



June 2004

Wage and Benefit Settlements – 2004

Wage and benefit settlements reported to the Construction Labor Research Council so far in 2004 have resulted in an average first year increase of \$1.38 or 4.0 percent. This is down somewhat from the \$1.45 or 4.3 percent reported for the comparable period a year earlier. Similarly, the average second and third year increases negotiated in 2004 are below year earlier levels.

Variability of individual settlements from the national average has continued to decline. There were few first year increases less than \$1.00 or more than \$2.00. Two-thirds of first year increases were within one percentage point of the overall average.

Regional Variation

While settlements in the east north central region are always most numerous, their impact upon the national figures was greater than usual. Settlements in the east north central region were close to the national averages and also near their levels of a year earlier. Remaining settlements were spread throughout the United States.

Contract Duration

There has been no change in the preference for negotiating three year agreements. About three-quarters of new agreements have been three years or more in length.

This report has been prepared to provide an early indication of 2004 bargaining results. Subsequent reports will be released which will be more geographically representative and provide craft detail.

Settlement Dollar Report by US (Summary)

U.S.TOTALS	Year											Total	Average	Covered				
		.59 or Less	.60	.79	.80	.99	1.00	1.19	1.20	1.39	1.40				1.59	1.60	1.79	1.80
	1	8	1	4	17	11	22	12	7	1	6	89	\$1.38	102,524				
	2	2	3	13	4	36	2	2	2	2	4	68	\$1.47	91,543				
	3	1	3	12	5	30	2	1	4	3	61	\$1.39	83,536					

Settlement Percent Report by US (Summary)

U.S.TOTALS	Year											Total	Average	Covered			
		0 or less	.9	1.0	1.9	2.0	2.9	3.0	3.9	4.0	4.9				5.0	5.9	6.0
	1			2	12	25	36	11	2	1	89	4.0%	102,524				
	2	1	6	27	27	6	1	68	4.0%	91,543							
	3		7	31	19	4	61	3.7%	83,536								

Wage and Benefit Settlements
United States and Selected Regions¹

	<u>Settlements</u>	<u>Coverage</u> <u>Workers</u>	<u>Average Increase²</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	89	102,524	\$1.38	\$1.47	4.0 %	4.0 %
			<u>Regions</u>			
East North Central	58	65,246	1.47	1.43	4.2	3.9

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.

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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