



Settlements Report

December 2014

Construction Labor Research Council
1250 Connecticut Avenue, NW
Suite 200
Washington, DC 20036
202.347.8440
www.clrcconsulting.org
clrc@clrcconsulting.org

Settlements in the construction industry in 2014, as analyzed by the Construction Labor Research Council (CLRC), averaged the following: **first year—2.3 percent (\$1.07), second year—2.4 percent (\$1.31), and third year—2.5 percent (\$1.37)**. Statistics for 2014 in this report reflect wage and fringe benefits settlements combined from January through December 2014. **Exhibits 1 and 2** show the 7-year trend.

Exhibit 1

First year settlements, shown as percents

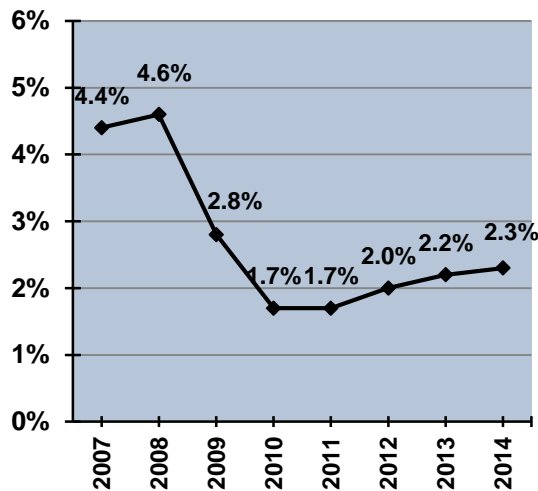
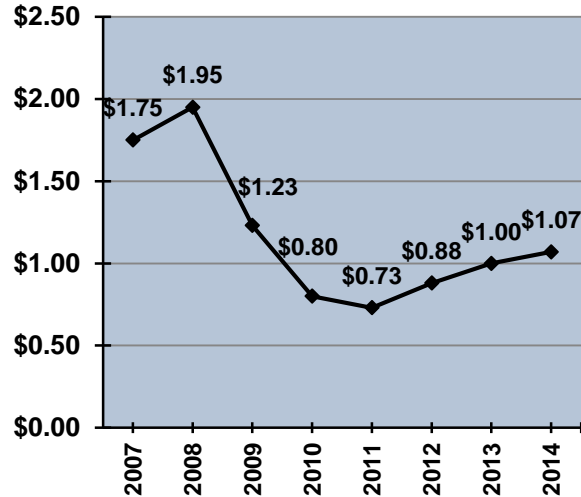


Exhibit 2

First year settlements, shown as dollars



As shown in **Exhibit 3**, the average of the increases as a percent for 2014 was slightly higher than 2013 for the first year (+0.1 percent) and modestly lower for years two (-0.2 percent) and three (-0.1 percent) of multi-year settlements. The dollar amounts were all higher in 2014 compared to 2013.

Exhibit 3

Settlements in 2014 compared to settlements from 2012 and 2013

Contract Year	2012		2013		2014	
	Percent	Dollar	Percent	Dollar	Percent	Dollar
First	2.0%	\$0.88	2.2%	\$1.00	2.3%	\$1.07
Second	2.3%	\$1.08	2.6%	\$1.30	2.4%	\$1.31
Third	2.4%	\$1.13	2.6%	\$1.34	2.5%	\$1.37

The number of settlements for no increase (0 percent) has decreased steadily since the high point in 2010.

The Consumer Price Index (CPI) rose by 1.7 percent for the 12 months ending in October 2014*

The median increases from January through December 2014 were similar to the averages at 2.3 percent (\$0.97) for the first year, 2.6 percent (\$1.30) for the second year, and 2.5 percent (\$1.20) for the third year. The median is the rate at which half of the agreements are higher and half are lower; it is less affected by outliers.

Exhibits 4 and 5 show details about the first year of collectively bargained settlements. The most common settlement in 2014 was 2.6-3.0 percent. In 2012 and 2013 the most common settlement was lower, 2.1-2.5 percent. There was the same percent of settlements with no increase in 2014 as there was in 2013

Settlements by Region

Average first year settlements for 2014 ranged from a low of 1.9 percent (median = 1.6 percent) in the New England region to a high of 2.7 percent (median = 3.0 percent) in the Southwest Pacific region, as shown in **Exhibit 6**. **Exhibit 7** shows the regions with the dollar amount of their agreements. The lowest average occurred in the South Central region at \$0.66 (median = \$0.54) and the highest average, conveyed as a dollar amount, was in the Southwest Pacific region at \$1.53 (median = \$1.65).

Exhibit 6

Settlements by region shown as percents

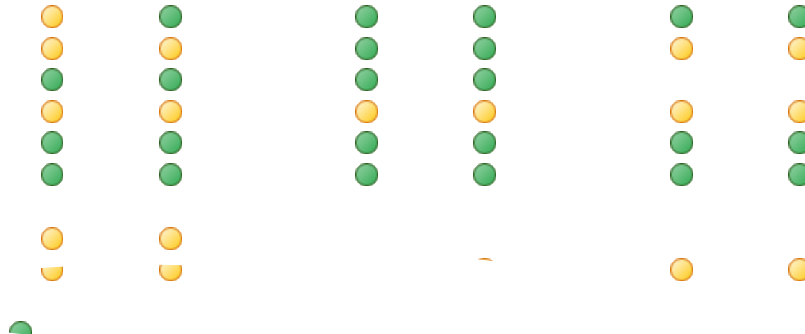
Region	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	9	● 1.9%	● 1.6%	4	● 2.0%	● 1.8%	4	● 2.1%	● 1.9%
Middle Atlantic	34	● 2.3%	● 2.4%	11	● 2.3%	● 2.7%	8	● 2.8%	● 3.0%
Southeast	108	● 2.5%	● 2.1%	3	● 1.6%	● 1.6%	-	-	-
East North Central	175	● 2.3%	● 2.5%	56	● 2.6%	● 2.7%	45	● 2.5%	● 2.7%
West North Central	14	● 2.1%	● 2.2%	7	● 2.3%	● 2.0%	5	● 2.3%	● 2.1%
South Central	19	● 2.1%	● 1.8%	5	● 1.4%	● 1.6%	3	● 1.4%	● 1.5%
Mountain-Northern Plains	-	-	-	-	-	-	-	-	-
Northwest	5	● 2.5%	● 2.8%	-	-	-	-	-	-
Southwest Pacific	23	● 2.7%	● 3.0%	15	● 2.9%	● 3.0%	9	● 3.2%	● 3.1%
United States	390	● 2.3%	● 2.3%	101	● 2.4%	● 2.6%	75	● 2.5%	● 2.5%

● Equal to or lower than United States results

● Higher than United States results

Exhibit 7

Settlements by region shown as dollar amounts



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. Northwest: AK, ID, OR, WA. Southwest Pacific: AZ, CA, HI, NV.

