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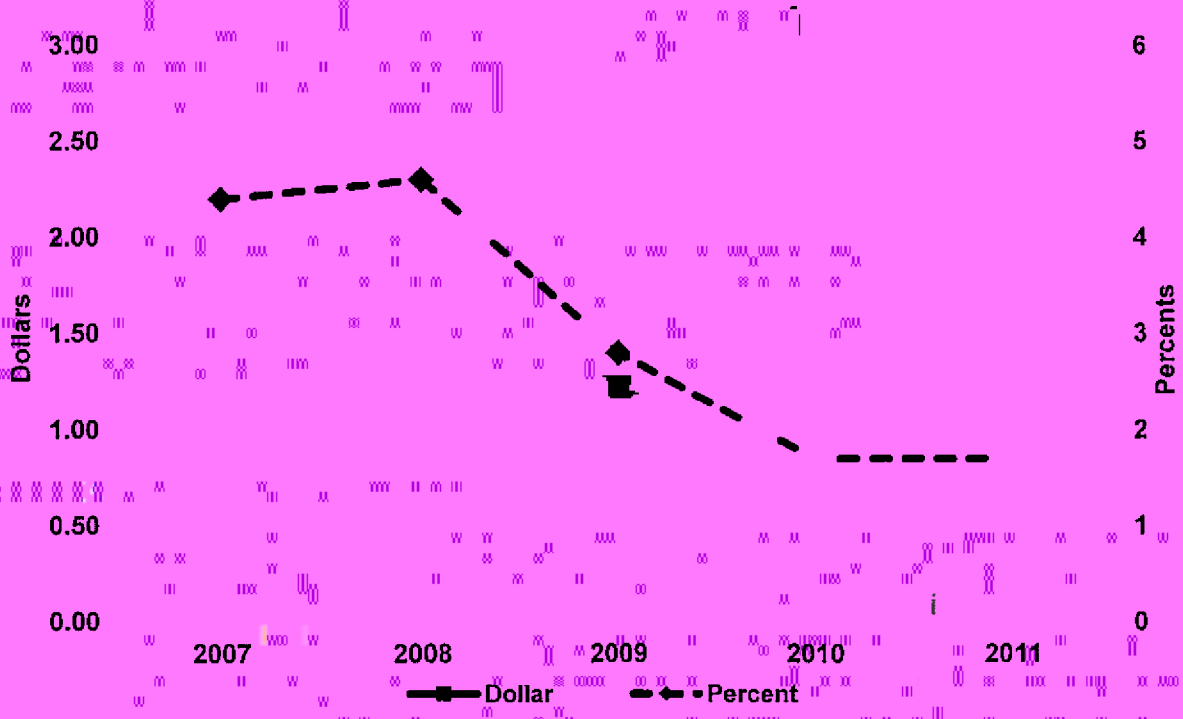
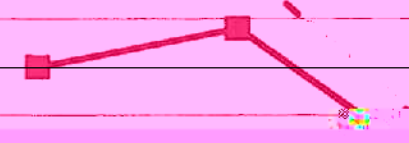
Wage and Benefit Settlements in Construction 2011

The first year increase for wage and fringe benefits settlements negotiated in 2011 averaged \$0.73 or 1.7 percent. These figures are slightly lower than at this time last year when the 2010

settlements averaged \$0.80 or 1.7 percent. Two years ago the 2009 negotiated adjustments were significantly higher, averaging \$1.23 or 2.8 percent. Other notable results for 2011:

The size of increases was similar to last year, after declines in 2009 and 2010.

Construction Settlements First Year Increase in Wage Plus Benefit Rate



Craft Variation

Increases by craft ranged from a low of \$0.40 to a high of \$1.16. Other than these high and low extremes, nearly all other craft adjustments fall between \$0.50 and \$0.99. The range for

Settlement Dollar Report by US (Summary)

	1.00	1.20	1.40	1.60	1.80	2.00	2.20	
	1.19	1.39	1.59	1.79	1.99	2.19	Over	Total
46	38	25	16	12	1	8	383	
19	12	6	10	9	5	2	124	
7	18	10	4	5	3	7	90	

Settlement Percent Report by US (Summary)

