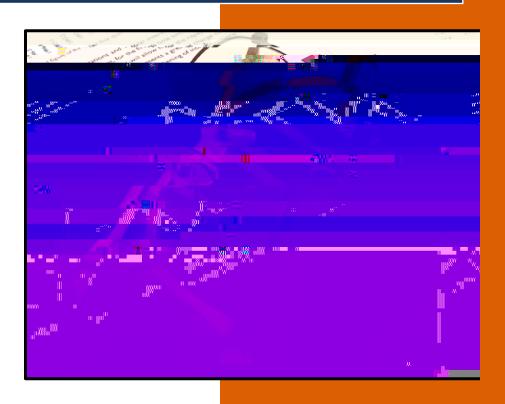


Chapter XYZ - Local 101



SAMPLE

The Construction Labor Research Council (CLRC) is pleased to provide this report which compares the wage and fringe benefits package for Local 101 to key benchmarks—the Consumer Price Index (CPI) and nonunion craft rates.

Overview

This report examines Local 101's wage and fringe benefits rates in light of established benchmark data:

the CPI and nonunion wage and fringe benefits data.

Results

Local 101's actual wage and fringe benefits rates were compared to rates derived from using the CPI and nonunion data. Specifically, the annual increases for the CPI and nonunion sources were applied to the union rate of \$37.50 in 2000. Exhibit 1 shows Local 101's actual wage and fringe benefits rates from 2000 to 2013 compared

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Another useful way to compare Local 101's wage and fringe benefits package to benchmark data is to look at the cumulative cost impact. In other words, since 2000 what is the total financial difference between the union's actual pay and what it would be if the increases had been the same as the CPI or nonunion increases

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Summary and Conclusions

This report clearly shows that what appear to be relatively small differences in wage and fringe benefits increases end up being large actual cost differences over time. To illustrate, the average annual difference between the union increases and the CPI was less than 1.5 percent. However, after a little more than a decade, these union increases that were consistently higher than the CPI resulted in a rate that was \$9.84 (18.8 percent) more than it would have been had their increases paralleled the CPI.

The gaps in wage and fringe benefits rates among the three sources tested in this report are based on a common starting point of \$37.50 for wage and fringe benefits in 2000. If this study had gone farther back in time the results typically would show even larger differences between union rates and the CPI and nonunion benchmark comparisons. This is because the gap grows larger for each year included in the analyses due to union increases usually being larger than the benchmark increases.

It is important to note that this report is not built on assumptions or theoretical underpinnings. The findings are based on actual data using basic math and statistics. The un480.19 3(t)8(w)10(e)math anmpThe une unhe urtar inclu34ph8y.19 3(t)8(w)1(a)-3(ll)2lt37r1