



# Settlements Report

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*September 2017*

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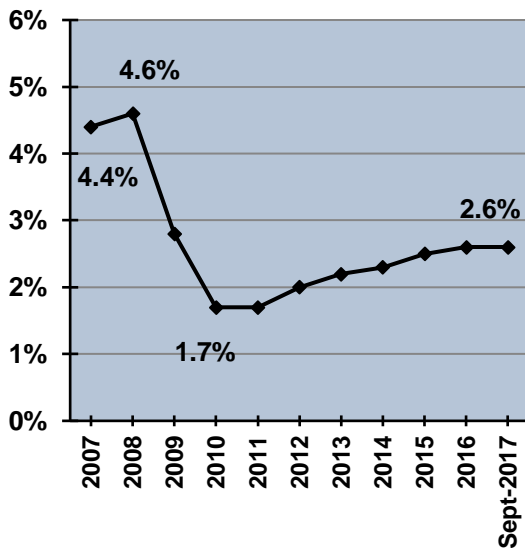
Settlements for union crafts in the construction industry from January-September 2017 (referred to as Sept-2017 in this report), as analyzed by the Construction Labor Research Council (CLRC), averaged 2.6 percent (\$1.44). **Exhibits 1 and 2** show the 10-year trend for wage and fringe benefits combined (total package).

**Exhibit 1** shows that, in percentage terms, the average increase for settlements has grown by nearly one percent since 2010 (from 1.7 percent in 2010 to 2.6 percent in Sept-2017).

**Exhibit 2** shows that the average dollar increase for settlements has steadily risen each year since 2011, yet has not quite returned to the increases yielded in 2007 and 2008.

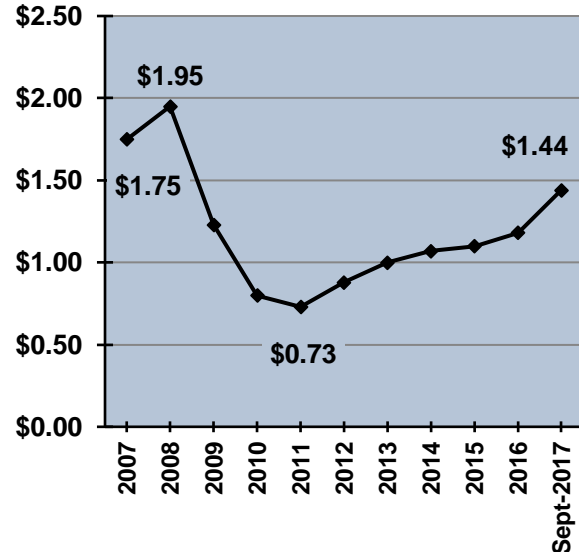
**Exhibit 1**

*All settlements, shown as percents*



**Exhibit 2**

*All settlements, shown as dollars*



The overall median increase for Sept-2017 was 2.5 percent (\$1.50), similar to the overall averages shown in **Exhibit 1**. The median is the rate at which half of the agreements are higher and half are lower; it is less affected by outliers.

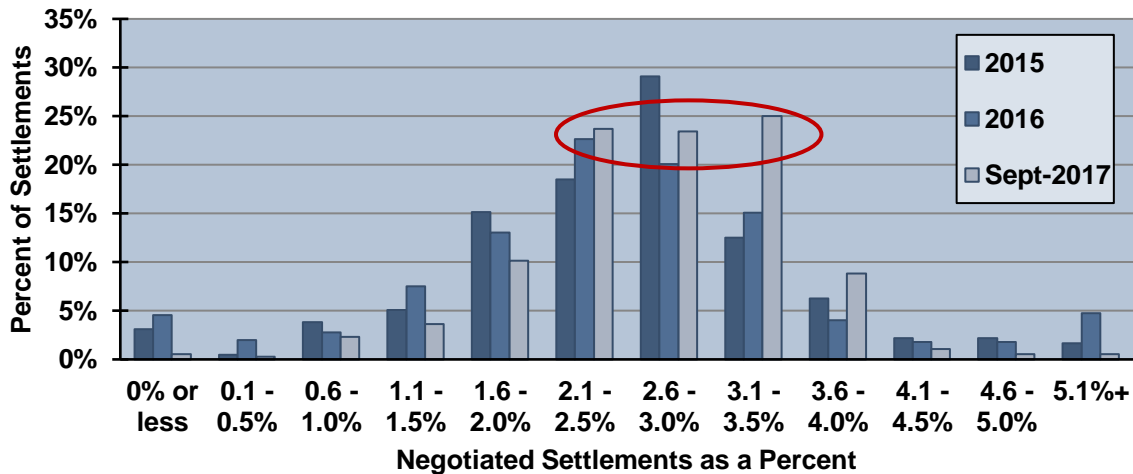
The Consumer Price Index (CPI) rose by 1.9 percent for the 12 months ending August 2017

Source: Bureau of Labor Statistics

**Exhibit 3** shows details about collectively bargained settlements. Interestingly, nearly 75 percent of the settlements through Sept-2017 were clustered fairly evenly within the ranges of 2.1-2.5 percent, 2.6-3.0 percent, and 3.1-3.5 percent, as highlighted by the red oval. Additionally, in both of the previous two years, a plurality of settlements fell within one of these categories (2.6-3.0% in 2015; 2.1-2.5% in 2016).

