

February 2005

Construction Labor Rate Trends and Outlook

The annual rate of wage and fringe increases remained within its narrow range of recent years in 2004. Rates rose by 4.0 percent, somewhat lower than 2003's 4.2 percent. Based upon the increases already negotiated in contracts for the next two years, rates of wage and fringe increases will ease slightly. Already known increases in effect for 2005 are 3.9 percent and for the following year 3.7 percent.

Longer term, increases continue to trend slowly upward. During the five years ending January 1, 2005, rates are up 22.2 percent, or close to four percent annually. In most regions, the five year increase was between 22 and 26 percent with the remainder lower.

While the reduction in rate of increase from 2003 to 2004 was minimal, it was the second year of declines in the rate of wage and fringe escalation. The peak among recent years was 4.3 percent in 2002. The average annual increase has been about \$1.50.

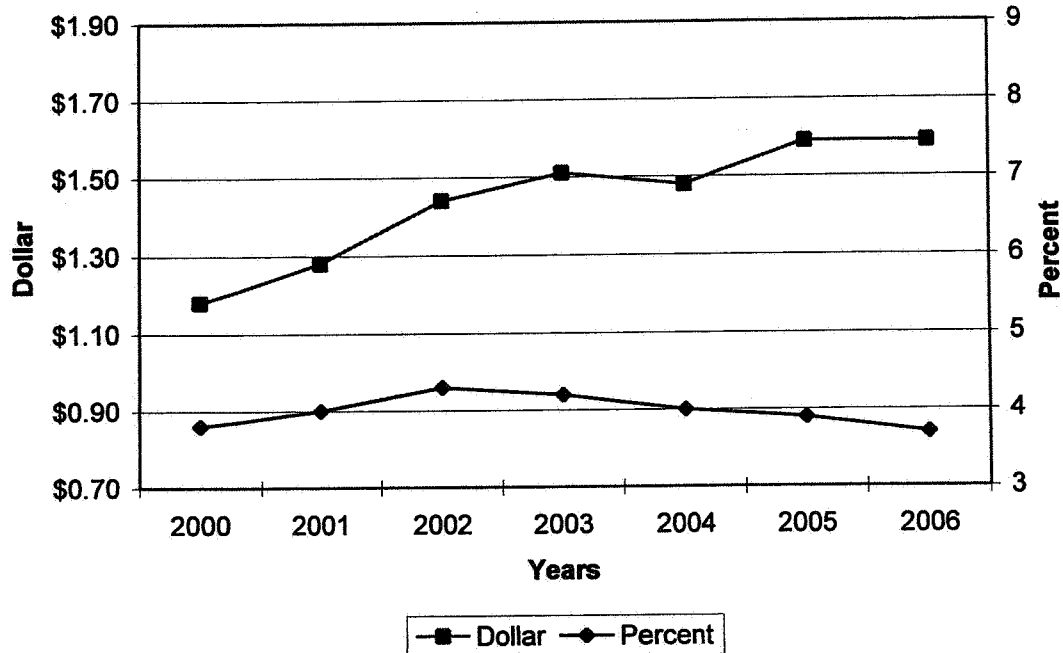
Five Year Increases - Wage Plus Fringe Rate

The average wage plus fringe rate for all construction crafts in the United States is currently \$38.48. Rates during the past five years have increased by about \$7 or 22.2 percent. This is the highest five year increase since the period ending January 1987.

Regional variation in increase during the past five years has been moderate. All regions were within five percentage points of the national average. Four of the eight regions were within two percentage points of the national average.

During the past year, wages and fringes increased by 4.0 percent. All regions were within one percentage point of the national average, except the northwest (lower). Construction wage plus fringe increases continue to exceed the rise in the Consumer Price Index. As usual, craft differences were small, except for elevator constructors whose increase during 2004 was substantially above the all craft average.

