



June 2008

## Wage and Benefit Settlements in Construction 2008

Wage and benefit settlements reported to the Construction Labor Research Council so far in 2008 have resulted in an average first year increase of \$2.30 or 4.9 percent. This is up considerably from the average \$1.90 reported for the comparable period a year earlier and also higher than last year's 4.7 percent. Similar larger settlement amounts have been recorded for second and third year average amounts.

While first year dollar increases cover a wide range of amounts, this appears to reflect the wide range of wage and fringe rates throughout the country. Most settlements had first year increases of between 3.0 and 5.9 percent. More agreements provide for increases of 4.0 to 4.9 percent in all years than any other category.

### Regional Variation

While settlements in the East North Central region are most numerous, as always, negotiation results were reported from most regions of the country. The East North Central region recorded above average settlements and is the primary reason the national average has increased. Even within the region, the overall average is influenced by the results from a few larger bargaining units.

### Contract Duration

Three years continues to be the preferred duration for newly negotiated contracts. More than two-thirds of new agreements have been three years or more in length.

---

This report has been prepared to provide an early indication of 2008 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		
		.99 or	1.00	1.20	1.40	1.60	1.80	2.00	2.20	2.40	2.60	Over					
Less		1.19	1.39	1.59	1.79	1.99	2.19	2.39	2.59	Over							
7	1	4	9	10	18	6	4	5	3	9					75	\$2.30	99,935
5	2	3	6	7	9	1	6	2	4	9					52	\$2.49	77,367
2	3	3	6	7	4	3	6	2	1	10					46	\$2.31	55,305

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

U.S.TOTALS	Year												Total	Average	Covered		
		0 or	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	Over						
less		.9	1.9	2.9	3.9	4.9	5.9	6.9	7.9	Over							
14	1	2	14	17	23	16	4	1							75	4.9%	99,935
7	2		7	10	23	10	2								52	5.0%	77,367
2	3	2	2	9	26	6	1								46	4.6%	55,305

Wage and Benefit Settlements  
United States, Selected Regions and Crafts

	<u>Settlements</u>	<u>Coverage</u> <u>Workers</u>	<u>Dollar</u> <u>1st</u> <u>Year</u>	<u>Average Increase<sup>2</sup></u>		
				<u>2nd</u> <u>Year</u>	<u>Percent</u> <u>1st</u> <u>Year</u>	<u>2nd</u> <u>Year</u>
United States	75	99,935	\$2.30	\$2.49	4.9%	5.0%
			<u>Regions</u>			
Middle Atlantic	17	15,096	1.54	*	4.5%	*
East North Central	39	57,414	2.77	3.03	5.4%	5.5%

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

This report has been prepared from information collected and maintained by CLRC. Reasonable efforts have been made to assure the accuracy of the data, summaries and analyses. However, due to the nature of the information and the collection process, accuracy, cannot be guaranteed. CLRC disclaims any liability from any damages of any kind which may result from the use of these data.