	3.0	4.0	5.0	6.0	7.0	8.0	
	3.9	4.9	5.9	6.9	7.9	Over	Total
1	68	11	1	2	1	4	383
10	28	2					124
12	25	2					90

19
50
18

1
3
3

Wage and Benefit Settlements
United States, Selected Regions and States¹

	<u>Coverage</u>		<u>Average Increase²</u>			
	<u>Settlements</u>	<u>Workers</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	383	267,929	\$0.73	\$1.29	1.7 %	2.3 %
			<u>Regions</u>			
Middle Atlantic	39	52,155	\$0.84	\$1.35	1.6 %	2.4 %
Pennsylvania	21	36,566	0.98	*	1.8	*
Southeast	101	54,479	0.55	*	1.8	*
Alabama	18	5,527	0.65	*	2.4	*
Kentucky	18	6,144	0.79	*	1.9	*
Tennessee	45	25,598	0.62	*	2.1	*
East North Central	173	97,532	0.77	1.25	1.7	2.2
Illinois	47	22,280	0.60	1.70	1.2	2.0
Wisconsin	25	10,119	0.42	*	1.0	*
West North Central	20	9,183	0.39	*	1.0	*
South Central	19	17,271	0.28	*	0.8	*

¹ Areas with a sufficient number of settlements to show a meaningful average.

² Weighted by number of workers covered.

Settlement Dollar Report by Craft (Summary)

	1.00	1.20	1.40	1.60	1.80	2.00	2.20	Total	Average
.80	1	2	4	1	1	1	1	31	\$0.51
.99	1	1	1	1	1	1	1	39	\$0.76
	1	2	2	1	1	1	1	26	\$0.78
	2	1	1	1	1	1	1	22	\$1.03
	3	4	1	2	1	1	1	26	\$0.51
	4	2	2	1	1	1	1	31	\$0.61
	5	1	1	1	1	1	1	48	\$0.68
	6	2	2	1	1	1	1	20	\$1.16
	7	2	1	1	1	1	1	21	\$0.40
	8	3	1	2	1	1	1	26	\$1.09
	9	1	1	1	1	1	1	34	\$0.53
	10	2	4	2	1	2	1	25	\$1.17
	11	2	4	2	1	1	1	19	\$1.41

Settlement P

Report by Craft (Summary)

Year	0 or Less	1.0	1.9	2.0	2.9	3.0	3.9	4.0	4.9	5.0	5.9	6.0	6.9	7.0	7.9	8.0	Over	Total	Average Covered	
Painters	1	15	4	2		5		1										31	1.1	9,263
Painters	1	7	7	10		6		1	1									39	1.7	48,179
Masons	1	8		3		6												26	1.8	4,903
Operators	1	3	2	3		4		1	1	1							1	22	2.2	19,829
Electricians	1	4	2	9		5		1										26	1.1	22,755
Painters-Struct.	1	4	7	10		3		1										31	1.2	30,316
Painters Bldg.	1	7	5	8		14		1										48	2.0	48,543
Painters	1	2	1	5		3										3		20	2.9	4,263
Painters	1	5	1	7		4		1										21	1.1	13,737
Painters/Plumbers	1	2	5	6		2		5										26	2.1	31,532
Metal Workers	1	7	3	10		3		1										34	1.1	20,270
	2	1	2	9		3												25	2.0	16,337
	3	1	2	5		4												19	2.3	11,748

