

September 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 \$1.44 or 4.1 percent and a second year increase of \$1.48 or 3.9 percent. These amounts are essentially unchanged from the averages reported earlier this year and the averages at this time last year. The average first year increase a year earlier was \$1.36 or 4.1 percent.

The same year-to-year pattern exists for second and third year average settlement amounts – this year's are little changed from the prior year. Unusually high or low settlements were the exception. A majority of increases were between 3.0 and 4.9 percent, especially in the second and third years of newly negotiated contracts.

### Regional Variation

While settlements in the east north central region are always most numerous, this has been even more so this year. They, therefore, strongly influence the national averages. Averages in the east north central region are slightly above those reported at this time last year.

### Craft Variation

Reported craft averages reflect the area in which the settlements were reached. Settlements with the carpenters and laborers cover the most workers and are close to the all crafts averages. Compared to a year earlier, average increases for these two crafts are little changed.

### Contract Duration

The traditional construction industry contract duration of three years continues to prevail. There were some longer agreements.

**Settlement Dollar Report by US (Summary)**

U.S.TOTALS	Year											Total	Average	Covered	
		.59 or	.60	.80	1.00	1.20	1.40	1.60	1.80	2.00	2.20				
		Less	.79	.99	1.19	1.39	1.59	1.79	1.99	2.19	2.39				
	1	16	6	12	30	21	29	20	18	2	11	165	\$1.44	186,235	
	2	10	4	5	23	12	47	8	7	4	8	128	\$1.48	164,009	
	3	8	2	6	17	13	36	12	5	5	7	111	\$1.43	147,657	

**Settlement Percent Report by US (Summary)**

U.S.TOTALS	Year											Total	Average	Covered
		.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0				
		.9	1.9	2.9	3.9	4.9	5.9	6.9	7.9	Over				
	1	1	10	23	46	57	18	8	2		165	4.1%	186,235	
	2	1	5	18	50	40	8	5	1		128	3.9%	164,009	
	3	1	5	16	47	33	6	2	1		111	3.7%	147,657	

**Wage and Benefit Settlements  
United States, Selected Regions and Crafts**

	<u>Settlements</u>	<u>Coverage Workers</u>	<u>Average Increase<sup>2</sup></u>			
			<u>Dollar</u>	<u>Percent</u>		
				<u>1st Year</u>	<u>2nd Year</u>	<u>1st Year</u>
United States	165	186,235	\$1.44	\$1.48	4.1%	3.9%
<u>Regions</u>						
East North Central	93	106,716	1.51	1.48	4.2%	4.0%
<u>Crafts</u>						
Bricklayers	21	14,240	1.83	*	4.7%	*
Carpenters	19	41,615	1.40	*	4.1%	*
Laborers	18	37,484	1.29	*	4.3%	*

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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