**Exhibit 3**

*Details for all settlements shown as percents: 2015, 2016, and Sept-2017*



As displayed in **Exhibit 4**, first year increases for Sept-2017, both as percents (2.8 percent) and dollar amounts (\$1.62), continued the steady upward trend which began in 2011. The second year of settlements also experienced a slow but steady increase (2.9 percent; \$1.69). This may change as additional settlements are added to the CLRC database during 2017.

**Exhibit 4**

*Sept-2017 settlements compared to settlements from 2015 and 2016*

Contract Year	2015		2016		September-2017	
	Percent	Dollar	Percent	Dollar	Percent	Dollar
First	2.5%	\$1.10	2.6%	\$1.18	2.8%	\$1.62
Second	2.7%	\$1.40	2.8%	\$1.59	2.9%	\$1.69
Third	2.7%	\$1.50	2.9%	\$1.61	-	-

**Exhibits 5-8** display settlement count, average, and median results by region (**Exhibits 5 and 6**) and craft (**Exhibits 7 and 8**) for the first three quarters of 2017, 2018, and 2019. The two region tables contain results for all crafts combined for each region; the two craft tables reflect findings for each craft for the United States. In order for a settlement to be included in the analysis, the effective date must fall between January 1 and September 30 of the given year.

## Settlements by Region

Average percent increases for the regions for Sept-2017 fell within a wide range, with the low of 1.6 percent (median = 1.3 percent) in the Northwest region and the high of 3.3 percent (median = 3.3 percent) in the Southwest Pacific region, as shown in **Exhibit 5**.

Southwest Pacific was the region with the highest average all three years (3.4 percent in both Sept-2018 and Sept-2019). The region with the lowest average for Sept-2018 and Sept-2019 was West North Central (2.2 and 2.4 percent, respectively).

### Exhibit 5

*Settlements by region shown as percents*

Region	September-2017			September-2018			September-2019		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	11	2.2%	2.7%	< 3	-	-	< 3	-	-
Middle Atlantic	80	2.6%	2.6%	37	2.8%	2.8%	20	2.7%	2.6%
Southeast	5	2.3%	2.4%	< 3	-	-	< 3	-	-
East North Central	195	2.7%	2.7%	90	2.8%	3.0%	38	2.5%	2.5%
West North Central	22	2.3%	2.2%	17	2.2%	2.2%	14	2.4%	2.3%
South Central	5	2.0%	1.8%	< 3	-	-	< 3	-	-
Mountain Northern Plains	13	2.6%	2.5%	5	3.3%	3.2%	< 3	-	-
Southwest Pacific	38	3.3%	3.3%	29	3.4%	3.2%	9	3.4%	3.1%
Northwest	15	1.6%	1.3%	5	2.5%	2.5%	< 3	-	-
<b>United States</b>	<b>384</b>	<b>2.6%</b>	<b>2.5%</b>	<b>183</b>	<b>2.7%</b>	<b>2.9%</b>	<b>81</b>	<b>2.7%</b>	<b>2.7%</b>

- Equal to or lower than the United States average/median
- Higher than the United States average/median

### Regions

New England: CT, MA, ME, NH, RI, VT. Middle Atlantic: DC, DE, MD, NJ, NY, PA. Southeast: AL, FL, GA, KY, MS, NC, SC, TN, VA. East North Central: IL, IN, MI, MN, OH, WI, WV. West North Central: IA, KS, MO, NE. South Central: AR, LA, NM, OK, TX. Mountain Northern Plains: CO, MT, ND, SD, UT, WY. Southwest Pacific: AZ, CA, HI, NV. Northwest: AK, ID, OR, WA.

## Settlements by Region (continued)

**Exhibit 6** shows the regions with the dollar amount of their agreements. The lowest average occurred in the South Central region at \$0.81 (median = \$0.81) and the highest average was in the Southwest Pacific region at \$2.08 (median = \$2.00).

Similar to **Exhibit 5**, Southwest Pacific remained the highest average through Sept-2018 and Sept-2019 (\$2.17 and \$2.33, respectively). West North Central was the low for Sept-2018 (\$1.23) and Sept-2019 (\$1.42).