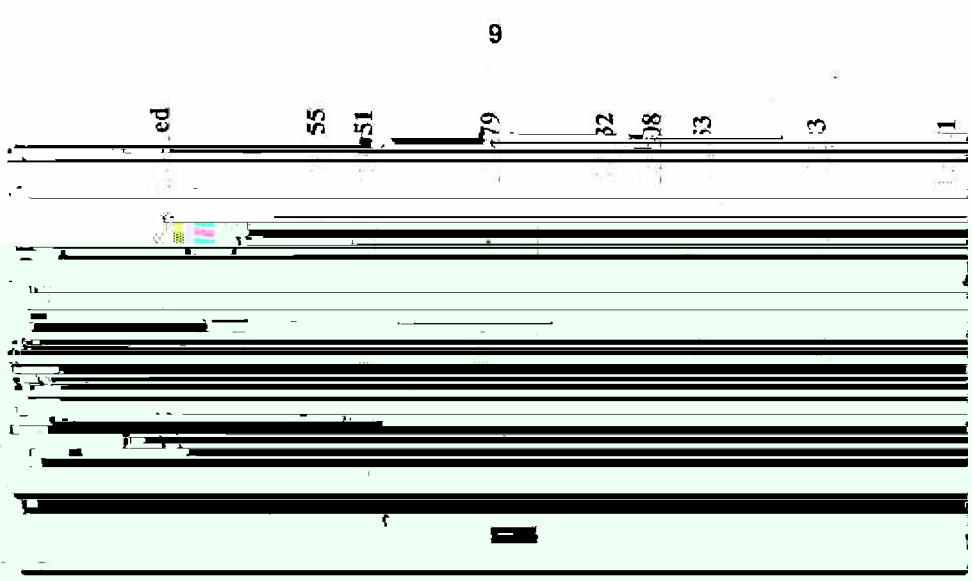
Settlement Dollar Report b

Region (Totals)

Year	59 or Less	.60	.80	1.00	1.20	1.40	1.60	1.80	1.99	2000	2.20	Total	Average	Covered	
Alle Atlantic															
1	9	2	8	7	6	2	2	1		2		39	\$0.84	52,155	
2	1	1	5	5	4		1	2		1		21	\$1.35	25,751	
heast															
1	50	11	8	8	10	5	2	3		4		101	\$0.55	54,479	8
North Central															
1	54	26	16	27	21	12	9	6		1		173	\$0.77	97,532	
2	20	9	4	10	8	2	4	2		2		62	\$1.25	39,808	
3	14	4	4		7	3				1	5	38	\$1.50	30,053	
North Central															
1	13	4	2	1								20	\$0.39	9,183	
h Central															
1	14	1	2		1	1						19	\$0.28	17,271	

Settlement Percent Report by Region (Totals)

	0 or .0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	Total	Average
Less	.9	1.9	2.9	3.9	4.9	5.9	6.9	7.9	Over		
S	4	5	10	14	4	2				39	1.6
		4	11	-6						21	2.4
	20	16	12	24	16	6	2	4		101	1.8
	26	16	45	44	39	2		1		173	1.7
	1	5	27	18	10	1				62	2.2
	1	3	16	11	6	1				38	2.5
	5	3	8	3	1					20	1.0
	9	3	2	3	2					19	0.8



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

Florida
Georgia
Kentucky
Mississippi

South Carolina
Tennessee
Virginia

East North Central

Illinois
Indiana
Michigan
Minnesota
Ohio

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

Alaska
Idaho
Oregon
Washington

SETTLEMENTS

	Year 2	Year 3	Year 4		\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
13	\$31.38				0.25			0.8%	0.0%	
15	\$31.38				0.25			0.8%	0.0%	
15	\$47.10	\$48.20	\$49.40		0.65	\$1.10	\$1.20	1.4%	2.3%	2.6%
15	\$46.90	\$48.40	\$49.90		1.55	\$1.50	\$1.50	3.4%	3.2%	3.1%
17	\$46.20	\$47.70	\$49.20		1.49	\$1.50	\$1.50	3.3%	3.2%	3.1%
19	\$27.24				0.25			0.9%	0.0%	
20	\$39.40	\$40.58			0.00	\$1.18		0.0%	3.0%	
22	\$44.87				1.45			3.3%	0.0%	
25	\$33.95				0.00			0.0%	0.0%	
28	\$33.78	PADUCAH, KENTUCKY			0.00			0.0%	0.0%	
23	\$40.03	SAGINAW, MICHIGAN			0.80			2.0%	0.0%	
29	\$39.16				0.87			2.3%	0.0%	
48	\$45.48	\$46.73			0.00	\$1.25		0.0%	2.7%	
35	\$36.35				0.00			0.0%	0.0%	
36	\$43.43				1.47			3.5%	0.0%	
53	\$40.66				1.13			2.9%	0.0%	
23	\$55.53	K...			1.30			2.4%	0.0%	
02	\$26.02				0.00			0.0%	0.0%	
59	\$24.59				0.00			0.0%	0.0%	
39	\$27.00				0.11			0.4%	0.0%	
25	\$25.25				0.00			0.0%	0.0%	