Settlements by Craft

Average first year settlements for 2014 ranged from a low of 1.7 percent for Bricklayers (median = 2.0 percent) and Plumbers (median = 1.9 percent) to a high of 3.3 percent (median = 2.8 percent) for Operating Engineers, as shown in **Exhibit 8**.

Exhibit 8

Settlements by craft shown as percents

The following associations sponsor this report:

NEW: Central C /Pm2(ep)4(ort)JT&TBT1 0A2JT&TQ g66.144 2tee27421 2I1m()JT&T(p)TUT&(P (o)TJ 0 Ass r@%

Multiyear Settlements Trend

As illustrated by **Exhibits 11 and 12**, from 2009-2014, the trend was for smaller increases, but with each successive contract year containing a larger increase than the previous year, on average. In other words, year two had a larger increase than year one and year three had a larger increase than year two. Although this trend was less pronounced in 2012-2014, it is still somewhat evident, especially when looking at the dollar increase chart (**Exhibit 12**).

Exhibit 11

Multiyear settlements trend shown as percents for years one, two, and three

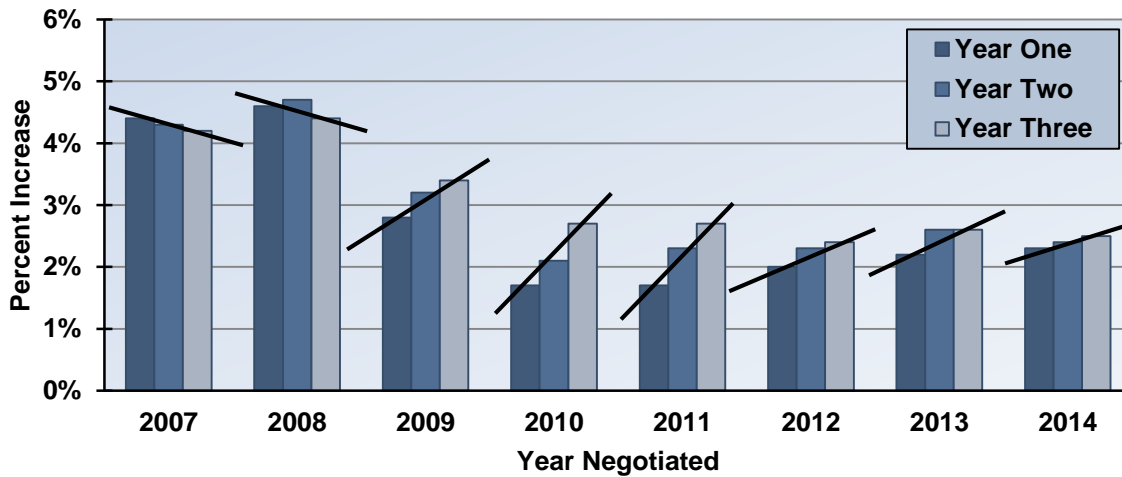
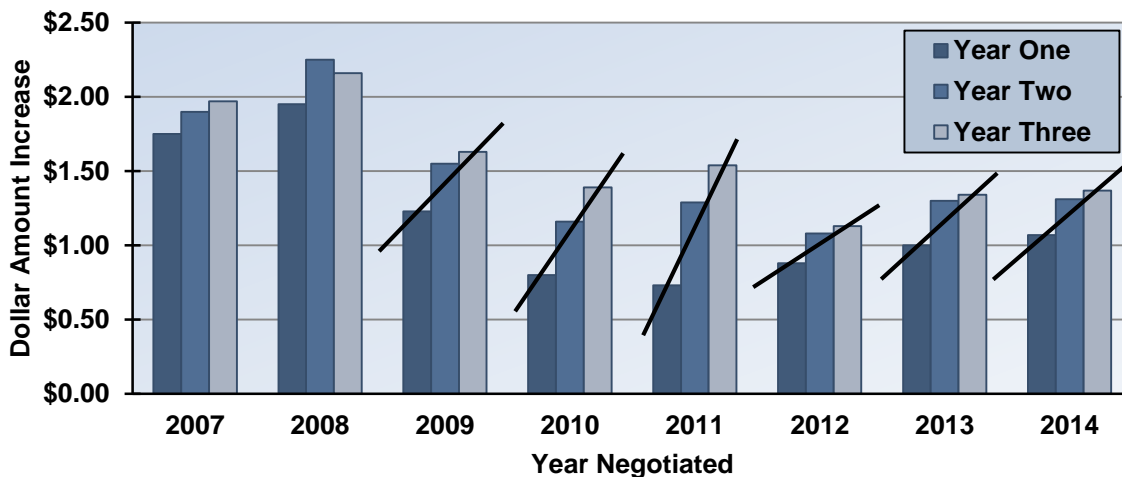


Exhibit 12

Multiyear settlements trend shown as dollars for years one, two, and three



Additional reports are available upon request. Companies/contractors, chapters, and local affiliates

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
Bricklayers										
BIRMINGHAM,ALABAMA	\$32.30	\$32.68			\$0.38			1.2%	0.0%	
HUNTSVILLE, ALABAMA	\$32.30	\$32.68			\$0.38			1.2%	0.0%	
SAN DIEGO, CALIFORNI	\$49.40	\$50.40	\$51.40	\$52.40	\$1.00	\$1.00	\$1.00	2.0%	2.0%	1.9%
SANTA ANA,CALIFORNI	\$48.67	\$49.82	\$50.83		\$1.15	\$1.01		2.4%	2.0%	
SANTA BARBARA, CALI	\$49.90	\$49.90	\$50.90		\$0.00	\$1.00		0.0%	2.0%	
VENTURA, CALIFORNIA	\$49.20	\$49.20	\$50.20		\$0.00	\$1.00		0.0%	2.0%	
ATLANTA, GEORGIA	\$28.39	\$28.89			\$0.50			1.8%	0.0%	
BLOOMINGTON, ILLINOI	\$49.92	\$50.62	\$51.22	\$51.92	\$0.70	\$0.60	\$0.70	1.4%	1.2%	1.4%
	\$49.11	\$50.11	\$51.21	\$52.41	\$1.00	\$1.10	\$1.20	2.0%	2.2%	2.3%

