, OKLAHOMA	\$42.18	\$43.08			\$0.90			2.1%	0.0%	
CHATTANOOGA, TENN	\$37.83	\$38.65			\$0.82			2.2%	0.0%	
KNOXVILLE, TENNESSE	\$39.06	\$39.98			\$0.92			2.4%	0.0%	
MEMPHIS, TENNESSEE	\$47.66	\$48.48			\$0.82			1.7%	0.0%	
NASHVILLE, TENNESSE	\$52.70	\$54.15			\$1.45			2.8%	0.0%	
HOUSTON, TEXAS	\$42.79	\$43.99			\$1.20			2.8%	0.0%	
SALT LAKE CITY, UTAH	\$44.14	\$45.24	\$46.49		\$1.10	\$1.25		2.5%	2.8%	
SEATTLE, WASHINGTON	\$72.61	\$73.36	\$74.36		\$0.75	\$1.00		1.0%	1.4%	
TACOMA, WASHINGTON	\$63.37	\$65.32	\$67.27		\$1.95	\$1.95		3.1%	3.0%	
Plasterers										
ANCHORAGE, ALASKA	\$55.60	\$56.73			\$1.13			2.0%	0.0%	

2016 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
HUNTSVILLE, ALABAMA	\$30.71	\$31.00			\$0.29			0.9%	0.0%	
ATLANTA, GEORGIA	\$30.71	\$31.00			\$0.29			0.9%	0.0%	
ROCKFORD, ILLINOIS	\$57.76	\$59.61	\$61.56	\$63.61	\$1.85	\$1.95	\$2.05	3.2%	3.3%	3.3%
LOUISVILLE, KENTUCK	\$31.35	\$31.35			\$0.00			0.0%	0.0%	
PADUCAH, KENTUCKY	\$39.20	\$43.65			\$4.45			11.4%	0.0%	
DETROIT, MICHIGAN	\$45.75	\$46.50			\$0.75			1.6%	0.0%	
KANSAS CITY, MISSOU	\$44.25	\$44.25			\$0.00			0.0%	0.0%	
ST. LOUIS, MISSOURI	\$48.05	\$49.22	\$50.17	\$51.12	\$1.17	\$0.95	\$0.95	2.4%	1.9%	1.9%
SYRACUSE, NEW YOR	\$44.28	\$45.45			\$1.17			2.6%	0.0%	
CLEVELAND, OHIO	\$45.83	\$46.33			\$0.50			1.1%	0.0%	
TOLEDO, OHIO	\$43.96	\$44.72	\$45.47	\$46.23	\$0.76	\$0.75	\$0.76	1.7%	1.7%	1.7%
CHATTANOOGA, TENN	\$29.65	\$30.65			\$1.00			3.4%	0.0%	
KNOXVILLE, TENNESSE	\$29.65	\$30.65			\$1.00			3.4%	0.0%	
MEMPHIS, TENNESSEE	\$40.80	\$42.03			\$1.23			3.0%	0.0%	
NASHVILLE, TENNESSE	\$29.35	\$30.26			\$0.91			3.1%	0.0%	
CHARLESTON, WEST V	\$46.57	\$46.57			\$0.00			0.0%	0.0%	
Plumbers										
DETROIT, MICHIGAN	\$67.46	\$68.16			\$0.70			1.0%	0.0%	
ST. LOUIS, MISSOURI	\$63.18	\$64.48	\$65.98	\$67.48	\$1.30	\$1.50	\$1.50	2.1%	2.3%	2.3%
HOUSTON, TEXAS	\$42.34	\$43.49			\$1.15			2.7%	0.0%	
Sheet Metal Workers										
ANCHORAGE, ALASKA	\$61.84	\$63.70	\$65.56	\$67.42	\$1.86	\$1.86	\$1.86	3.0%	2.9%	2.8%