2011 SETTLEMENTS

Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
16.69			\$0.00			0.0%	0.0%	
18.36			\$0.00			0.0%	0.0%	
31.73			\$0.65			1.3%	0.0%	
36.40			\$0.00			0.0%	0.0%	
38.36			\$0.00			0.0%	0.0%	
39.64			\$0.00			0.0%	0.0%	
46.69			\$0.00			0.0%	0.0%	
46.68			\$0.00			0.0%	0.0%	
15.55			\$1.79			4.1%	0.0%	
10.78	\$42.00	\$43.22	\$1.27	\$1.22	\$1.22	3.2%	3.0%	2.9%
35.07			\$1.65			3.1%	0.0%	
35.07			\$1.95			3.7%	0.0%	
30.80			\$0.00			0.0%	0.0%	
28.95			\$1.70			6.2%	0.0%	
31.11			\$0.00			0.0%	0.0%	
19.40			\$1.09			2.3%	0.0%	
30.56			\$0.00			0.0%	0.0%	
31.95			\$0.36			1.1%	0.0%	
39.98			\$0.00			0.0%	0.0%	
35.70			\$0.00			0.0%	0.0%	
33.94			\$0.85			1.6%	0.0%	

% Diff 3-4
 1.2%
 1.2%
 1.2%
 1.3%
 3.2%
 3.2%
 3.2%
 3.2%
 0.7%

% Diff 2
 1.9% 1.2
 2.0% 1.2
 3.0% 1.2
 1.0% 0.0
 1.4% 1.4
 1.8% 0.0
 1.7% 2.3
 1.4% 2.2
 1.7% 2.3
 1.8% 2.3
 1.6% 0.7
 1.7% 0.0
 2.5% 0.0
 1.3% 0.0
 1.3% 0.0
 2.1% 0.0
 3.0% 0.0
 3.0% 2.9
 1.9% 0.0
 1.0% 0.0
 3.1% 0.0
 5.8% 0.0

3-4 D
 10
 10
 15
 14
 13
 14
 14
 15
 \$26.92
 \$29.02

2011 SETTLEMENTS

Year	\$	Diff 1-2	Diff 2-3	Diff 3-4	% Diff 1-2	% Diff
	\$0.20				0.8%	0.
	\$0.00				0.0%	0.
	\$1.25				2.8%	0.
	\$1.25				2.8%	0.
	\$1.25				2.8%	0.
	\$1.30				3.1%	0.
	\$1.00				3.7%	0.
	\$0.00				0.0%	0.
	\$0.75	\$0.75			1.7%	1.
	\$.55				2.5%	0.
	\$.92				3.9%	0.
	\$.00				2.4%	0.
	\$.65				2.7%	0.
	\$1.00				3.4%	0.
	\$0.70				1.9%	0.
	\$0.76				2.2%	0.
	\$1.15	\$1.15			3.0%	2.
	\$1.00				2.5%	0.
	\$0.96	\$0.60			2.3%	1.
	\$0.00				0.0%	0.
	\$1.47				3.4%	0.

14.76

11.05

14.11

	% Diff 1-2	% Diff 2-3	% Diff 3-4
	0.0%	0.0%	
	2.4%	2.4%	
	1.8%	0.0%	
	2.2%	0.0%	
	0.0%	0.0%	
	0.0%	0.0%	
	0.0%	0.0%	
	0.0%	0.0%	
	0.0%	0.0%	
	0.0%	0.0%	
	2%	0.0%	
	6%	0.0%	
	2%	0.0%	
	6%	0.9%	1.0%
	0%	0.0%	
	4%	0.0%	
	7%	0.0%	
	1%	0.0%	
	8%	2.8%	
	7%	3.2%	3.6%
	7%	0.0%	
	0%	0.0%	

\$38.11

ATLANTA, GEORGIA
 DES MOINES, IOWA

L I

ELEMENTS

	\$	\$	%
	Diff 2-3	Diff 3-4	Diff 1
10	\$1.95	\$2.25	3.6
20			2.6
30	\$0.75	\$0.75	1.5
40	\$1.34	\$1.34	2.2
50			2.2
60			2.2
70			13.1
80			0.8
90			2.2
100			0.0
110			0.0
120			3.7
130			4.2
140			0.8
150	\$1.10	\$2.00	1.1
160			0.0
170			0.0
180			2.2
190			1.9
200			3.9
210			1.3

