

Settlements Report

TAUC End of the Year Meetings
December 9, 2014
Washington, DC

Construction Labor Research Council
Carey L. Peters, Ph.D.
Executive Director

CLRC

We Support the Union Construction Industry!

- Wage and Fringe Benefits
- Market Share
- Union-Nonunion Wage and Fringe Benefits Comparison
- Benchmark Analysis
- Contract Costing
- Workforce/Labor Analysis
- Safety Surveys
- Custom Research
- Collective Bargaining Support



CLRC

Sponsored by 10 Management Associations

- Associated General Contractors of America (AGC)
- Finishing Contractors Association (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)**

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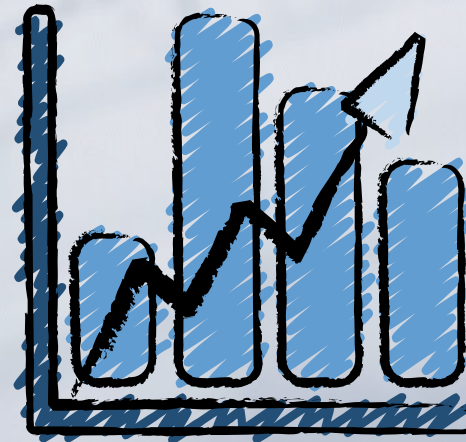
Conduct “Annual Projects” for the Association Sponsors

- Market Share
- Safety Programs
- Surveys
- Workforce Planning



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- Conduct “Special Projects” for Members at Lower Member Pricing
 - Union-Nonunion Wage and Fringe Benefits Comparison
 - Benchmark Analysis
 - Contract Costing
 - Market Share
 - Other



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- Publications

- *Union Construction Labor Cost Trends and Outlook (Q1)*

- *Settlements Report (Q2, Q3, Q4)*





Settlements Report

Settlements Trend

Exhibit 1

First Year Settlements, Shown as Percents

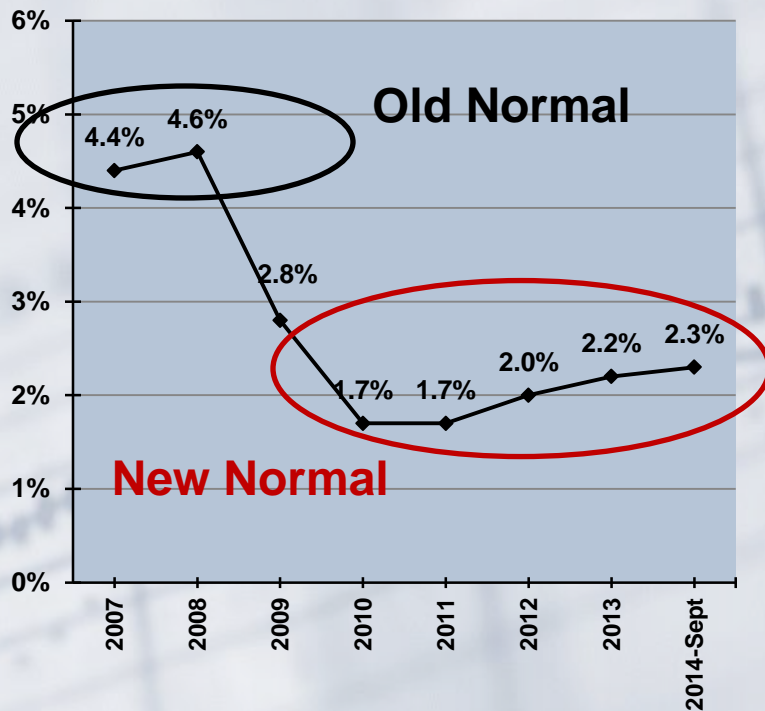
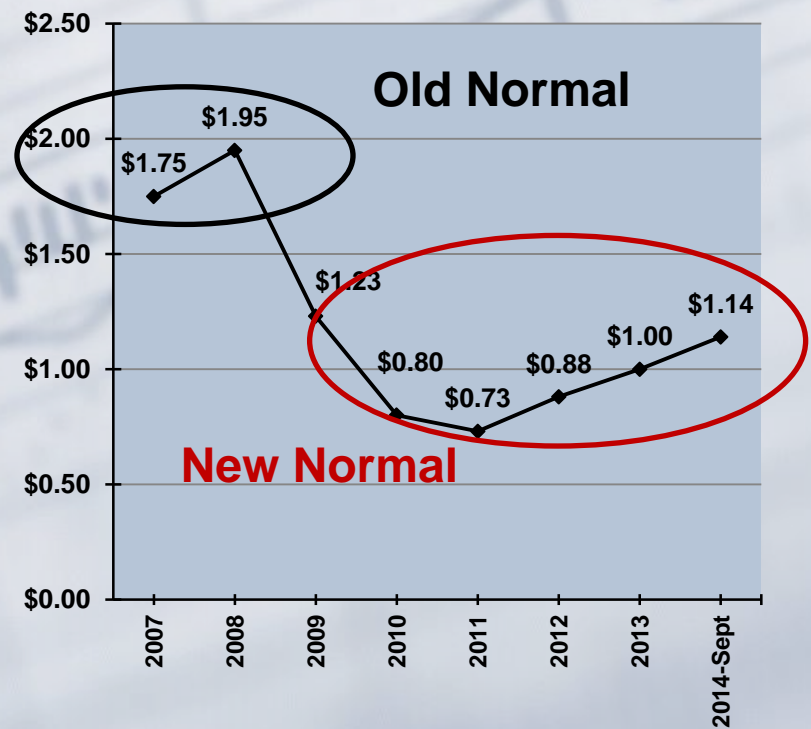


