

Settlements by Craft (continued)

Exhibit 9 outlines the 2015 settlements as dollar amounts. Results range from a low of \$0.96 (median = \$1.00) for Laborers to a high of \$1.30 (median = \$1.01) for Pipefitters/Plumbers.

Exhibit 9

Settlements by craft shown as dollar amounts

Craft	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
Boilermakers	< 3	-	-	< 3	-	-	< 3	-	-
Bricklayers	44	● \$0.98	● \$0.92	20	● \$1.08	● \$1.00	13	● \$1.29	● \$1.31
Carpenters	21	● \$1.23	● \$1.20	8	● \$1.81	● \$1.62	4	● \$2.18	● \$2.51
Cement Masons	34	● \$1.13	● \$1.09	18	● \$0.90	● \$0.96	15	● \$1.11	● \$1.00
Electricians	34	● \$1.28	● \$1.21	20	● \$1.34	● \$1.32	14	● \$1.35	● \$1.25
Insulators	11	● \$0.98	● \$0.80	< 3	-	-	< 3	-	-
Iron Workers	92	● \$1.20	● \$1.11	6	● \$1.73	● \$1.74	5	● \$1.53	● \$1.30
Laborers	41	● \$0.96	● \$1.00	13	● \$1.27	● \$1.35	8	● \$1.34	● \$1.35
Millwrights	16	● \$1.20	● \$1.29	6	● \$1.98	● \$2.08	4	● \$2.37	● \$2.51
Operating Engineers	22	● \$1.25	● \$1.28	11	● \$1.47	● \$1.50	10	● \$1.31	● \$1.38
Painters	25	● \$1.02	● \$0.97	9	● \$1.30	● \$1.23	3	● \$1.62	● \$1.75
Pipefitters/Plumbers	23	● \$1.30	● \$1.01	7	● \$1.99	● \$2.00	6	● \$2.23	● \$2.30
Plasterers	20	● \$1.17	● \$1.11	6	● \$1.10	● \$1.10	4	● \$1.10	● \$1.11
Sheet Metal Workers	21	● \$1.11	● \$1.00	11	● \$1.32	● \$1.25	10	● \$1.31	● \$1.18
Teamsters	7	● \$1.13	● \$1.00	< 3	-	-	< 3	-	-
United States	416	\$1.10	\$1.01	141	\$1.40	\$1.32	101	\$1.50	\$1.31

● Equal to or lower than United States results

● Higher than United States results

The December 2015 unemployment rate in the construction industry was 7.5 percent, down from 8.3 percent at the same time last year.

The December 2015 unemployment rate for the United States was 5.0 percent.*

*Source: Bureau of Labor Statistics

2015 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
BUFFALO, NEW YORK	\$51.30	\$52.70	\$54.10		\$1.40	\$1.40		2.7%	2.7%	
ROCHESTER, NEW YO	\$47.07	\$48.45	\$49.83		\$1.38	\$1.38		2.9%	2.8%	
SYRACUSE, NEW YORK	\$48.18	\$49.38			\$1.20			2.5%	0.0%	

2015 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 Cement Masons	\$47.00	\$48.00			\$1.00			2.1%	0.0%	
HUNTSVILLE, ALABA16(m)12(e)17(n)30(t)38(M)-37(a)-14(s)47(o)10(r)11(s)8(S)17(,)383	\$29.50	\$30.73			\$1.23			3.8%	0.0%	