2014 SETTLEMENTS

Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
\$37.08	\$38.26			\$1.18			3.2%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
MONTEREY, CALIFORNI	\$60.01	\$62.01			\$2.00			3.3%	0.0%	
SACRAMENTO, CALIFO	\$60.76	\$62.61			\$1.85			3.0%	0.0%	
ATLANTA, GEORGIA	\$31.03	\$32.00			\$0.97			3.1%	0.0%	
CHAMPAIGN, ILLINOIS	\$50.95	\$52.35	\$53.85	\$55.40	\$1.40	\$1.50	\$1.55	2.7%	2.9%	2.9%
CHICAGO, ILLINOIS	\$68.56	\$70.64	\$72.78	\$74.99	\$2.08	\$2.14	\$2.21	3.0%	3.0%	3.0%
DECATUR, ILLINOIS	\$50.95	\$52.35	\$53.85	\$55.40	\$1.40	\$1.50	\$1.55	2.7%	2.9%	2.9%
JOLIET, ILLINOIS	\$70.98	\$73.10	\$75.22	\$77.34	\$2.12	\$2.12	\$2.12	3.0%	2.9%	2.8%
PEORIA, ILLINOIS	\$51.69	\$53.09	\$54.59	\$56.14	\$1.40	\$1.50	\$1.55	2.7%	2.8%	2.8%
QUINCY, ILLINOIS	\$50.95	\$52.35	\$53.85	\$55.40	\$1.40	\$1.50	\$1.55	2.7%	2.9%	2.9%
ROCKFORD, ILLINOIS	\$53.56	\$54.96	\$56.87		\$1.40	\$1.91		2.6%	3.5%	
SPRINGFIELD, ILLINOIS	\$50.95	\$52.35	\$53.85	\$55.40	\$1.40	\$1.50	\$1.55	2.7%	2.9%	2.9%
LOUISVILLE, KENTUCK	\$39.18	\$39.88			\$0.70			1.8%	0.0%	
PADUCAH, KENTUCKY	\$39.68	\$40.38			\$0.70			1.8%	0.0%	
DULUTH, MINNESOTA	\$41.40	\$42.70	\$44.00	\$45.30	\$1.30	\$1.30	\$1.30	3.1%	3.0%	3.0%
BUFFALO, NEW YORK	\$54.97	\$56.80	\$58.86		\$1.83	\$2.06		3.3%	3.6%	
CINCINNATI, OH	\$35.87	\$36.62			\$0.75			2.1%	0.0%	
COLUMBUS, OHIO	\$37.46	\$38.46			\$1.00			2.7%	0.0%	
LIMA, OHIO	\$39.17	\$40.22	\$41.27	\$42.37	\$1.05	\$1.05	\$1.10	2.7%	2.6%	2.7%
MARIETTA, OHIO	\$42.14	\$43.14			\$1.00			2.4%	0.0%	
PORTSMOUTH, OHIO	\$45.43	\$46.68			\$1.25			2.8%	0.0%	
TOLEDO, OHIO	\$44.27	\$45.27	\$46.32	\$47.42	\$1.00	\$1.05	\$1.10	2.3%	2.3%	2.4%
PITTSBURGH, PENNSY	\$43.90	\$45.14	\$46.33	\$47.57	\$1.24	\$1.19	\$1.24	2.8%	2.6%	2.7%