Exhibit 2

First Year Settlements, Shown as Dollars



Settlements Trend

Exhibit 3

2014 Settlements Compared to Settlements from 2012 and 2013

Contract Year	2012		2013		2014-Sept	
	Percent	Dollar	Percent	Dollar	Percent	Dollar
First	2.0%	\$0.88	2.2%	\$1.00	2.3%	\$1.14
Second	2.3%	\$1.08	2.6%	\$1.30	2.6%	\$1.35
Third	2.4%	\$1.13	2.6%	\$1.34	2.4%	\$1.32



Settlements Detail

Exhibit 4

Details for First Year Settlements Shown as Percents 2003, 2014 and 2014

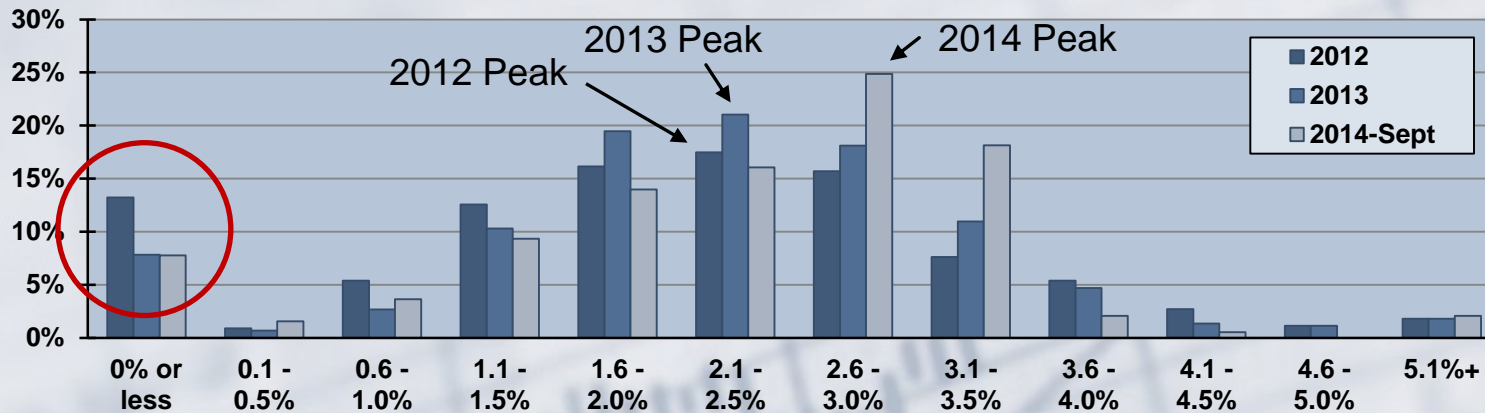
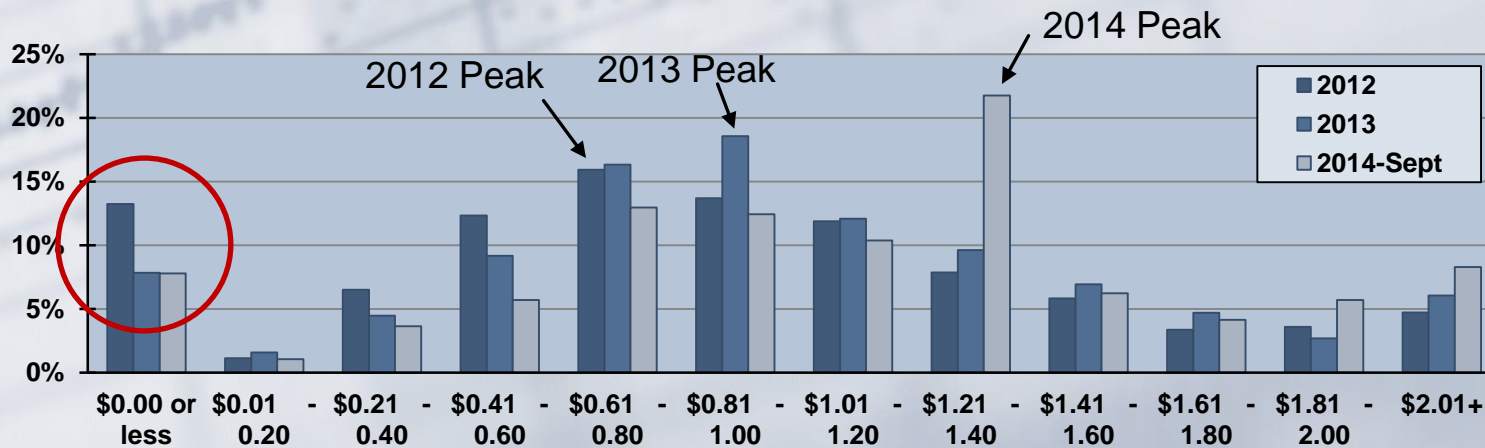