2015 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
TRAVERSE CITY, MICHIGAN	\$37.44	\$38.34	\$39.24	\$40.14	\$0.90	\$0.90	\$0.90	2.4%	2.3%	2.3%
COLUMBIA, MISSOURI	\$37.63	\$38.38	\$39.35	\$40.34	\$0.75	\$0.97	\$0.99	2.0%	2.5%	2.5%
ROLLA, MISSOURI	\$39.68	\$40.58	\$41.53	\$42.53	\$0.90	\$0.95	\$1.00	2.3%	2.3%	2.4%
SPRINGFIELD, MISSOURI	\$30.00	\$30.71	\$31.54	\$32.39	\$0.71	\$0.83	\$0.85	2.4%	2.7%	2.7%
BUFFALO, NEW YORK	\$43.25	\$44.75	\$43.25		\$1.50	(\$1.50)		3.5%	-3.4%	
AKRON, OHIO	\$43.44	\$44.54			\$1.10			2.5%	0.0%	
YOUNGSTOWN, OHIO	\$42.86	\$44.80			\$1.94			4.5%	0.0%	
CHATTANOOGA, TENNESSEE	\$29.45	\$29.65			\$0.20			0.7%	0.0%	
MEMPHIS, TENNESSEE	\$39.80	\$40.80			\$1.00			2.5%	0.0%	
NASHVILLE, TENNESSEE	\$28.50	\$29.35			\$0.85			3.0%	0.0%	
SEATTLE, WASHINGTON	\$51.73	\$53.25			\$1.52			2.9%	0.0%	
MADISON, WISCONSIN	\$50.86	\$52.33	\$53.78		\$1.47	\$1.45		2.9%	2.8%	
MILWAUKEE, WISCONSIN	\$51.00	\$52.33			\$1.33			2.6%	0.0%	
SUPERIOR, WISCONSIN	\$50.78	\$52.44			\$1.66			3.3%	0.0%	
Crane Operators										
BIRMINGHAM, ALABAMA	\$33.41	\$34.83			\$1.42			4.3%	0.0%	
HUNTSVILLE, ALABAMA	\$33.38	\$34.13			\$0.75			2.2%	0.0%	
ATLANTA, GEORGIA	\$40.58	\$41.58			\$1.00			2.5%	0.0%	
SOUTHWEST, ILLINOIS	\$62.05	\$63.55	\$65.05	\$66.55	\$1.50	\$1.50	\$1.50	2.4%	2.4%	2.3%
PEORIA, ILLINOIS	\$55.15	\$56.75	\$58.35	\$59.95	\$1.60	\$1.60	\$1.60	2.9%	2.8%	2.7%
EVANSVILLE, INDIANA	\$45.33	\$45.75	\$47.92	\$49.37	\$0.42	\$2.17	\$1.45	0.9%	4.7%	3.0%
INDIANAPOLIS, INDIANA	\$47.70	\$49.00	\$50.30	\$51.60	\$1.30	\$1.30	\$1.30	2.7%	2.7%	2.6%

2015 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
LAFAYETTE, INDIANA	\$47.21	\$48.51	\$49.81	\$51.11	\$1.30	\$1.30	\$1.30	2.8%	2.7%	2.6%
TERRE HAUTE, INDIAN	\$46.30	\$47.55	\$49.82	\$51.27	\$1.25	\$2.27	\$1.45	2.7%	4.8%	2.9%
HENDERSON, KENTUC	\$41.78	\$43.70			\$1.92			4.6%	0.0%	
LANSING, MICHIGAN	\$50.99	\$52.80	\$53.55	\$54.30	\$1.81	\$0.75	\$0.75	3.5%	1.4%	1.4%
MARQUETTE, MICHIGA	\$44.29	\$45.45	\$46.20	\$46.95	\$1.16	\$0.75	\$0.75	2.6%	1.7%	1.6%
KANSAS CITY, MISSOU	\$53.32	\$54.21	\$55.26	\$56.31	\$0.89	\$1.05	\$1.05	1.7%	1.9%	1.9%
ALBANY, NEW YORK	\$61.77	\$63.62	\$65.52	\$67.48	\$1.85	\$1.90	\$1.96	3.0%	3.0%	3.0%
ROCHESTER, NEW YO	\$52.68	\$54.20			\$1.52			2.9%	0.0%	
CHATTANOOGA, TENN	\$35.19	\$36.12			\$0.93			2.6%	0.0%	
KNOXVILLE, TENNESSE	\$35.19	\$36.12			\$0.93			2.6%	0.0%	
MEMPHIS, TENNESSEE	\$35.85	\$36.85			\$1.00			2.8%	0.0%	
NASHVILLE, TENNESSE	\$35.85	\$36.85			\$1.00			2.8%	0.0%	
HOUSTON, TEXAS	\$29.30	\$30.10			\$0.80			2.7%	0.0%	
SEATTLE, WASHINGTO	\$56.22	\$57.97			\$1.75			3.1%	0.0%	
MADISON, WISCONSIN	\$55.27	\$56.77	\$58.37		\$1.50	\$1.60		2.7%	2.8%	
Electricians										
BIRMINGHAM, ALABAMA	\$32.96	\$33.52			\$0.57			1.7%	0.0%	
HUNTSVILLE, ALABAMA	\$35.75	\$37.00			\$1.25			3.5%	0.0%	
MOBILE, ALABAMA	\$31.98	\$32.80	\$33.63		\$0.82	\$0.83		2.6%	2.5%	
PENSACOLA, FLORIDA	\$30.01	\$30.73	\$31.45		\$0.72	\$0.72		2.4%	2.3%	
ATLANTA, GEORGIA	\$37.78	\$38.05			\$0.27			0.7%	0.0%	
AURORA, ILLINOIS	\$69.73	\$71.73	\$73.98		\$2.00	\$2.25		2.9%	3.1%	