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
CHATTANOOGA, TENN	\$27.90	\$28.90			\$1.00			3.6%	0.0%	
KNOXVILLE, TENNESSE	\$29.85	\$31.75			\$1.90			6.4%	0.0%	
MEMPHIS, TENNESSEE	\$31.78	\$32.75			\$0.97			3.1%	0.0%	
NASHVILLE, TENNESSE	\$31.60	\$32.55			\$0.95			3.0%	0.0%	
HOUSTON, TEXAS	\$28.53	\$29.27			\$0.74			2.6%	0.0%	
APPLETON, WISCONSI	\$46.85	\$48.17			\$1.32			2.8%	0.0%	
JANESVILLE, WISCONS	\$46.85	\$48.17			\$1.32			2.8%	0.0%	
MADISON, WISCONSIN	\$46.85	\$48.17			\$1.32			2.8%	0.0%	
MILWAUKEE, WISCONS	\$52.85	\$54.05			\$1.20			2.3%	0.0%	
CHARLESTON, WEST V	\$45.43	\$47.00			\$1.57			3.5%	0.0%	
Cement Masons										
	\$29.19	\$29.60			\$0.41			1.4%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
TERRE HAUTE, INDIAN	\$35.90	\$36.65			\$0.75			2.1%	0.0%	
DETROIT, MICHIGAN	\$48.40	\$49.75	\$50.50	\$51.25	\$1.35	\$0.75	\$0.75	2.8%	1.5%	1.5%
TRAVERSE CITY, MICHIGAN	\$36.91	\$37.44			\$0.53			1.4%	0.0%	
AKRON, OHIO	\$42.59	\$43.44			\$0.85			2.0%	0.0%	
CINCINNATI, OH	\$35.40	\$36.20	\$37.00	\$37.80	\$0.80	\$0.80	\$0.80	2.3%	2.2%	2.2%
TOLEDO, OHIO	\$44.04	\$44.99	\$46.09	\$47.19	\$0.95	\$1.10	\$1.10	2.2%	2.4%	2.4%
YOUNGSTOWN, OHIO	\$42.86	\$42.86			\$0.00			0.0%	0.0%	
PITTSBURGH, PENNSYLVANIA	\$42.49	\$43.78	\$44.97	\$46.21	\$1.29	\$1.19	\$1.24	3.0%	2.7%	2.8%
CHATTANOOGA, TENNESSEE	\$28.95	\$29.45			\$0.50			1.7%	0.0%	
KNOXVILLE, TENNESSEE	\$28.95	\$29.45			\$0.50			1.7%	0.0%	
NASHVILLE, TENNESSEE	\$28.05	\$28.50			\$0.45			1.6%	0.0%	
MADISON, WISCONSIN	\$48.06	\$50.86			\$2.80			5.8%	0.0%	
MILWAUKEE, WISCONSIN	\$49.70	\$51.00			\$1.30			2.6%	0.0%	
SUPERIOR, WISCONSIN	\$50.48	\$50.78			\$0.30			0.6%	0.0%	
CHARLESTON, WEST VIRGINIA	\$43.98	\$44.48			\$0.50			1.1%	0.0%	
Crane Operators										
BIRMINGHAM, ALABAMA	\$32.61	\$33.41			\$0.80			2.5%	0.0%	
HUNTSVILLE, ALABAMA	\$31.88	\$33.38			\$1.50			4.7%	0.0%	
LOS ANGELES, CALIFORNIA	\$61.07	\$64.15	\$66.15		\$3.08	\$2.00		5.0%	3.1%	
SAN DIEGO, CALIFORNIA	\$58.50	\$60.15	\$62.15		\$1.65	\$2.00		2.8%	3.3%	
ATLANTA, GEORGIA	\$39.58	\$40.58			\$1.00			2.5%	0.0%	
ROCK ISLAND, ILLINOIS	\$55.76	\$58.28	\$59.18		\$2.52	\$0.90		4.5%	1.5%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
ROCKFORD, ILLINOIS	\$70.55	\$72.05	\$74.50	\$77.05	\$1.50	\$2.45	\$2.55	2.1%	3.4%	3.4%
SPRINGFIELD, ILLINOIS	\$51.55	\$53.20	\$56.50	\$58.15	\$1.65	\$3.30	\$1.65	3.2%	6.2%	2.9%
HENDERSON, KENTUC	\$40.51	\$41.78			\$1.27			3.1%	0.0%	
DETROIT, MICHIGAN	\$59.09	\$60.04	\$63.04	\$63.79	\$0.95	\$3.00	\$0.75	1.6%	5.0%	1.2%
SPRINGFIELD, MISSOU	\$36.44	\$37.14	\$37.89	\$38.69	\$0.70	\$0.75	\$0.80	1.9%	2.0%	2.1%
DAYTON, OHIO	\$43.84	\$45.28	\$46.33	\$47.38	\$1.44	\$1.05	\$1.05	3.3%	2.3%	2.3%
YOUNGSTOWN, OHIO	\$47.09	\$48.54			\$1.45			3.1%	0.0%	
CHATTANOOGA, TENN	\$34.49	\$35.19			\$0.70			2.0%	0.0%	
KNOXVILLE, TENNESSE	\$34.49	\$35.19			\$0.70			2.0%	0.0%	
MEMPHIS, TENNESSEE	\$34.87	\$35.85			\$0.98			2.8%	0.0%	
NASHVILLE, TENNESSE	\$34.87	\$35.85			\$0.98			2.8%	0.0%	
HOUSTON, TEXAS	\$27.00	\$29.30			\$2.30			8.5%	0.0%	
MADISON, WISCONSIN	\$53.57	\$55.27			\$1.70			3.2%	0.0%	
Ironworkers-Struct.										
ANCHORAGE, ALASKA	\$58.13	\$61.83			\$3.70			6.4%	0.0%	
BIRMINGHAM, ALABAMA	\$36.11	\$37.85			\$1.74			4.8%	0.0%	
HUNTSVILLE, ALABAMA	\$36.12	\$37.02			\$0.90			2.5%	0.0%	
MOBILE, ALABAMA	\$36.38	\$37.06			\$0.68			1.9%	0.0%	
SHEFFIELD, ALABAMA	\$33.73	\$34.63			\$0.90			2.7%	0.0%	
LITTLE ROCK, ARKANS	\$33.69	\$33.79			\$0.10			0.3%	0.0%	
HARTFORD, CONNECTI	\$61.83	\$63.10			\$1.27			2.1%	0.0%	
WILMINGTON, DELAWA	\$58.85	\$59.35			\$0.50			0.8%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
JACKSONVILLE, FLORI	\$30.16	\$30.68			\$0.52			1.7%	0.0%	
ORLANDO, FLORIDA	\$34.88	\$35.38			\$0.50			1.4%	0.0%	
TAMPA, FLORIDA	\$40.07	\$41.32			\$1.25			3.1%	0.0%	
ATLANTA, GEORGIA	\$34.34	\$34.84			\$0.50			1.5%	0.0%	
HONOLULU, HAWAII	\$62.24	\$63.84			\$1.60			2.6%	0.0%	
BURLINGTON, IOWA	\$42.89	\$44.49			\$1.60			3.7%	0.0%	
CEDAR RAPIDS, IOWA	\$41.57	\$41.82			\$0.25			0.6%	0.0%	
DES MOINES, IOWA	\$40.82	\$40.82			\$0.00			0.0%	0.0%	
SIOUX CITY, IOWA	\$33.46	\$34.46			\$1.00			3.0%	0.0%	
POCATELLO, IDAHO	\$43.21	\$43.21			\$0.00			0.0%	0.0%	
AURORA, ILLINOIS	\$72.44	\$74.69			\$2.25			3.1%	0.0%	
CHICAGO, ILLINOIS	\$75.11	\$77.10			\$1.99			2.6%	0.0%	
SOUTHWEST, ILLINOIS	\$53.70	\$54.80			\$1.10			2.0%	0.0%	
JOLIET, ILLINOIS	\$72.45	\$72.45			\$0.00			0.0%	0.0%	
PEORIA, ILLINOIS	\$53.08	\$54.11			\$1.03			1.9%	0.0%	
ROCKFORD, ILLINOIS	\$60.90	\$62.16	\$64.16	\$66.56	\$1.26	\$2.00	\$2.40	2.1%	3.2%	3.7%
SPRINGFIELD, ILLINOIS	\$50.37	\$51.66			\$1.29			2.6%	0.0%	
WICHITA, KANSAS	\$30.70	\$31.60			\$0.90			2.9%	0.0%	
	\$51.47	\$52.51			\$1.04			2.0%	0.0%	
PADUCAH, KENTUCKY	\$43.46	\$44.76			\$1.30			3.0%	0.0%	
BATON ROUGE, LOUISI	\$28.86	\$28.86			\$0.00			0.0%	0.0%	
NEW ORLEANS, LOUISI	\$28.08	\$28.88			\$0.80			2.8%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
SHREVEPORT, LOUISIA	\$28.88	\$28.88			\$0.00			0.0%	0.0%	
BOSTON, MASSACHUS	\$67.11	\$68.90			\$1.79			2.7%	0.0%	
SPRINGFIELD, MASSAC	\$55.68	\$56.53			\$0.85			1.5%	0.0%	
WORCESTER, MASSAC	\$66.60	\$68.39			\$1.79			2.7%	0.0%	
BALTIMORE, MARYLAN	\$43.93	\$44.94			\$1.01			2.3%	0.0%	
PORTLAND, MAINE	\$42.09	\$42.67			\$0.58			1.4%	0.0%	
BATTLE CREEK, MICH	\$43.80	\$44.05			\$0.25			0.6%	0.0%	
DETROIT, MICHIGAN	\$58.71	\$60.88			\$2.17			3.7%	0.0%	
JACKSON, MISSISSIPPI	\$27.09	\$27.64			\$0.55			2.0%	0.0%	
BILLINGS, MONTANA	\$44.92	\$45.48			\$0.56			1.2%	0.0%	
FARGO, NORTH DAKOT	\$45.24	\$45.24			\$0.00			0.0%	0.0%	
OMAHA, NEBRASKA	\$38.91	\$40.00			\$1.09			2.8%	0.0%	
ATLANTIC CITY, NEW J	\$71.15	\$72.30			\$1.15			1.6%	0.0%	
CAMDEN, NEW JERSEY	\$67.48	\$69.18			\$1.70			2.5%	0.0%	
NEWARK, NEW JERSE	\$79.09	\$80.84			\$1.75			2.2%	0.0%	
TRENTON, NEW JERSE	\$69.34	\$71.04			\$1.70			2.5%	0.0%	
ALBUQUERQUE, NEW	\$37.47	\$38.59			\$1.12			3.0%	0.0%	
LAS VEGAS, NEVADA	\$58.58	\$58.58			\$0.00			0.0%	0.0%	
ALBANY, NEW YORK	\$48.53	\$49.98			\$1.45			3.0%	0.0%	
NEWBURGH, NEW YOR	\$72.55	\$73.87			\$1.32			1.8%	0.0%	
UTICA, NEW YORK	\$46.51	\$47.06			\$0.55			1.2%	0.0%	
CANTON, OHIO	\$42.15	\$43.15			\$1.00			2.4%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
CINCINNATI, OH	\$43.08	\$44.58			\$1.50			3.5%	0.0%	
COLUMBUS, OHIO	\$45.29	\$46.19			\$0.90			2.0%	0.0%	
TOLEDO, OHIO	\$47.37	\$48.68			\$1.31			2.8%	0.0%	
OKLAHOMA CITY, OKLA	\$35.40	\$36.40			\$1.00			2.8%	0.0%	
TULSA, OKLAHOMA	\$35.40	\$36.40			\$1.00			2.8%	0.0%	
PORTLAND, OREGON	\$54.84	\$54.84			\$0.00			0.0%	0.0%	
ERIE, PENNSYLVANIA	\$50.83	\$52.36			\$1.53			3.0%	0.0%	
HARRISBURG, PENNSY	\$55.37	\$56.77			\$1.40			2.5%	0.0%	
PITTSBURGH, PENNSY	\$56.70	\$58.40			\$1.70			3.0%	0.0%	
READING, PENNSYLV	\$54.15	\$55.65			\$1.50			2.8%	0.0%	
SCRANTON, PENNSYLV	\$56.32	\$57.82			\$1.50	2%	0.0%	2.7%	0.0%	
					.25					
						NOILLE, TENNES				