Exhibit 5

Details for First Year Settlements Shown as Dollars 2003, 2014 and 2014



Settlements by Region

Exhibit 6

Settlements by Region Shown as Percents

Region	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	4	● 1.6%	● 1.5%	4	● 2.0%	● 1.8%	4	● 2.1%	● 1.9%
Middle Atlantic	11	● 2.2%	● 2.2%	5	● 2.0%	● 2.2%	4	● 2.5%	● 2.7%
Southeast	5	● 1.6%	● 1.8%	3	● 1.6%	● 1.6%	-	-	-
East North Central	147	● 2.3%	● 2.6%	53	● 2.6%	● 2.8%	43	● 2.5%	● 2.8%
West North Central	8	● 2.0%	● 1.9%	7	● 2.3%	● 2.0%	5	● 2.3%	● 2.1%
South Central	10	● 2.4%	● 1.8%	5	● 1.4%	● 1.6%	3	● 1.4%	● 1.5%
Mountain-Northern Plains	-	-	-	-	-	-	-	-	-
Northwest	-	-	-	-	-	-	-	-	-
Southwest Pacific	8	● 3.0%	● 3.2%	7	● 3.4%	● 3.2%	7	● 3.3%	● 3.3%
United States	193	2.3%	2.3%	84	2.6%	2.6%	68	2.4%	2.4%

● Equal to or lower than United States results

● Higher than United States results



Settlements by Region

Exhibit 7

Settlements by Region Shown as Dollars

Region	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	4	● \$0.97	● \$0.92	4	● \$1.25	● \$1.10	4	● \$1.30	● \$1.15
Middle Atlantic	11	● \$1.15	● \$1.20	5	● \$1.15	● \$1.19	4	● \$1.56	● \$1.24
Southeast	5	● \$0.57	● \$0.71	3	● \$0.60	● \$0.54	-	-	-
East North Central	147	● \$1.15	● \$1.20	53	● \$1.44	● \$1.50	43	● \$1.42	● \$1.43
West North Central	8	● \$0.95	● \$0.73	7	● \$1.02	● \$0.80	5	● \$1.14	● \$0.90
South Central	10	● \$0.75	● \$0.62	5	● \$0.58	● \$0.57	3	● \$0.61	● \$0.60
Mountain-Northern Plains	-	-	-	-	-	-	-	-	-
Northwest	-	-	-	-	-	-	-	-	-
Southwest Pacific	8	● \$1.66	● \$1.75	7	● \$1.91	● \$1.67	7	● \$1.94	● \$1.60
United States	193	\$1.14	\$1.09	84	\$1.35	\$1.29	68	\$1.32	\$1.36