2015 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	\$73.41	\$73.91			\$0.50			0.7%	0.0%	
DU PAGE CTY, ILLINOIS	\$69.61	\$71.61	\$73.86		\$2.00	\$2.25		2.9%	3.1%	
LAKE CTY, ILLINOIS	\$70.70	\$72.85	\$75.10		\$2.15	\$2.25		3.0%	3.1%	
MUNCIE, INDIANA	\$45.18	\$46.06	\$46.76	\$47.51	\$0.88	\$0.70	\$0.75	1.9%	1.5%	1.6%
TOPEKA, KANSAS	\$41.52	\$42.88	\$44.26	\$45.58	\$1.36	\$1.38	\$1.32	3.3%	3.2%	3.0%
LOUISVILLE, KENTUCK	\$43.91	\$44.91			\$1.00			2.3%	0.0%	
BATTLE CREEK, MICHIGAN	\$45.27	\$46.47	\$47.97	\$49.17	\$1.20	\$1.50	\$1.20	2.7%	3.2%	2.5%
FLINT, MICHIGAN	\$53.38	\$54.73	\$55.73	\$56.98	\$1.35	\$1.00	\$1.25	2.5%	1.8%	2.2%
KALAMAZOO, MICHIGAN	\$43.41	\$45.70	\$46.89		\$2.29	\$1.19		5.3%	2.6%	
MUSKEGON, MICHIGAN	\$42.71	\$43.66	\$44.91	\$46.16	\$0.95	\$1.25	\$1.25	2.2%	2.9%	2.8%
SAGINAW, MICHIGAN	\$49.80	\$50.61	\$51.51	\$52.51	\$0.81	\$0.90	\$1.00	1.6%	1.8%	1.9%
ESCANABA, MICHIGAN	\$47.67	\$48.61			\$0.94			2.0%	0.0%	
DULUTH, MINNESOTA	\$53.40	\$54.90	\$56.68	\$58.14	\$1.50	\$1.78	\$1.46	2.8%	3.2%	2.6%
ALBANY, NEW YORK	\$56.42	\$57.92	\$59.92	\$61.97	\$1.50	\$2.00	\$2.05	2.7%	3.5%	3.4%
BUFFALO, NEW YORK	\$55.45	\$57.51	\$59.21	\$61.06	\$2.06	\$1.70	\$1.85	3.7%	3.0%	3.1%
NIAGARA FALLS, NEW YORK	\$54.82	\$57.34	\$58.94	\$59.04	\$2.52	\$1.60	\$0.10	4.6%	2.8%	0.2%
SYRACUSE, NEW YORK	\$55.70	\$56.50			\$0.80			1.4%	0.0%	
AKRON, OHIO	\$49.41	\$50.67			\$1.26			2.6%	0.0%	
COLUMBUS, OHIO	\$46.14	\$47.17			\$1.03			2.2%	0.0%	
LIMA, OHIO	\$41.83	\$43.85	\$44.77	\$45.80	\$2.02	\$0.92	\$1.03	4.8%	2.1%	2.3%
CHATTANOOGA, TENN	\$39.43	\$40.34			\$0.91			2.3%	0.0%	
					\$0.75					