	%	%
	Diff 2-3	Diff 3-4
10	4.3%	4.7%
20	0.5%	
30	1.1%	2.1%
40	2.1%	2.1%
50	0.0%	
60	0.0%	
70	0.0%	
80	0.0%	
90	0.0%	
100	0.0%	
110	0.0%	
120	0.0%	
130	0.0%	
140	0.0%	
150	0.0%	3.4%
160	0.0%	
170	0.0%	
180	0.0%	
190	0.0%	
200	0.0%	
210	0.0%	

2011 SETTLEMENTS

	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3	% Diff 1-2	% Diff 2-3	% Diff 3-4
			\$1.15			2.5%	0.0%	
			\$0.47			1.1%	0.0%	
			\$1.23			2.8%	0.0%	
			\$0.67			.5%	0.0%	
			\$1.57			1.0%	0.0%	
			\$0.99			.6%	0.0%	
			\$1.54			2.4%	0.0%	
			\$0.00			1.0%	0.0%	
			\$0.40			1.7%	0.0%	
			\$0.20			1.5%	0.0%	
			\$0.60			.3%	0.0%	
	\$46.64		\$0.83	\$1.19		.9%	2.6%	
			\$0.54			1.8%	0.0%	
			\$0.37			.2%	0.0%	
			\$0.25			1.8%	0.0%	
			\$0.50			1.6%	0.0%	
			\$0.25			1.8%	0.0%	
			\$0.00			1.0%	0.0%	
			\$1.21			1.6%	0.0%	
			\$0.00			1.0%	0.0%	
			\$1.30			1.9%	0.0%	
	\$46.20		\$1.10	\$1.10		1.5%	2.4%	

MEMPHIS, TENNESSEE \$1.77

NASHVILLE TENNESS

ADJUSTMENTS

	\$	%	%	%
	Diff 2-3	Diff 2-3	Diff 2-3	Diff 3-4
	\$			
15		2.9%	0.0%	
22		4.6%	0.0%	
5		2.4%	0.0%	
10		0.0%	0.0%	
15	\$1.40	3.2%	3.2%	2.8%
10		4.0%	0.0%	
5	\$1.35	3.6%	3.0%	2.8%
10		3.3%	0.0%	
8		3.0%	0.0%	
6		2.0%	0.0%	
8		3.0%	0.0%	
8		3.0%	0.0%	
0		3.9%	0.0%	
10		2.1%	0.0%	
10		3.1%	0.0%	
0		3.2%	0.0%	
0		3.2%	0.0%	
5		3.2%	0.0%	
0		3.2%	0.0%	
0		2.4%	0.0%	
7		2.0%	0.0%	

ADJUSTMENTS

\$

Diff 1-2 Diff 2-3

\$10.29

\$1.40

\$0.29

\$0.29

\$0.50

\$1.28

\$0.45

\$0.60

\$1.00

\$0.95

\$0.95

\$0.85

\$0.80

\$0.65

\$10.88

\$17,800.15

\$0.51

\$0.25

\$0.40

\$0.13

\$0.00

% Diff 1-2 Diff 2-3 Diff 3-4

1.0%

3.6%

1.0%

0.9%

1.8%

3.3%

1.3%

1.3%

3.5%

0.0%

2.8%

2.8%

2.4%

2.7%

1.9%

2.0%

0.8%

2.3%

1.3%

1.9%

0.8%

0.0%

0.0%

3.3%

0.0%

0.0%

0.0%

3.4%

1.5%

1.6%

0.8%

0.0%

3.2%

3.2%

3.1%

0.0%

0.0%

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0.0%

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0.0%

0.0%

3.0%

3.0%

1.4%

2.7%

3.4%

3.0%

3.4%

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3.3%

3.4%

3.4%

3.3%

3.3%

3.3%

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3.3%

3.3%

3.3%

3.3%

3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

3.0%

3.4%

3.4%

3.3%

3.4%

3.4%

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3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

3.0%

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3.3%

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3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

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3.3%

3.3%

3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

3.0%

3.4%

3.4%

3.3%

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3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