● Equal to or lower than United States results

● Higher than United States results

Settlements by Craft

Exhibit 8

Settlements by Craft Shown as Percents



Craft	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
Boilermakers	-	-	-	-	-	-	-	-	-
Bricklayers	23	● 2.0%	● 2.0%	5	● 2.3%	● 2.2%	4	● 2.2%	● 2.3%
Carpenters	19	● 2.8%	● 2.7%	13	● 3.0%	● 2.9%	12	● 2.9%	● 2.9%
Cement Masons	17	● 2.6%	● 2.8%	6	● 2.6%	● 2.6%	5	● 2.3%	● 2.4%
Electricians	20	● 1.8%	● 1.8%	10	● 1.8%	● 1.8%	7	● 1.1%	● 1.9%
Insulators	-	-	-	-	-	-	-	-	-
Iron Workers	12	● 2.3%	● 2.5%	-	-	-	-	-	-
Laborers	23	● 2.5%	● 2.8%	5	● 3.0%	● 3.2%	4	● 2.8%	● 3.0%
Millwrights	10	● 2.5%	● 2.7%	6	● 2.9%	● 2.8%	6	● 3.0%	● 2.9%
Operating Engineers	8	● 3.4%	● 3.1%	5	● 3.8%	● 3.4%	5	● 2.4%	● 2.3%
Painters	13	● 1.7%	● 1.8%	5	● 1.4%	● 1.8%	-	-	-
Pipefitters/Plumbers	9	● 1.8%	● 2.0%	4	● 2.0%	● 2.0%	4	● 2.3%	● 2.3%
Plumbers	5	● 1.7%	● 1.9%	-	-	-	-	-	-
Plasterers	12	● 2.5%	● 2.3%	5	● 3.2%	● 3.1%	-	-	-
Sheet Metal Workers	19	● 1.9%	● 2.1%	16	● 2.2%	● 2.3%	13	● 2.4%	● 2.7%
Teamsters	-	-	-	-	-	-	-	-	-
United States	193	2.3%	2.3%	84	2.6%	2.6%	68	2.4%	2.4%

● Equal to or lower than United States results

● Higher than United States results

Settlements by Craft

Exhibit 9

Settlements by Craft Shown as Dollars

Craft	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
Boilermakers	-	-	-	-	-	-	-	-	-
Bricklayers	23	● \$0.95	● \$1.00	5	● \$1.19	● \$1.10	4	● \$1.09	● \$1.20
Carpenters	19	● \$1.37	● \$1.32	13	● \$1.57	● \$1.50	12	● \$1.59	● \$1.55
Cement Masons	17	● \$1.34	● \$1.29	6	● \$1.23	● \$1.15	5	● \$1.10	● \$1.10
Electricians	20	● \$1.01	● \$0.79	10	● \$1.00	● \$1.10	7	● \$0.76	● \$1.15
Insulators	-	-	-	-	-	-	-	-	-
Iron Workers	12	● \$1.14	● \$1.28	-	-	-	-	-	-
Laborers	23	● \$1.09	● \$1.29	5	● \$1.36	● \$1.35	4	● \$1.24	● \$1.31
Millwrights	10	● \$1.41	● \$1.39	6	● \$1.72	● \$1.50	6	● \$1.79	● \$1.55
Operating Engineers	8	● \$1.46	● \$1.48	5	● \$2.11	● \$2.45	5	● \$1.36	● \$1.05
Painters	13	● \$0.81	● \$0.75	5	● \$0.66	● \$0.65	-	-	-
Pipefitters/Plumbers	9	● \$1.01	● \$0.85	4	● \$1.15	● \$1.05	4	● \$1.40	● \$1.50
Plumbers	5	● \$0.97	● \$1.10	-	-	-	-	-	-
Plasterers	12	● \$1.22	● \$1.02	5	● \$1.57	● \$1.65	-	-	-
Sheet Metal Workers	19	● \$1.07	● \$1.06	16	● \$1.29	● \$1.45	13	● \$1.53	● \$1.43
Teamsters	-	-	-	-	-	-	-	-	-
United States	193	\$1.14	\$1.09	84	\$1.35	\$1.29	68	\$1.32	\$1.36