### Exhibit 6

Settlements by region shown as dollar amounts

Region	September-2017			September-2018			September-2019		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	11	● \$1.52	● \$1.30	< 3	-	-	< 3	-	-
Middle Atlantic	80	● \$1.55	● \$1.45	37	● \$1.71	● \$1.65	20	● \$1.61	● \$1.50
Southeast	5	● \$1.02	● \$1.02	< 3	-	-	< 3	-	-
East North Central	195	● \$1.53	● \$1.48	90	● \$1.64	● \$1.51	38	● \$1.49	● \$1.45
West North Central	22	● \$1.29	● \$1.35	17	● \$1.23	● \$1.32	14	● \$1.42	● \$1.40
South Central	5	● \$0.81	● \$0.81	< 3	-	-	< 3	-	-
Mountain Northern Plains	13	● \$1.31	● \$1.35	5	● \$1.57	● \$1.55	< 3	-	-
Southwest Pacific	38	● \$2.08	● \$2.00	29	● \$2.17	● \$2.30	9	● \$2.33	● \$2.35
Northwest	15	● \$0.88	● \$0.80	5	● \$1.38	● \$1.15	< 3	-	-
<b>United States</b>	<b>384</b>	<b>\$1.44</b>	<b>\$1.50</b>	<b>183</b>	<b>\$1.60</b>	<b>\$1.66</b>	<b>81</b>	<b>\$1.62</b>	<b>\$1.55</b>

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 ● Higher than the United States average/median

The following associations sponsor this report:

- Associated General Contractors of America (AGC)
- Central States Insulation Association (CSIA)
- FCA International (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)

## Settlements by Craft

As illustrated in **Exhibit 7**, average settlements as percents for Sept-2017 ranged from a low of 1.6 percent for Insulators (median = 1.5 percent) to a high of 3.3 percent for Laborers (median = 3.1 percent).

For Sept-2018, Carpenters had the highest average increase (3.3 percent) of all crafts. Roofers and Boilermakers showed the lowest average increase at 2.2 percent.

Boilermakers continued to have the lowest average increase in Sept-2019. Their average increase this year was 2.1 percent. The high average for this year shifted to Teamsters with an average of 3.0 percent.

### Exhibit 7

Settlements by craft shown as percents

Craft	September-2017			September-2018			September-2019		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
<b>Boilermakers</b>	28	● 2.2%	● 2.1%	9	● 2.2%	● 2.0%	6	● 2.1%	● 2.1%
<b>Bricklayers</b>	22	● 2.9%	● 2.9%	15	● 2.8%	● 2.7%	10	● 2.3%	● 2.4%
<b>Carpenters</b>	18	● 3.2%	● 3.3%	20	● 3.3%	● 3.2%	10	● 2.7%	● 2.5%
<b>Cement Masons</b>	18	● 3.1%	● 3.0%	14	● 3.0%	● 3.1%	7	● 2.9%	● 3.0%
<b>Electricians</b>	56	● 2.6%	● 2.6%	22	● 2.5%	● 2.6%	9	● 2.6%	● 2.7%
<b>Glaziers</b>	4	● 2.2%	● 2.1%	< 3	-	-	< 3	-	-
<b>Insulators</b>	12	● 1.6%	● 1.5%	< 3	-	-	< 3	-	-
<b>Iron Workers</b>	25	● 2.8%	● 2.9%	8	● 3.0%	● 3.2%	< 3	-	-
<b>Laborers</b>	20	● 3.3%	● 3.1%	18	● 3.1%	● 3.1%	7	● 2.9%	● 3.0%
<b>Millwrights</b>	29	● 2.9%	● 2.8%	13	● 2.9%	● 3.3%	6	● 2.5%	● 2.4%
<b>Operating Engineers</b>	43	● 2.6%	● 2.9%	21	● 3.0%	● 3.0%	8	● 2.9%	● 3.0%
<b>Painters</b>	7	● 2.3%	● 2.2%	< 3	-	-	< 3	-	-
<b>Pipefitters/Plumbers</b>	39	● 2.5%	● 2.7%	19	● 2.5%	● 2.6%	7	● 2.5%	● 2.5%
<b>Plumbers</b>	13	● 2.4%	● 2.6%	7	● 2.4%	● 2.5%	4	● 2.5%	● 2.5%
<b>Plasterers</b>	3	● 2.5%	● 2.3%	6	● 2.5%	● 2.7%	3	● 2.7%	● 3.1%
<b>Roofers</b>	7	● 2.5%	● 2.8%	3	● 2.2%	● 2.7%	< 3	-	-
<b>Sheet Metal Workers</b>	31	● 2.4%	● 2.5%	< 3	-	-	< 3	-	-
<b>Teamsters</b>	9	● 2.5%	● 3.2%	7	● 3.1%	● 3.2%	4	● 3.0%	● 3.2%
<b>United States</b>	<b>384</b>	<b>2.6%</b>	<b>2.5%</b>	<b>183</b>	<b>2.7%</b>	<b>2.9%</b>	<b>81</b>	<b>2.7%</b>	<b>2.7%</b>

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## Settlements by Craft (continued)

**Exhibit 8** outlines the settlements analyzed for Sept-2017 as dollar amounts. Results for the first year range from a low of \$0.90 (median = \$0.77) for Insulators to a high of \$1.83 (median = \$1.95) for Carpenters.