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
ROANOKE, VIRGINIA	\$37.31	\$38.44			\$1.13			3.0%	0.0%	
SEATTLE, WASHINGTO	\$58.86	\$60.68			\$1.82			3.1%	0.0%	
SPOKANE, WASHINGT	\$52.32	\$53.80			\$1.48			2.8%	0.0%	
MADISON, WISCONSIN	\$51.11	\$52.61			\$1.50			2.9%	0.0%	
MILWAUKEE, WISCONS	\$53.39	\$54.14			\$0.75			1.4%	0.0%	
CHARLESTON, WEST V	\$49.69	\$50.99			\$1.30			2.6%	0.0%	
PARKERSBURG, WEST	\$48.18	\$49.23			\$1.05			2.2%	0.0%	
WHEELING, WEST VIR	\$46.20	\$47.42			\$1.22			2.6%	0.0%	
Laborers-Bldg.										
BIRMINGHAM,ALABAMA	\$23.90	\$24.27			\$0.37			1.5%	0.0%	
HUNTSVILLE, ALABAMA	\$22.55	\$23.18			\$0.63			2.8%	0.0%	
LOS ANGELES, CALIFO	\$45.99	\$47.39	\$48.89	\$50.49	\$1.40	\$1.50	\$1.60	3.0%	3.2%	3.3%
SACRAMENTO, CALIFO	\$45.44	\$46.84			\$1.40			3.1%	0.0%	
ATLANTA, GEORGIA	\$20.47	\$20.82			\$0.35			1.7%	0.0%	
BLOOMINGTON, ILLINOI	\$46.26	\$47.75	\$49.10	\$50.47	\$1.49	\$1.35	\$1.37	3.2%	2.8%	2.8%
SOUTHWEST, ILLINOIS	\$47.62	\$48.92			\$1.30			2.7%	0.0%	
JOLIET, ILLINOIS	\$60.09	\$61.97			\$1.88			3.1%	0.0%	
ROCKFORD, ILLINOIS	\$51.36	\$53.11	\$54.99		\$1.75	\$1.88		3.4%	3.5%	
SPRINGFIELD, ILLINOIS	\$45.85	\$47.15			\$1.30			2.8%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
ALTON, ILLINOIS	\$47.63	\$48.92			\$1.29			2.7%	0.0%	
GRANITE CITY, ILLINOI	\$47.62	\$48.92			\$1.30			2.7%	0.0%	
LOUISVILLE, KENTUCK	\$27.50	\$28.15			\$0.65			2.4%	0.0%	
PADUCAH, KENTUCKY	\$31.20	\$31.95			\$0.75			2.4%	0.0%	
DETROIT, MICHIGAN	\$43.09	\$43.09			\$0.00			0.0%	0.0%	
SAGINAW, MICHIGAN	\$31.59	\$31.88			\$0.29			0.9%	0.0%	
MONROE, MICHIGAN	\$42.75	\$42.75			\$0.00			0.0%	0.0%	
DULUTH, MINNESOTA	\$35.24	\$36.34	\$37.69	\$38.94	\$1.10	\$1.35	\$1.25	3.1%	3.7%	3.3%
KANSAS CITY, MISSOU	\$40.06	\$40.61	\$41.31	\$42.06	\$0.55	\$0.70	\$0.75	1.4%	1.7%	1.8%
ALBANY, NEW YORK	\$42.25	\$43.90			\$1.65			3.9%	0.0%	
BUFFALO, NEW YORK	\$48.28	\$49.03	\$49.03		\$0.75			1.6%	0.0%	
NEW YORK, NEW YOR	\$72.50	\$74.73			\$2.23			3.1%	0.0%	
SYRACUSE, NEW YORK	\$37.80	\$38.72	\$39.82	\$41.07	\$0.92	\$1.10	\$1.25	2.4%	2.8%	3.1%
UTICA, NEW YORK	\$37.80	\$38.72	\$39.82	\$41.07	\$0.92	\$1.10	\$1.25	2.4%	2.8%	3.1%
OSWEGO,NEW YORK	\$39.30	\$40.30	\$41.40	\$42.65	\$1.00	\$1.10	\$1.25	2.5%	2.7%	3.0%
TOLEDO, OHIO	\$35.36	\$35.51			\$0.15			0.4%	0.0%	
CHATTANOOGA, TENN	\$18.50	\$18.85			\$0.35			1.9%	0.0%	
KNOXVILLE, TENNESSE	\$24.08	\$24.55			\$0.47			2.0%	0.0%	
MEMPHIS, TENNESSEE	\$21.20	\$23.40			\$2.20			10.4%	0.0%	
NASHVILLE, TENNESSE	\$22.70	\$23.40			\$0.70			3.1%	0.0%	
HOUSTON, TEXAS	\$22.29	\$22.83			\$0.54			2.4%	0.0%	
APPLETON, WISCONSI	\$37.85	\$39.10			\$1.25			3.3%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
EAU CLAIRE, WISCONS	\$38.60	\$39.85			\$1.25			3.2%	0.0%	
LA CROSSE, WISCONSI	\$38.60	\$39.85			\$1.25			3.2%	0.0%	
MADISON, WISCONSIN	\$38.57	\$39.77			\$1.20			3.1%	0.0%	
MILWAUKEE, WISCONS	\$44.61	\$45.91			\$1.30			2.9%	0.0%	
CHARLESTON, WEST V	\$38.18	\$39.18			\$1.00			2.6%	0.0%	
Millwrights										
LOS ANGELES, CALIFO	\$52.53	\$54.38	\$56.58	\$58.88	\$1.85	\$2.20	\$2.30	3.5%	4.0%	4.1%
MONTEREY, CALIFORNI	\$64.11	\$66.11			\$2.00			3.1%	0.0%	
SACRAMENTO, CALIFO	\$65.31	\$67.16			\$1.85			2.8%	0.0%	
BLOOMINGTON, ILLINOI	\$52.09	\$52.81	\$54.31	\$55.86	\$0.72	\$1.50	\$1.55	1.4%	2.8%	2.9%
CHAMPAIGN, ILLINOIS	\$51.41	\$52.81	\$54.31	\$55.86	\$1.40	\$1.50	\$1.55	2.7%	2.8%	2.9%
CHICAGO, ILLINOIS	\$68.66	\$70.74	\$72.88	\$75.09	\$2.08	\$2.14	\$2.21	3.0%	3.0%	3.0%
			\$54.93	\$56.48	\$1.40	\$1.50	\$1.55	2.7%	2.8%	2.823(I)8(N)2(G)-2(T)-20(O)-2(N)32(,)8()-22(I)38(L)160Vd [(C)2(H)2(I)8(C)(\$