2015 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
HONOLULU, HAWAII	\$63.84	\$64.84			\$1.00			1.6%	0.0%	
BURLINGTON, IOWA	\$44.49	\$45.64			\$1.15			2.6%	0.0%	
CEDAR RAPIDS, IOWA	\$41.82	\$42.07			\$0.25			0.6%	0.0%	
DES MOINES, IOWA	\$40.82	\$42.94			\$2.12			5.2%	0.0%	
SIOUX CITY, IOWA	\$34.46	\$35.61			\$1.15			3.3%	0.0%	
POCATELLO, IDAHO	\$43.21	\$43.71			\$0.50			1.2%	0.0%	
AURORA, ILLINOIS	\$74.69	\$76.64			\$1.95			2.6%	0.0%	
CHAMPAIGN, ILLINOIS	\$51.37	\$52.67	\$53.97	\$55.27	\$1.30	\$1.30	\$1.30	2.5%	2.5%	2.4%
CHICAGO, ILLINOIS	\$77.10	\$78.99			\$1.89			2.5%	0.0%	
SOUTHWEST, ILLINOIS	\$54.80	\$55.96			\$1.16			2.1%	0.0%	
JOLIET, ILLINOIS	\$72.45	\$74.35	\$76.45	\$78.45	\$1.90	\$2.10	\$2.00	2.6%	2.8%	2.6%
PEORIA, ILLINOIS	\$54.11	\$56.04			\$1.93			3.6%	0.0%	
SPRINGFIELD, ILLINOIS	\$51.66	\$54.18			\$2.52			4.9%	0.0%	
EVANSVILLE, INDIANA	\$45.03	\$46.67			\$1.64			3.6%	0.0%	
FT. WAYNE, INDIANA	\$43.39	\$45.24			\$1.85			4.3%	0.0%	
HAMMOND, INDIANA	\$63.74	\$66.59			\$2.85			4.5%	0.0%	
SOUTH BEND, INDIANA	\$46.25	\$47.64	\$49.89	\$51.19	\$1.39	\$2.25	\$1.30	3.0%	4.7%	2.6%
WICHITA, KANSAS	\$31.60	\$32.10			\$0.50			1.6%	0.0%	
LOUISVILLE, KENTUCK	\$46.24	\$47.36			\$1.12			2.4%	0.0%	
PADUCAH, KENTUCKY	\$44.76	\$46.06			\$1.30			2.9%	0.0%	
BATON ROUGE, LOUISI	\$28.86	\$29.61			\$0.75			2.6%	0.0%	
NEW ORLEANS, LOUISI	\$28.88	\$29.43			\$0.55			1.9%	0.0%	

2015 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	\$29.22			\$0.34			1.2%	0.0%	
SPRINGFIELD, MASSAC	\$56.53	\$57.41			\$0.88			1.6%	0.0%	
WORCESTER, MASSAC	\$68.39	\$70.26			\$1.87			2.7%	0.0%	
BALTIMORE, MARYLAN	\$44.94	\$46.19			\$1.25			2.8%	0.0%	
PORTLAND, MAINE	\$42.67	\$43.49			\$0.82			1.9%	0.0%	
BATTLE CREEK, MICH	\$44.05	\$44.45			\$0.40			0.9%	0.0%	
DETROIT, MICHIGAN	\$60.88	\$61.46			\$0.58			1.0%	0.0%	
JACKSON, MISSISSIPPI	\$27.64	\$28.84			\$1.20			4.3%	0.0%	
BILLINGS, MONTANA	\$45.48	\$46.17			\$0.69			1.5%	0.0%	

2015 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
UTICA, NEW YORK	\$47.06	\$49.34			\$2.28			4.8%	0.0%	
CANTON, OHIO	\$43.15	\$43.99			\$0.84			1.9%	0.0%	
CINCINNATI, OH	\$44.58	\$45.35			\$0.77			1.7%	0.0%	
COLUMBUS, OHIO	\$46.19	\$47.19			\$1.00			2.2%	0.0%	
TOLEDO, OHIO	\$48.68	\$49.48			\$0.80			1.6%	0.0%	
OKLAHOMA CITY, OKLA	\$36.40	\$36.95			\$0.55			1.5%	0.0%	
TULSA, OKLAHOMA	\$36.40	\$36.95			\$0.55			1.5%	0.0%	
PORTLAND, OREGON	\$54.84	\$56.49			\$1.65			3.0%	0.0%	
ERIE, PENNSYLVANIA	\$52.36	\$53.48			\$1.12			2.1%	0.0%	
HARRISBURG, PENNSY	\$56.77	\$57.27			\$0.50			0.9%	0.0%	
PITTSBURGH, PENNSY	\$58.40	\$59.65			\$1.25			2.1%	0.0%	
READING, PENNSYLV	\$55.65	\$56.90			\$1.25			2.2%	0.0%	
SCRANTON, PENNSYLV	\$57.82	\$58.82			\$1.00			1.7%	0.0%	
CHATTANOOGA, TENN	\$36.13	\$37.13			\$1.00			2.8%	0.0%	
KNOXVILLE, TENNESSE	\$36.57	\$37.57			\$1.00			2.7%	0.0%	
MEMPHIS, TENNESSEE	\$37.49	\$38.49			\$1.00			2.7%	0.0%	
NASHVILLE, TENNESSE	\$38.20	\$39.40			\$1.20			3.1%	0.0%	
AUSTIN, TEXAS	\$26.50	\$27.50			\$1.00			3.8%	0.0%	
FT. WORTH, TEXAS	\$28.10	\$29.10			\$1.00			3.6%	0.0%	
GALVESTON, TEXAS	\$27.10	\$27.10			\$0.00			0.0%	0.0%	
HOUSTON, TEXAS	\$29.85	\$30.65			\$0.80			2.7%	0.0%	
SAN ANTONIO, TEXAS	\$25.95	\$26.95			\$1.00			3.9%	0.0%	