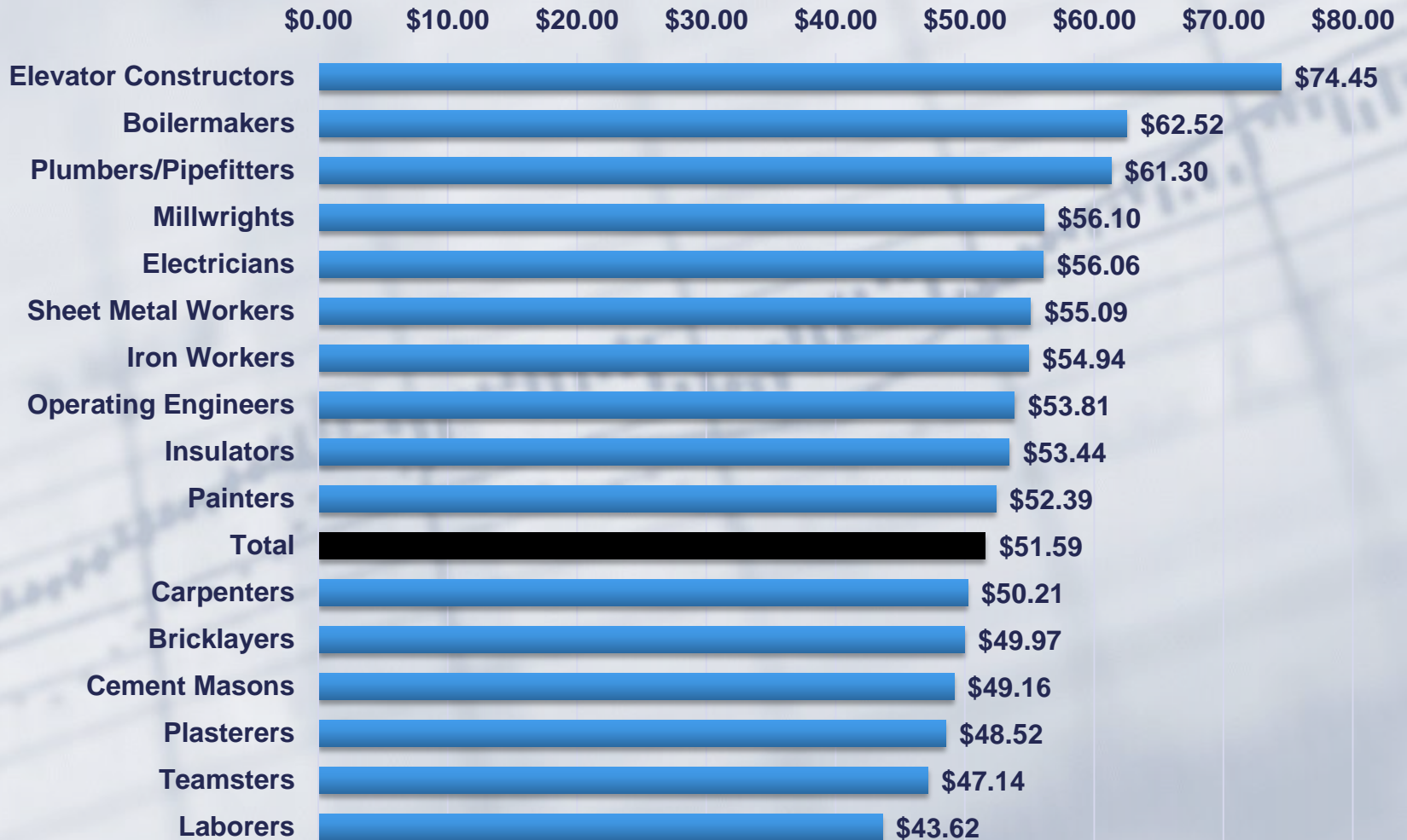
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Wage and Fringe Benefits Rates