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
CENTRALIA, ILLINOIS	\$36.53	\$37.53			\$1.00			2.7%	0.0%	
CHICAGO, ILLINOIS	\$62.60	\$65.80			\$3.20			5.1%	0.0%	
SOUTHWEST, ILLINOIS	\$43.67	\$44.67			\$1.00			2.3%	0.0%	
ROCK ISLAND, ILLINOIS	\$39.29	\$40.04	\$40.79	\$41.54	\$0.75	\$0.75	\$0.75	1.9%	1.9%	1.8%
DU PAGE CTY, ILLINOIS	\$62.60	\$63.80	\$65.10		\$1.20	\$1.30		1.9%	2.0%	
LOUISVILLE, KENTUCK	\$29.97	\$30.22			\$0.25			0.8%	0.0%	
LANSING, MICHIGAN	\$35.28	\$35.93	\$36.58	\$37.18	\$0.65	\$0.65	\$0.60	1.8%	1.8%	1.6%
KANSAS CITY, MISSOU	\$43.28	\$43.42	\$43.42		\$0.14			0.3%	0.0%	
ITHACA, NEW YORK	\$43.43	\$44.03	\$44.63		\$0.60	\$0.60		1.4%	1.4%	
NEW YORK, NEW YOR	\$61.42	\$62.05			\$0.63			1.0%	0.0%	
AKRON, OHIO	\$36.15	\$36.15			\$0.00			0.0%	0.0%	
CANTON, OHIO	\$32.05	\$32.05			\$0.00			0.0%	0.0%	
YOUNGSTOWN, OHIO	\$34.52	\$34.52			\$0.00			0.0%	0.0%	
PITTSBURGH, PENNSY	\$44.60	\$45.77			\$1.17			2.6%	0.0%	
CHATTANOOGA, TENN	\$27.25	\$27.75			\$0.50			1.8%	0.0%	
KNOXVILLE, TENNESSE	\$34.10	\$34.70			\$0.60			1.8%	0.0%	
MEMPHIS, TENNESSEE	\$22.38	\$24.98			\$2.60			11.6%	0.0%	
NASHVILLE, TENNESSE	\$29.48	\$29.96			\$0.48			1.6%	0.0%	
MILWAUKEE, WISCONS	\$48.67	\$49.52			\$0.85			1.7%	0.0%	
CHARLESTON, WEST V	\$40.96	\$41.97			\$1.01			2.5%	0.0%	
Plasterers										
LOS ANGELES, CALIFO	\$51.16	\$52.81	\$54.46	\$56.06	\$1.65	\$1.65	\$1.60	3.2%	3.1%	2.9%

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
					Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4
BLOOMINGTON, ILLINOI	\$51.06	\$52.47	\$53.87	\$55.32	\$1.41	\$1.40	\$1.45	2.8%	2.7%	2.7%
CHICAGO, ILLINOIS	\$60.54	\$62.54			\$2.00			3.3%	0.0%	
JOLIET, ILLINOIS	\$48.68	\$49.68			\$1.00			2.1%	0.0%	
ROCK ISLAND, ILLINOIS	\$41.40	\$42.61			\$1.21			2.9%	0.0%	
ROCKFORD, ILLINOIS	\$54.13	\$55.88	\$57.76		\$1.75	\$1.88		3.2%	3.4%	
ANN ARBOR, MICHIGAN	\$45.22	\$46.25			\$1.03			2.3%	0.0%	
KANSAS CITY, MISSOU	\$41.35	\$42.10	\$44.25		\$0.75	\$2.15		1.8%	5.1%	
AKRON, OHIO	\$42.13	\$42.13			\$0.00			0.0%	0.0%	
CANTON, OHIO	\$38.88	\$38.88			\$0.00			0.0%	0.0%	
CINCINNATI, OH	\$33.30	\$34.10			\$0.80			2.4%	0.0%	
TOLEDO, OHIO	\$42.26	\$43.21	\$43.96		\$0.95	\$0.75		2.2%	1.7%	
MADISON, WISCONSIN	\$48.21	\$51.48			\$3.27			6.8%	0.0%	
CHARLESTON, WEST V	\$45.57	\$46.57			\$1.00			2.2%	0.0%	
Teamsters										
BIRMINGHAM, ALABAMA	\$25.09	\$25.09			\$0.00			0.0%	0.0%	
ROCKFORD, ILLINOIS	\$51.42	\$52.97	\$53.97	\$54.97	\$1.55	\$1.00	\$1.00	3.0%	1.9%	1.9%
LOUISVILLE, KENTUCK	\$36.22	\$37.52			\$1.30			3.6%	0.0%	
PADUCAH, KENTUCKY	\$29.60	\$30.41			\$0.81			2.7%	0.0%	
KANSAS CITY, MISSOU	\$41.70	\$42.40	\$43.20	\$44.10	\$0.70	\$0.80	\$0.90	1.7%	1.9%	2.1%
	\$41.78	\$43.78	\$45.33	\$46.83	\$2.00	\$1.55	\$1.50	4.8%	3.5%	3.3%

2014 SETTLEMENTS

Year 1	Year 2	Year 3	Year 4	\$	\$	\$	%	%	%
				Diff 1-2	Diff 2-3	Diff 3-4	Diff 1-2	Diff 2-3	Diff 3-4