2015 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
SALT LAKE CITY, UTAH	\$42.45	\$44.45			\$2.00			4.7%	0.0%	
NORFOLK, VIRGINIA	\$37.70	\$38.33			\$0.63			1.7%	0.0%	
RICHMOND, VIRGINIA	\$39.16	\$40.35			\$1.19			3.0%	0.0%	
ROANOKE, VIRGINIA	\$38.44	\$39.61			\$1.17			3.0%	0.0%	
SEATTLE, WASHINGTO	\$60.68	\$62.56			\$1.88			3.1%	0.0%	
SPOKANE, WASHINGT	\$53.80	\$55.28			\$1.48			2.8%	0.0%	
MADISON, WISCONSIN	\$52.61	\$54.21	\$56.01		\$1.60	\$1.80		3.0%	3.3%	
MILWAUKEE, WISCONS	\$54.14	\$56.32	\$57.99	\$59.79	\$2.18	\$1.67	\$1.80	4.0%	3.0%	3.1%
CHARLESTON, WEST V	\$50.99	\$51.49			\$0.50			1.0%	0.0%	
PARKERSBURG, WEST	\$49.23	\$50.43			\$1.20			2.4%	0.0%	
WHEELING, WEST VIR	\$47.42	\$48.59			\$1.17			2.5%	0.0%	
Laborers-Bldg.										
BIRMINGHAM,ALABAMA	\$24.27	\$25.07			\$0.80			3.3%	0.0%	
HUNTSVILLE, ALABAMA	\$23.18	\$23.88			\$0.70			3.0%	0.0%	
SACRAMENTO, CALIFO	\$46.84	\$47.84	\$49.34	\$50.94	\$1.00	\$1.50	\$1.60	2.1%	3.1%	3.2%
SAN FRANCISCO, CALI	\$46.54	\$47.54	\$49.04	\$50.64	\$1.00	\$1.50	\$1.60	2.1%	3.2%	3.3%
ATLANTA, GEORGIA	\$20.82	\$20.82			\$0.00			0.0%	0.0%	
CHAMPAIGN, ILLINOIS	\$46.97	\$48.32	\$49.67	\$51.02	\$1.35	\$1.35	\$1.35	2.9%	2.8%	2.7%
DECATUR, ILLINOIS	\$46.18	\$47.53	\$48.88	\$50.23	\$1.35	\$1.35	\$1.35	2.9%	2.8%	2.8%
SOUTHWEST, ILLINOIS	\$48.92	\$50.27			\$1.35			2.8%	0.0%	
JOLIET, ILLINOIS	\$61.97	\$64.02	\$66.12		\$2.05	\$2.10		3.3%	3.3%	
SPRINGFIELD, ILLINOIS	\$47.15	\$48.50	\$49.85	\$51.20	\$1.35	\$1.35	\$1.35	2.9%	2.8%	2.7%