**Annual Increase in Wage Plus Fringe Rate
Dollars and Percents
2000 - 2006**



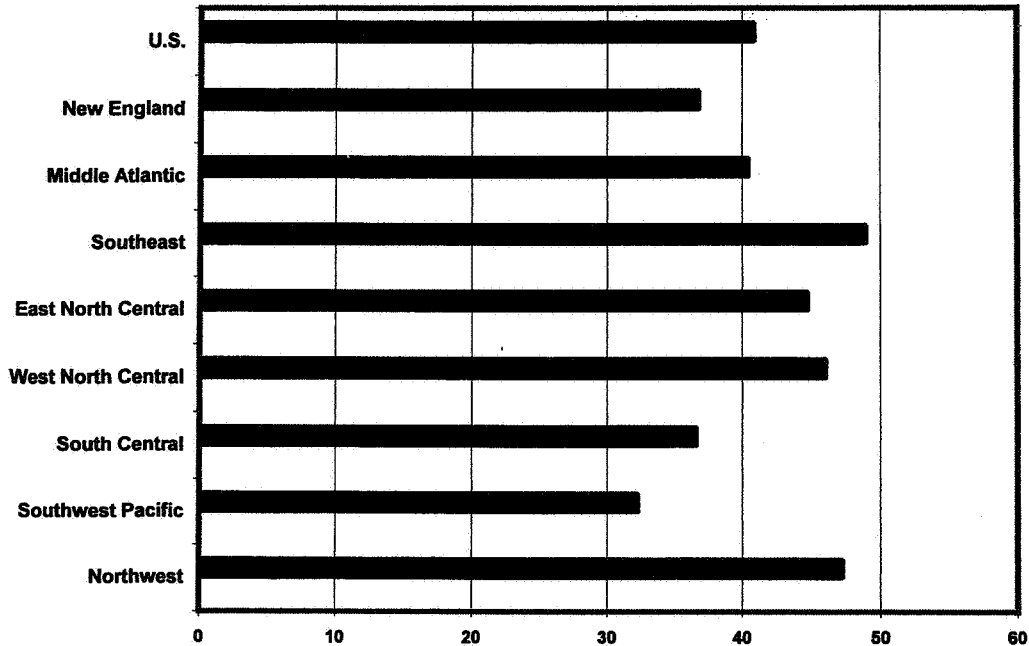
Data for 2005 and 2006 are scheduled increases for contracts already settled through these years.

2005 Bargaining Activity

Bargaining activity will remain similar to recent years, both nationally and regionally. This will result in a moderate level of negotiating activity. About two-thirds of 2005 expirations occur in April and May. Negotiations will cover close to 350,000 workers.

Regional exceptions to negotiating activity levels are not particularly pronounced. To the extent they do exist, there are fewer expirations in the middle atlantic and northwest regions.

**Percent Increase in Wage Plus Fringe Rate
United States and Regions
January 1, 1995- January 1, 2005**



Scheduled Future Increases

A large number of contracts will not be renegotiated in 2005 and, therefore, the increases for these agreements are already determined. These known increases indicate that the escalation level of 2004 should decline slightly in 2005 and 2006 as measured in percentages and remain stable in dollars, but at a higher amount than 2004. For the almost 700 contracts with known scheduled increases in 2005, the average amounts are \$1.59 or 3.9 percent. For both years, over half of scheduled increases are between 3.0 and 4.9 percent.

Regionally, 2005 increases are scattered, but all are within about one percentage point of the national average. Measured in percentages New England has the highest known increases. At the low end of the range is the northwest where there are very few negotiations scheduled.

**CONSTRUCTION LABOR RESEARCH COUNCIL
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2000-01/01/2005**

Region Averages

Region	ASBESTOS WORKERS	BOILER MAKERS	BRICK LAYERS	CARPENT- ERS	CEMENT MASONS	CRANE OPERATOR	ELECTR ICIAN	ELEV. CONST	IRON WORKERS
New England									
Rate - 01/01/00	\$37.00	\$34.82	\$31.16	\$36.25	\$33.78	\$42.08	\$37.41	\$46.21	\$8.81
Rate - 01/01/05	\$47.11	\$43.64	\$40.42	\$45.04	\$43.14	\$54.04	\$46.21	\$46.21	\$8.81
Increase	\$10.11	\$8.82	\$9.27	\$8.79	\$9.36	\$11.96	\$8.81	\$8.81	\$8.81
Middle Atlantic									
Rate - 01/01/00	\$40.51	\$41.91	\$31.08	\$29.67	\$47.09	\$36.59	\$41.65	\$51.79	\$10.14
Rate - 01/01/05	\$50.22	\$50.90	\$37.22	\$36.01	\$60.75	\$49.13	\$51.79	\$51.79	\$10.14
Increase	\$9.71	\$8.98	\$6.14	\$6.34	\$13.66	\$12.55	\$10.14	\$10.14	\$10.14
Southeast									
Rate - 01/01/00	\$24.31	\$22.70	\$19.52	\$19.93	\$25.29	\$30.86	\$24.37	\$29.50	\$5.14
Rate - 01/01/05	\$28.32	\$26.84	\$23.85	\$25.33	\$30.31	\$42.88	\$29.50	\$29.50	\$5.14
Increase	\$4.00	\$4.14	\$4.34	\$5.40	\$5.02	\$12.03	\$5.14	\$5.14	\$5.14
East North Central									
Rate - 01/01/00	\$36.30	\$31.85	\$30.41	\$30.16	\$36.43	\$37.66	\$34.64	\$42.14	\$7.50
Rate - 01/01/05	\$43.89	\$39.10	\$37.12	\$37.24	\$45.65	\$50.80	\$42.14	\$42.14	\$7.50
Increase	\$7.59	\$7.24	\$6.71	\$7.08	\$9.22	\$13.15	\$7.50	\$7.50	\$7.50