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
Ironworkers-Struct.										
ANCHORAGE, ALASKA	\$58.13	\$61.83			\$3.70			6.4%	0.0%	
BIRMINGHAM,ALABAMA	\$36.11	\$37.85			\$1.74			4.8%	0.0%	
HUNTSVILLE, ALABAMA	\$36.12	\$37.02			\$0.90			2.5%	0.0%	
MOBILE, ALABAMA	\$36.38	\$37.06			\$0.68			1.9%	0.0%	
SHEFFIELD, ALABAMA	\$33.73	\$34.63			\$0.90			2.7%	0.0%	
LITTLE ROCK, ARKANS	\$33.69	\$33.79			\$0.10			0.3%	0.0%	
HARTFORD, CONNECTI	\$61.83	\$63.10			\$1.27			2.1%	0.0%	
WILMINGTON, DELAWA	\$58.85	\$59.35			\$0.50			0.8%	0.0%	
JACKSONVILLE, FLORI	\$30.16	\$30.68			\$0.52			1.7%	0.0%	
ORLANDO, FLORIDA	\$34.88	\$35.38			\$0.50			1.4%	0.0%	
TAMPA, FLORIDA	\$40.07	\$41.32			\$1.25			3.1%	0.0%	
ATLANTA, GEORGIA	\$34.34	\$34.84			\$0.50			1.5%	0.0%	
HONOLULU, HAWAII	\$62.24	\$63.84			\$1.60			2.6%	0.0%	
BURLINGTON, IOWA	\$42.89	\$44.49			\$1.60			3.7%	0.0%	
CEDAR RAPIDS, IOWA	\$41.57	\$41.82			\$0.25			0.6%	0.0%	
DES MOINES, IOWA	\$40.82	\$40.82			\$0.00			0.0%	0.0%	
SIOUX CITY, IOWA	\$33.46	\$34.46			\$1.00			3.0%	0.0%	
POCATELLO, IDAHO	\$43.21	\$43.21			\$0.00			0.0%	0.0%	
AURORA, ILLINOIS	\$72.44	\$74.69			\$2.25			3.1%	0.0%	
CHICAGO, ILLINOIS	\$75.11	\$77.10			\$1.99			2.6%	0.0%	
SOUTHWEST, ILLINOIS	\$53.70	\$54.80			\$1.10			2.0%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
JOLIET, ILLINOIS	\$72.45	\$72.45			\$0.00			0.0%	0.0%	
PEORIA, ILLINOIS	\$53.08	\$54.11			\$1.03			1.9%	0.0%	
ROCKFORD, ILLINOIS	\$60.90	\$62.16	\$64.16	\$66.56	\$1.26	\$2.00	\$2.40	2.1%	3.2%	3.7%
SPRINGFIELD, ILLINOIS	\$50.37	\$51.66			\$1.29			2.6%	0.0%	
WICHITA, KANSAS	\$30.70	\$31.60			\$0.90			2.9%	0.0%	
	\$51.47	\$52.51			\$1.04			2.0%	0.0%	
PADUCAH, KENTUCKY	\$43.46	\$44.76			\$1.30			3.0%	0.0%	
BATON ROUGE, LOUISI	\$28.86	\$28.86			\$0.00			0.0%	0.0%	
NEW ORLEANS, LOUISI	\$28.08	\$28.88			\$0.80			2.8%	0.0%	
SHREVEPORT, LOUISIA	\$28.88	\$28.88			\$0.00			0.0%	0.0%	
BOSTON, MASSACHUS	\$67.11	\$68.90			\$1.79			2.7%	0.0%	
SPRINGFIELD, MASSAC	\$55.68	\$56.53			\$0.85			1.5%	0.0%	
WORCESTER, MASSAC	\$66.60	\$68.39			\$1.79			2.7%	0.0%	
BALTIMORE, MARYLAN	\$43.93	\$44.94			\$1.01			2.3%	0.0%	
PORTLAND, MAINE	\$42.09	\$42.67			\$0.58			1.4%	0.0%	
BATTLE CREEK, MICH	\$43.80	\$44.05			\$0.25			0.6%	0.0%	
DETROIT, MICHIGAN	\$58.71	\$60.88			\$2.17			3.7%	0.0%	
JACKSON, MISSISSIPPI	\$27.09	\$27.64			\$0.55			2.0%	0.0%	
BILLINGS, MONTANA	\$44.92	\$45.48			\$0.56			1.2%	0.0%	
FARGO, NORTH DAKOT	\$45.24	\$45.24			\$0.00			0.0%	0.0%	
OMAHA, NEBRASKA	\$38.91	\$40.00			\$1.09			2.8%	0.0%	
ATLANTIC CITY, NEW J	\$71.15	\$72.30			\$1.15			1.6%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
CAMDEN, NEW JERSEY	\$67.48	\$69.18			\$1.70			2.5%	0.0%	
NEWARK, NEW JERSE	\$79.09	\$80.84			\$1.75			2.2%	0.0%	
TRENTON, NEW JERSE	\$69.34	\$71.04			\$1.70			2.5%	0.0%	
ALBUQUERQUE, NEW	\$37.47	\$38.59			\$1.12			3.0%	0.0%	
LAS VEGAS, NEVADA	\$58.58	\$58.58			\$0.00			0.0%	0.0%	

58736095602964431655271346491479016098034(-31640)30428(0)16073[(D)32]TJ-12.444338.0%[(A TD)(D)32(i)8(f)3(f)316(45.794983 4(0)16(6(9))]TJ-12.44436.794983 4(0)16()7(S)7()8(V)7(B