2015 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
ELGIN, ILLINOIS	\$61.97	\$63.97			\$2.00			3.2%	0.0%	
WOOD RIVER, ILLINOIS	\$48.92	\$50.27			\$1.35			2.8%	0.0%	
O'FALLON, ILLINOIS	\$48.92	\$50.27			\$1.35			2.8%	0.0%	
ALTON, ILLINOIS	\$48.92	\$50.27			\$1.35			2.8%	0.0%	
GRANITE CITY, ILLINOI	\$48.92	\$50.27			\$1.35			2.8%	0.0%	
EVANSVILLE, INDIANA	\$36.14	\$36.67	\$37.22		\$0.53	\$0.55		1.5%	1.5%	
GARY, INDIANA	\$52.53	\$53.08	\$53.98		\$0.55	\$0.90		1.0%	1.7%	
HAMMOND, INDIANA	\$52.53	\$53.08	\$53.98		\$0.55	\$0.90		1.0%	1.7%	
LOUISVILLE, KENTUCK	\$28.15	\$28.65			\$0.50			1.8%	0.0%	
PADUCAH, KENTUCKY	\$31.95	\$32.60			\$0.65			2.0%	0.0%	
ANN ARBOR, MICHIGAN	\$41.85	\$41.85			\$0.00			0.0%	0.0%	
DETROIT, MICHIGAN	\$43.09	\$43.49	\$44.14	\$44.79	\$0.40	\$0.65	\$0.65	0.9%	1.5%	1.5%
SAGINAW, MICHIGAN	\$31.88	\$32.17			\$0.29			0.9%	0.0%	
	\$30.08	\$30.34			\$0.26			0.9%	0.0%	

2015 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	\$23.40	\$24.10			\$0.70			3.0%	0.0%				
HOUSTON, TEXAS	\$22.83	\$23.23			\$0.40			1.8%	0.0%				
SEATTLE, WASHINGTO	\$42.21	\$43.50			\$1.29			3.1%	0.0%				
APPLETON, WISCONSI	\$39.10	\$40.45			\$1.35			3.5%	0.0%				
EAU CLAIRE, WISCONS	\$39.85	\$41.12			\$1.27			3.2%	0.0%				
LA CROSSE, WISCONSI	\$39.85	\$41.20			\$1.35			3.4%	0.0%				
MADISON, WISCONSIN	\$39.77	\$41.20			\$1.43			3.6%	0.0%				
MILWAUKEE, WISCONS	\$45.91	\$47.26			\$1.35			2.9%	0.0%				
CHARLESTON, WEST V	\$39.18	\$40.18			\$1.00			2.6%	0.0%				
Painters													
BIRMINGHAM,ALABAMA	\$25.10	\$25.60			\$0.50			2.0%	0.0%				
HUNTSVILLE, ALABAMA	\$25.03	\$26.33			\$1.30			5.2%	0.0%				
OAKLAND, CALIFORNIA	\$55.59	\$58.22	\$60.22	\$61.97	\$2.63	\$2.00	\$1.75	4.7%	3.4%	2.9%			
	\$2.62	\$1.00	\$1.75	\$51.48	\$52.33	\$54.18	\$58.53	\$1.35	\$1.35	\$1.35	2.6%	2.6%	2.5%

Diff 1-2 Diff 2-3 Dif

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

2015 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
SPRINGFIELD, ILLINOIS	\$49.37	\$50.62	\$51.92	\$53.27	\$1.25	\$1.30	\$1.35	2.5%	2.6%	2.6%
LOUISVILLE, KENTUCK	\$31.35	\$31.35			\$0.00			0.0%	0.0%	
PADUCAH, KENTUCKY	\$39.20	\$39.20			\$0.00			0.0%	0.0%	
ANN ARBOR, MICHIGAN	\$46.25	\$47.11	\$47.92		\$0.86	\$0.81		1.9%	1.7%	
JEFFERSON CITY, MISS	\$36.29	\$37.00	\$37.94	\$38.90	\$0.71	\$0.94	\$0.96	2.0%	2.5%	2.5%
SPRINGFIELD, MISSOU	\$32.19	\$32.90	\$33.73	\$34.58	\$0.71	\$0.83	\$0.85	2.2%	2.5%	2.5%
AKRON, OHIO	\$42.13	\$43.63			\$1.50			3.6%	0.0%	
CANTON, OHIO	\$38.88	\$40.38			\$1.50			3.9%	0.0%	
CHATTANOOGA, TENN	\$27.65	\$29.65			\$2.00			7.2%	0.0%	
KNOXVILLE, TENNESSE	\$27.65	\$29.65			\$2.00			7.2%	0.0%	
MEMPHIS, TENNESSEE	\$39.80	\$40.80			\$1.00			2.5%	0.0%	
NASHVILLE, TENNESSE	\$28.50	\$29.35			\$0.85			3.0%	0.0%	
MADISON, WISCONSIN	\$51.48	\$52.96	\$54.41		\$1.48	\$1.45		2.9%	2.7%	
CHARLESTON, WEST V	\$46.57	\$47.57			\$1.00			2.1%	0.0%	
Plumbers										
SOUTHWEST, ILLINOIS	\$51.35	\$51.85			\$0.50			1.0%	0.0%	
Sheet Metal Workers										
MOBILE, ALABAMA	\$30.72	\$31.50	\$32.00	\$32.43	\$0.78	\$0.50	\$0.43	2.5%	1.6%	1.3%
LOS ANGELES, CALIFO	\$66.08	\$68.27	\$70.37	\$72.37	\$2.19	\$2.10	\$2.00	3.3%	3.1%	2.8%
SAN FRANCISCO, CALI	\$84.28	\$87.28			\$3.00			3.6%	0.0%	
			\$36.53	\$37.10	\$0.53	\$0.57	\$0			