3.0%

3.4%

3.4%

3.3%

3.4%

3.4%

3.3%

3.3%

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3.3%

3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

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3.3%

3.0%

3.0%

1.4%

2.7%

3.4%

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2011 SETTLEMENTS

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	% Diff 1-2	% Diff 2-3	% Diff 3-4
16.01	\$36.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.0%	0.0%
17.36	\$37.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.0%	0.0%
17.36	\$37.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.0%	0.0%
17.34	\$37.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.0%	0.0%
14.28	\$35.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	3.8%	0.0%	0.0%
13.19	\$34.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	3.8%	0.0%	0.0%
28.53	\$29.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	3.9%	0.0%	0.0%
16.67	\$36.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.0%	0.0%
16.07	\$36.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	0.0%	0.0%
32.50	\$54.46	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	3.1%	0.0%	0.0%
11.07	\$41.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2.0%	1.2%	1.2%
10.62	\$41.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	3.0%	0.0%	0.0%
18.89	\$39.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2.8%	0.0%	0.0%
12.20	\$42.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1.7%	1.6%	1.6%
17.38	\$47.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%	2.2%	2.2%
13.39	\$44.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1.5%	0.0%	0.0%
15.67	\$46.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1.5%	0.0%	0.0%
10.87	\$62.07	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	2.5%	0.6%	0.6%
18.87	\$50.11	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	2.5%	0.0%	0.0%
17.15	\$27.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2.8%	0.6%	0.6%
10.11	\$34.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1.9%	0.6%	0.6%

2011 SETTLEMENT

Year 1	Year	Year 3	Year 4	Diff 1-2	\$	Year 3	Year 4	Diff 1-2	\$	Diff 1-2	%	Diff 2-3	%	Diff 3-4	%
30.11	\$34.3			\$4.19											
30.11	\$34.2			\$4.18											
45.46	\$46.1			\$0.65											
46.47	\$47.6			\$1.15											
46.77	\$48.2	\$49.63	\$51.06	\$ 43						\$1.43	3.1%	3.0%	0.0%	2.9%	
50.54	\$60.5			\$0.00							0.0%	0.0%	0.0%		
45.92	\$47.4			\$1.55							3.4%	0.0%	0.0%		
39.25	\$40.2	\$41.00	\$41.50	\$1.00						\$0.50	2.5%	1.9%	0.0%	1.2%	
50.14	\$52.0			\$1.92							3.8%	0.0%	0.0%		
44.92	\$46.0			\$1.10							2.4%	0.0%	0.0%		
39.20	\$39.7	\$40.30	\$4 35	\$0.50						\$1.05	1.3%	1.5%	0.0%	2.6%	
27.97	\$27.9			\$0.00							0.0%	0.0%	0.0%		
36.35	\$36.3			\$0.00							0.0%	0.0%	0.0%		
40.52	\$41.1	\$41.52		\$0.65							1.6%	0.9%	0.0%		
55.95	\$56.9			\$1.00							1.8%	0.0%	0.0%		
37.78	\$38.7	\$39.18		\$0.98							2.6%	1.1%	0.0%		
43.76	\$44.4			\$0.70							1.6%	0.0%	0.0%		
41.67	\$42.9			\$1.30							3.1%	0.0%	0.0%		
35.40	\$36.2	\$3 0	\$38.00	\$0.80						\$0.80	2.3%	2.5%	0.0%	2.4%	
52.17		\$54.68	\$56.28	\$1.60						\$1.58	1.8%	3.0%	0.0%	2.9%	

11 SETTLEMENTS

	Year 1	Year 2	Year 3	Year		\$	\$	%	%	%
						Diff 1-2	Diff 2-3	Diff 1-2	Diff 2-3	Diff 3-4
M	\$22.98	\$23.63				\$0.65		2.8%	0.0%	
S	\$48.38	\$49.08				\$0.70		1.4%	0.0%	
CK	\$33.25	\$34.49				\$1.24		3.7%	0.0%	
CY	\$27.77	\$28.60				\$0.83		3.0%	0.0%	
DU	\$39.65	\$40.10	\$40.80	\$41		\$0.45	\$0.70	1.1%	1.7%	2.2%
JN	\$25.78	\$25.78				\$0.00		0.0%	0.0%	
LV	\$39.33	\$40.63				\$1.30		3.3%	0.0%	