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
KNOXVILLE, TENNESSE	\$33.28	\$36.57			\$3.29			9.9%	0.0%	
MEMPHIS, TENNESSEE	\$36.65	\$37.49			\$0.84			2.3%	0.0%	
NASHVILLE, TENNESSE	\$36.19	\$38.20			\$2.01			5.6%	0.0%	
	\$27.60	\$28.10			\$0.50			1.8%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
Painters										
BIRMINGHAM,ALABAMA	\$24.80	\$25.10			\$0.30			1.2%	0.0%	
HUNTSVILLE, ALABAMA	\$24.98	\$25.03			\$0.05			0.2%	0.0%	
CENTRALIA, ILLINOIS	\$36.53	\$37.53			\$1.00			2.7%	0.0%	
CHICAGO, ILLINOIS	\$62.60	\$65.80			\$3.20			5.1%	0.0%	
SOUTHWEST, ILLINOIS	\$43.67	\$44.67			\$1.00			2.3%	0.0%	
ROCK ISLAND, ILLINOIS	\$39.29	\$40.04	\$40.79	\$41.54	\$0.75	\$0.75	\$0.75	1.9%	1.9%	1.8%
DU PAGE CTY, ILLINOIS	\$62.60	\$63.80	\$65.10		\$1.20	\$1.30		1.9%	2.0%	
LOUISVILLE, KENTUCK	\$29.97	\$30.22			\$0.25			0.8%	0.0%	
LANSING, MICHIGAN	\$35.28	\$35.93	\$36.58	\$37.18	\$0.65	\$0.65	\$0.60	1.8%	1.8%	1.6%
KANSAS CITY, MISSOU	\$43.28	\$43.42	\$43.42		\$0.14			0.3%	0.0%	
ITHACA, NEW YORK	\$43.43	\$44.03	\$44.63		\$0.60	\$0.60		1.4%	1.4%	
NEW YORK, NEW YOR	\$61.42	\$62.05			\$0.63			1.0%	0.0%	
AKRON, OHIO	\$36.15	\$36.15			\$0.00			0.0%	0.0%	
CANTON, OHIO	\$32.05	\$32.05			\$0.00			0.0%	0.0%	
YOUNGSTOWN, OHIO	\$34.52	\$34.52			\$0.00			0.0%	0.0%	
PITTSBURGH, PENNSY	\$44.60	\$45.77			\$1.17			2.6%	0.0%	
CHATTANOOGA, TENN	\$27.25	\$27.75			\$0.50			1.8%	0.0%	
KNOXVILLE, TENNESSE	\$34.10	\$34.70			\$0.60			1.8%	0.0%	
MEMPHIS, TENNESSEE	\$22.38	\$24.98			\$2.60			11.6%	0.0%	
NASHVILLE, TENNESSE	\$29.48	\$29.96			\$0.48			1.6%	0.0%	
MILWAUKEE, WISCONS	\$48.67	\$49.52			\$0.85			1.7%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
CHARLESTON, WEST V	\$40.96	\$41.97			\$1.01			2.5%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
Pipefitters/Plumbers										
BIRMINGHAM,ALABAMA	\$38.89	\$39.39			\$0.50			1.3%	0.0%	
HUNTSVILLE, ALABAMA	\$36.91	\$37.66			\$0.75			2.0%	0.0%	
LOS ANGELES, CALIFO	\$62.19	\$64.42	\$66.07	\$68.09	\$2.23	\$1.65	\$2.02	3.6%	2.6%	3.1%
SACRAMENTO, CALIFO	\$68.11	\$70.11	\$72.11		\$2.00	\$2.00		2.9%	2.9%	
ATLANTA, GEORGIA	\$40.93	\$41.43			\$0.50			1.2%	0.0%	
AURORA, ILLINOIS	\$66.14	\$68.15	\$70.15	\$72.15	\$2.01	\$2.00	\$2.00	3.0%	2.9%	2.9%
CHICAGO, ILLINOIS	\$70.91	\$70.91			\$0.00			0.0%	0.0%	
SOUTHWEST, ILLINOIS	\$51.99	\$52.74			\$0.75			1.4%	0.0%	
	\$56.58	\$58.81	\$59.07	\$60.46	\$2.23	\$1.65	\$2.02	3.6%	2.6%	3.1%

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
DALLAS, TEXAS Plumbers	\$37.80	\$38.55	\$39.15	\$39.75	\$0.75	\$0.60	\$0.60	2.0%	1.6%	1.5%
CHICAGO, ILLINOIS	\$70.14	\$71.29			\$1.15			1.6%	0.0%	
SOUTHWEST, ILLINOIS	\$50.40	\$51.35			\$0.95			1.9%	0.0%	
PEORIA, ILLINOIS	\$53.19	\$53.19	\$53.79	\$54.79	\$0.00	\$0.60	\$1.00	0.0%	1.1%	1.9%
KANSAS CITY, MISSOU	\$57.54	\$59.18			\$1.64			2.9%	0.0%	
PITTSBURGH, PENNSY	\$54.92	\$56.02			\$1.10			2.0%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
Sheet Metal Workers										
MOBILE, ALABAMA	\$30.27	\$30.72			\$0.45			1.5%	0.0%	
FRESNO, CALIFORNIA	\$63.39	\$65.39	\$67.89	\$70.89	\$2.00	\$2.50	\$3.00	3.2%	3.8%	4.4%
SANTA BARBARA, CALI	\$61.87	\$63.82	\$65.49	\$66.68	\$1.95	\$1.67	\$1.19	3.2%	2.6%	1.8%
CONTRA COSTA, CALIF	\$61.27	\$62.23			\$0.96			1.6%	0.0%	
HARTFORD, CONNECTI	\$59.72	\$60.99	\$62.68	\$64.41	\$1.27	\$1.69	\$1.73	2.1%	2.8%	2.8%
WASHINGTON, D.C.	\$54.50	\$55.00	\$55.75	\$56.75	\$0.50	\$0.75	\$1.00	0.9%	1.4%	1.8%
MIAMI, FLORIDA	\$35.35	\$35.35			\$0.00			0.0%	0.0%	
ATLANTA, GEORGIA	\$43.28	\$43.28			\$0.00			0.0%	0.0%	
CEDAR RAPIDS, IOWA	\$47.56	\$48.71	\$49.96	\$51.21	\$1.15	\$1.25	\$1.25	2.4%	2.6%	2.5%
CHICAGO, ILLINOIS	\$71.26	\$72.21	\$73.76	\$75.76	\$0.95	\$1.55	\$2.00	1.3%	2.1%	2.7%
ROCKFORD, ILLINOIS	\$58.25	\$59.50	\$61.00	\$62.75	\$1.25	\$1.50	\$1.75	2.1%	2.5%	2.9%
INDIANAPOLIS, INDIAN	\$50.38	\$51.44	\$52.19	\$52.94	\$1.06	\$0.75	\$0.75	2.1%	1.5%	1.4%
LOUISVILLE, KENTUCK	\$45.19	\$46.21			\$1.02			2.3%	0.0%	
PADUCAH, KENTUCKY	\$46.43	\$47.45			\$1.02			2.2%	0.0%	
MINNEAPOLIS, MINNES	\$59.95	\$61.51	\$63.21	\$65.01	\$1.56	\$1.70	\$1.80	2.6%	2.8%	2.8%
NEW YORK, NEW YOR	\$90.56	\$92.56	\$94.56	\$97.31	\$2.00	\$2.00	\$2.75	2.2%	2.2%	2.9%
OKLAHOMA CITY, OKLA	\$42.97	\$43.39	\$43.83	\$44.28	\$0.42	\$0.44	\$0.45	1.0%	1.0%	1.0%
TULSA, OKLAHOMA	\$42.52	\$43.30	\$44.06	\$44.84	\$0.78	\$0.76	\$0.78	1.8%	1.8%	1.8%
CHATTANOOGA, TENN	\$32.57	\$33.16			\$0.59			1.8%	0.0%	
KNOXVILLE, TENNESSE	\$35.31	\$36.04			\$0.73			2.1%	0.0%	
MEMPHIS, TENNESSEE	\$39.36	\$40.01			\$0.65			1.7%	0.0%	

2014 SETTLEMENTS

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
NASHVILLE, TENNESSE	\$35.88	\$36.66			\$0.78			2.2%	0.0%	
AUSTIN, TEXAS	\$35.09	\$35.63	\$36.20		\$0.54	\$0.57		1.5%	1.6%	
SAN ANTONIO, TEXAS	\$38.93	\$39.42	\$39.94		\$0.49	\$0.52		1.3%	1.3%	
MADISON, WISCONSIN	\$56.53	\$58.09	\$59.73		\$1.56	\$1.64		2.8%	2.8%	
PARKERSBURG, WEST	\$45.56	\$46.91	\$48.30	\$49.73	\$1.35	\$1.39	\$1.43	3.0%	3.0%	3.0%