In the first three quarters of 2018, average increases ranged from a low of \$1.03 (Roofers) to a high of \$1.99 (Operating Engineers).

For Sept-2019, Operating Engineers continued to have the highest average (\$2.02). Bricklayers became the lowest average during this timeframe at \$1.31.

**Exhibit 8**  
Settlements by craft shown as dollar amounts

Craft	September-2017			September-2018			September-2019		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
Boilermakers	28	● \$1.45	● \$1.35	9	● \$1.61	● \$1.35	6	● \$1.50	● \$1.40
Bricklayers	22	● \$1.75	● \$1.68	15	● \$1.66	● \$1.50	10	● \$1.31	● \$1.31
Carpenters	18	● \$1.83	● \$1.95	20	● \$1.90	● \$1.78	10	● \$1.47	● \$1.45
Cement Masons	18	● \$1.62	● \$1.43	14	● \$1.66	● \$1.53	7	● \$1.62	● \$1.45
Electricians	56	● \$1.50	● \$1.40	22	● \$1.46	● \$1.40	9	● \$1.59	● \$1.45
Glaziers	4	● \$1.13	● \$1.09	< 3	-	-	< 3	-	-
Insulators	12	● \$0.90	● \$0.77	< 3	-	-	< 3	-	-
Iron Workers	25	● \$1.61	● \$1.68	8	● \$1.88	● \$2.00	< 3	-	-
Laborers	20	● \$1.58	● \$1.60	18	● \$1.57	● \$1.58	7	● \$1.44	● \$1.35
Millwrights	29	● \$1.70	● \$1.48	13	● \$1.86	● \$1.95	6	● \$1.50	● \$1.45
Operating Engineers	43	● \$1.62	● \$1.75	21	● \$1.99	● \$2.03	8	● \$2.02	● \$2.18
Painters	7	● \$1.04	● \$1.07	< 3	-	-	< 3	-	-
Pipefitters/Plumbers	39	● \$1.56	● \$1.75	19	● \$1.69	● \$1.55	7	● \$1.84	● \$1.75
Plumbers	13	● \$1.51	● \$1.62	7	● \$1.55	● \$1.52	4	● \$1.75	● \$1.64
Plasterers	3	● \$1.30	● \$1.00	6	● \$1.30	● \$1.23	3	● \$1.33	● \$1.50
Roofers	7	● \$1.21	● \$1.25	3	● \$1.03	● \$1.25	< 3	-	-
Sheet Metal Workers	31	● \$1.38	● \$1.25	< 3	-	-	< 3	-	-
Teamsters	9	● \$1.24	● \$1.70	7	● \$1.66	● \$1.75	4	● \$1.55	● \$1.63
<b>United States</b>	<b>384</b>	<b>\$1.44</b>	<b>\$1.50</b>	<b>183</b>	<b>\$1.60</b>	<b>\$1.66</b>	<b>81</b>	<b>\$1.62</b>	<b>\$1.55</b>

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Additional reports are available upon request. Companies/contractors, chapters, and local associations/affiliates who are members of CLRC’s sponsor associations (see p. 4) receive discounted rates.

Report	Description	Benefit
<b>Market Share Analysis</b>	Shows what percent of a given industry (e.g., plumbing/pipefitting, carpenters) is worked by union contractors.	Allows management and labor to more precisely define their share of the market, and more importantly, the trend over time. Also, can document the impact of specific programs (e.g., market recovery, new classifications).
<b>Union – Nonunion Wage and Fringe Benefits Comparison</b>	Compares a specific local’s wage and fringe benefits package to nonunion data for that craft in the same geographic region.	Tangibly shows the difference in both dollars and percents between union and nonunion pay and fringe benefits.
<b>Contract Costing</b>	Provides a detailed cost analysis of 8–12 categories in a contract (e.g., 2 <sup>nd</sup> shift, foreman ratio, clean-up time) on a per employee per hour and total contract cost basis.	Helps the parties in collective bargaining better understand the real costs associated with contract language clauses.
<b>Wage and Fringe Benchmark Comparison</b>	Graphs actual wage and fringe benefits rates compared to indexes (e.g., CPI, nonunion) over time to show the trend.	Compares actual pay to what it would have been using an index.
<b>Custom</b>	Tell us what you are looking for, we can probably help you.	Offers you greater understanding and useful data to use during collective bargaining or internal business decisions.

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