2015 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
TAMPA, FLORIDA	\$37.60	\$37.81			\$0.21			0.6%	0.0%	
ATLANTA, GEORGIA	\$43.28	\$44.11			\$0.83			1.9%	0.0%	
DES MOINES, IOWA	\$47.35	\$48.35	\$49.85	\$51.35	\$1.00	\$1.50	\$1.50	2.1%	3.1%	3.0%
EVANSVILLE, INDIANA	\$49.36	\$50.46	\$51.56	\$52.66	\$1.10	\$1.10	\$1.10	2.2%	2.2%	2.1%
SOUTH BEND, INDIANA	\$49.90	\$51.50	\$53.20	\$54.94	\$1.60	\$1.70	\$1.74	3.2%	3.3%	3.3%
LOUISVILLE, KENTUCK	\$46.21	\$47.27			\$1.06			2.3%	0.0%	
PADUCAH, KENTUCKY	\$47.45	\$48.51			\$1.06			2.2%	0.0%	
BALTIMORE, MARYLAN	\$49.61	\$50.31	\$51.06	\$51.91	\$0.70	\$0.75	\$0.85	1.4%	1.5%	1.7%
CINCINNATI, OH	\$45.69	\$46.69	\$47.74	\$48.79	\$1.00	\$1.05	\$1.05	2.2%	2.2%	2.2%
COLUMBUS, OHIO	\$48.79	\$50.04	\$51.29	\$52.54	\$1.25	\$1.25	\$1.25	2.6%	2.5%	2.4%
YOUNGSTOWN, OHIO	\$49.89	\$51.24	\$52.64		\$1.35	\$1.40		2.7%	2.7%	
CHATTANOOGA, TENN	\$33.16	\$33.96			\$0.80			2.4%	0.0%	
KNOXVILLE, TENNESSE	\$36.04	\$37.05			\$1.01			2.8%	0.0%	
MEMPHIS, TENNESSEE	\$40.01	\$40.58			\$0.57			1.4%	0.0%	
NASHVILLE, TENNESSE	\$36.66	\$37.53			\$0.87			2.4%	0.0%	
SEATTLE, WASHINGTO	\$66.51	\$68.97	\$71.52	\$74.16	\$2.46	\$2.55	\$2.64	3.7%	3.7%	3.7%
Teamsters										
BIRMINGHAM,ALABAMA	\$25.09	\$25.74			\$0.65			2.6%	0.0%	
EVANSVILLE, INDIANA	\$35.74	\$37.93	\$38.63	\$39.03	\$2.19	\$0.70	\$0.40	6.1%	1.8%	1.0%
LOUISVILLE, KENTUCK	\$37.52	\$39.00			\$1.48			3.9%	0.0%	
PADUCAH, KENTUCKY	\$30.41	\$31.19			\$0.78			2.6%	0.0%	
YOUNGSTOWN, OHIO	\$38.16	\$39.42	\$40.42	\$41.44	\$1.26	\$1.00	\$1.02	3.3%	2.5%	2.5%

2015 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	\$27.82	\$28.37			\$0.55			2.0%	0.0%	
CHARLESTON, WEST V	\$44.17	\$45.17			\$1.00			2.3%	0.0%	