2016 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
ATLANTA, GEORGIA	\$44.11	\$44.91			\$0.80			1.8%	0.0%	
SIoux CITY, IOWA	\$34.96	\$35.96	\$37.26	\$38.56	\$1.00	\$1.30	\$1.30	2.9%	3.6%	3.5%
WICHITA, KANSAS	\$43.11	\$44.26	\$45.46	\$46.56	\$1.15	\$1.20	\$1.10	2.7%	2.7%	2.4%
LOUISVILLE, KENTUCK	\$47.27	\$47.96			\$0.69			1.5%	0.0%	
PADUCAH, KENTUCKY	\$48.51	\$49.20			\$0.69			1.4%	0.0%	
DETROIT, MICHIGAN	\$62.42	\$63.35			\$0.93			1.5%	0.0%	
LAS VEGAS, NEVADA	\$66.90	\$69.15	\$71.65	\$74.40	\$2.25	\$2.50	\$2.75	3.4%	3.6%	3.8%
ALBANY, NEW YORK	\$59.44	\$60.84	\$62.34	\$63.94	\$1.40	\$1.50	\$1.60	2.4%	2.5%	2.6%
SYRACUSE, NEW YOR	\$46.48	\$47.48	\$48.48	\$49.48	\$1.00	\$1.00	\$1.00	2.2%	2.1%	2.1%
CLEVELAND, OHIO	\$57.76	\$59.06	\$60.36	\$61.66	\$1.30	\$1.30	\$1.30	2.3%	2.2%	2.2%
TOLEDO, OHIO	\$56.88	\$58.30			\$1.42			2.5%	0.0%	
PHILADELPHIA, PENNS	\$76.38	\$79.63	\$82.88	\$86.13	\$3.25	\$3.25	\$3.25	4.3%	4.1%	3.9%
PITTSBURGH, PENNSY	\$57.70	\$59.01	\$60.28	\$61.39	\$1.31	\$1.27	\$1.11	2.3%	2.2%	1.8%
CHATTANOOGA, TENN	\$33.96	\$34.67			\$0.71			2.1%	0.0%	
KNOXVILLE, TENNESSE	\$37.05	\$37.93			\$0.88			2.4%	0.0%	
MEMPHIS, TENNESSEE	\$40.58	\$41.07			\$0.49			1.2%	0.0%	
NASHVILLE, TENNESSE	\$37.53	\$38.50			\$0.97			2.6%	0.0%	
HOUSTON, TEXAS	\$39.04	\$40.12	\$41.29	\$43.14	\$1.08	\$1.17	\$1.85	2.8%	2.9%	4.5%
SAN ANTONIO, TEXAS	\$39.94	\$40.79	\$41.68	\$41.97	\$0.85	\$0.89	\$0.29	2.1%	2.2%	0.7%
SALT LAKE CITY, UTAH	\$42.62	\$43.28	\$43.98	\$44.84	\$0.66	\$0.70	\$0.86	1.5%	1.6%	2.0%
MADISON, WISCONSIN	\$59.73	\$61.75	\$63.75	\$65.75	\$2.02	\$2.00	\$2.00	3.4%	3.2%	3.1%

Teamsters

2016 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
ANCHORAGE, ALASKA	\$59.26	\$59.96			\$0.70			1.2%	0.0%	
BIRMINGHAM,ALABAMA	\$25.74	\$26.62			\$0.88			3.4%	0.0%	
LOS ANGELES, CALIFO	\$52.39	\$54.39	\$56.24	\$58.09	\$2.00	\$1.85	\$1.85	3.8%	3.4%	3.3%
SAN FRANCISCO, CALI	\$55.84	\$57.74	\$59.64	\$61.54	\$1.90	\$1.90	\$1.90	3.4%	3.3%	3.2%
LOUISVILLE, KENTUCK	\$39.00	\$39.83			\$0.83			2.1%	0.0%	
PADUCAH, KENTUCKY	\$31.19	\$32.14			\$0.95			3.0%	0.0%	
ANN ARBOR, MICHIGAN	\$48.19	\$48.19			\$0.00			0.0%	0.0%	
ST. LOUIS, MISSOURI	\$41.60	\$42.85	\$43.90	\$44.95	\$1.25	\$1.05	\$1.05	3.0%	2.5%	2.4%
SYRACUSE, NEW YOR	\$42.92	\$44.42	\$47.60	\$47.60	\$1.50	\$3.18		3.5%	7.2%	
CHATTANOOGA, TENN	\$28.37	\$28.37			\$0.00			0.0%	0.0%	
CHARLESTON, WEST V	\$45.17	\$46.11			\$0.94			2.1%	0.0%	