Wage and Fringe Benefits Rates

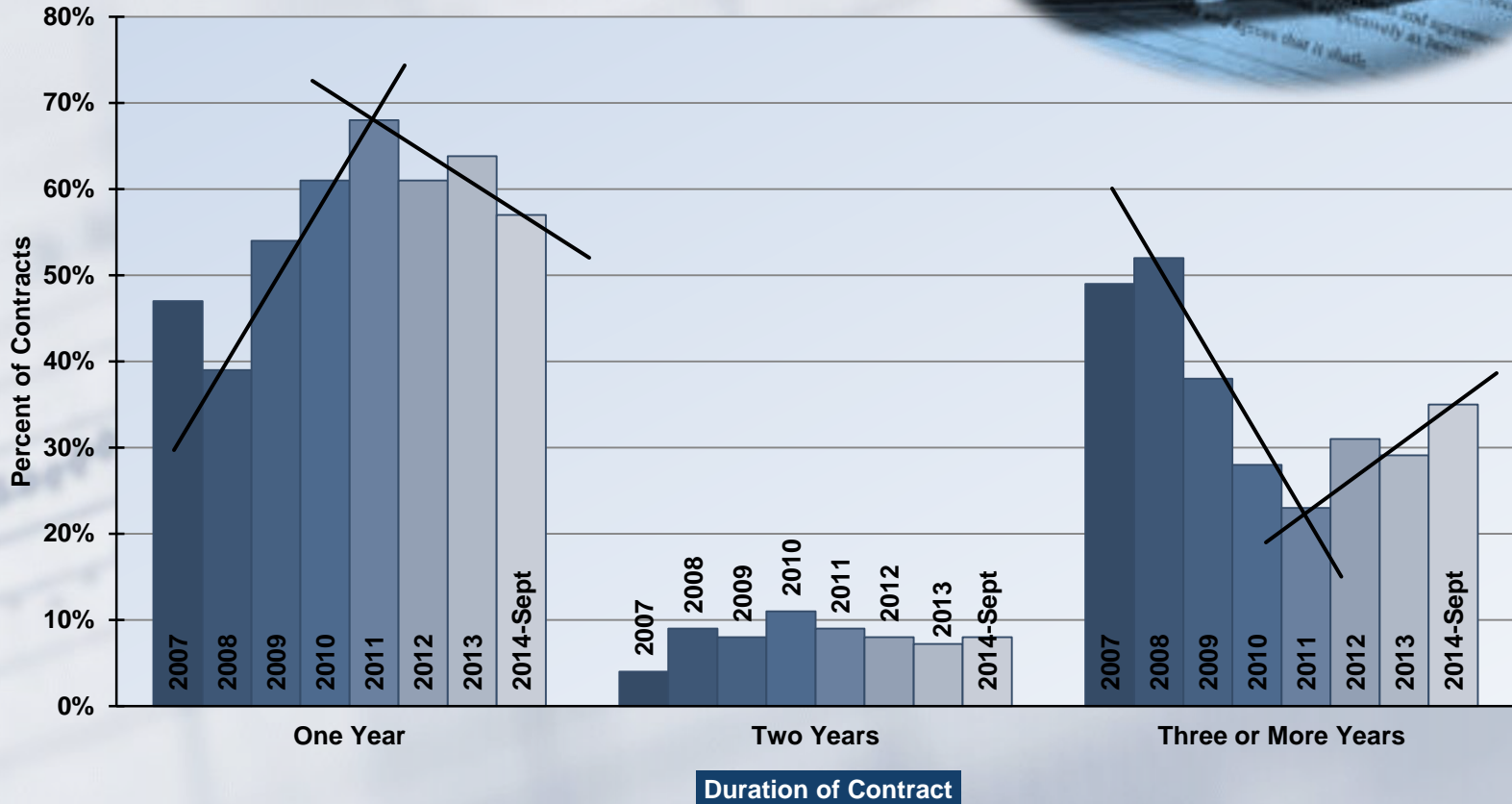


Contract Length



Exhibit 10

Contract Length Trend



Multiyear Settlements Trend

Exhibit 11

Multiyear Settlements Trend Shown as Percents for Years One, Two and Three



Exhibit 12

Multiyear Settlements Trend Shown as Dollars for Years One, Two and Three



Scheduled Increases in the United States



Year	Amount	Percent
2014	\$1.44	2.7%
2015	\$1.52	2.6%



**Questions, Comments or
Mild Criticisms
???**

Construction Labor Research Council

Carey L. Peters, Ph.D.

Executive Director

(202) 347-8440

www.clrccconsulting.org

clpeters@clrccconsulting.org