**CONSTRUCTION LABOR RESEARCH COUNCIL
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2000-01/01/2005**

Region Averages

Region	ASBESTOS WORKERS	BOILER MAKERS	BRICK LAYERS	CARPENT- ERS	CEMENT MASONS	CRANE OPERATOR	ELECTR ICIAN	ELEV. CONST	IRON WORKERS
West North Central									
Rate - 01/01/00	\$32.79	\$27.50	\$30.11	\$28.05	\$30.60	\$33.88	\$34.36	\$31.57	
Rate - 01/01/05	\$44.35	\$36.39	\$36.47	\$34.27	\$37.59	\$41.20	\$47.55	\$38.83	
Increase	\$11.57	\$8.89	\$6.36	\$6.22	\$6.99	\$7.32	\$13.19	\$7.26	
South Central									
Rate - 01/01/00	\$26.28	\$20.21	\$19.21	\$21.12	\$24.85	\$29.89	\$20.81		
Rate - 01/01/05	\$36.40	\$23.61	\$22.52	\$26.16	\$30.98	\$42.33	\$24.75		
Increase	\$10.12	\$3.39	\$3.31	\$5.04	\$6.13	\$12.43	\$3.94		
Southwest Pacific									
Rate - 01/01/00	\$36.54	\$33.32	\$33.43	\$32.58	\$39.92	\$45.02	\$37.47		
Rate - 01/01/05	\$47.40	\$39.73	\$39.74	\$38.03	\$46.76	\$56.98	\$45.40		
Increase	\$10.85	\$6.41	\$6.31	\$5.44	\$6.84	\$11.96	\$7.93		
Northwest									
Rate - 01/01/00	\$33.78	\$32.07	\$31.76	\$33.55	\$27.63	\$40.08			
Rate - 01/01/05	\$44.46	\$38.64	\$37.79	\$39.50	\$32.40	\$52.63			
Increase	\$10.68	\$6.57	\$6.03	\$5.96	\$4.77	\$12.54			
U.S. Average									
Rate - 01/01/00	\$33.31	\$33.71	\$30.17	\$30.22	\$34.66	\$38.28	\$36.95	\$34.83	
Rate - 01/01/05	\$40.15	\$41.12	\$36.59	\$36.58	\$42.08	\$48.32	\$49.45	\$42.61	
Increase	\$6.85	\$7.41	\$6.42	\$6.36	\$7.42	\$10.04	\$12.50	\$7.78	

**CONSTRUCTION LABOR RESEARCH COUNCIL
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2000-01/01/2005**

Region	Region Averages										WEIGHT AVERAGE	
	LABORER	MILL WRIGHTS	PAINTERS	PLASTERERS	FITTERS	PIPE PLUMBER	SHEET METAL	TEAM STERS	PIPE FITTERS	PLUMBER		
New England												
Rate - 01/01/00	\$27.64		\$34.02		\$37.17		\$41.11		\$17.84		\$22.22	\$33.08
Rate - 01/01/05	\$34.53		\$42.14		\$48.26		\$52.22		\$21.40		\$27.29	\$41.91
Increase	\$6.90		\$8.12		\$11.10		\$11.11		\$3.56		\$5.07	\$8.83
Middle Atlantic												
Rate - 01/01/00	\$27.56	\$36.15	\$38.98		\$41.62	\$38.21	\$41.11		\$17.84		\$22.22	\$36.51
Rate - 01/01/05	\$33.63	\$44.21	\$45.29		\$53.21	\$49.27	\$52.22		\$21.40		\$27.29	\$45.55
Increase	\$6.07	\$8.06	\$6.31		\$11.59	\$11.07	\$11.11		\$3.56		\$5.07	\$9.04
Southeast												
Rate - 01/01/00	\$15.39	\$23.79	\$19.21		\$26.26	\$27.22	\$25.51		\$17.84		\$22.22	\$22.22
Rate - 01/01/05	\$18.53	\$28.44	\$22.16		\$31.72	\$32.48	\$31.08		\$21.40		\$27.29	\$27.29
Increase	\$3.14	\$4.65	\$2.95		\$5.46	\$5.26	\$5.56		\$3.56		\$5.07	\$5.07
East North Central												
Rate - 01/01/00	\$25.60	\$33.23	\$30.53	\$31.55	\$36.85	\$36.98	\$34.31		\$27.19		\$31.04	\$31.04
Rate - 01/01/05	\$31.70	\$40.45	\$37.06	\$39.29	\$45.05	\$45.49	\$42.61		\$33.24		\$38.04	\$38.04
Increase	\$6.11	\$7.23	\$6.54	\$7.75	\$8.20	\$8.51	\$8.30		\$6.05		\$7.00	\$7.00
West North Central												
Rate - 01/01/00	\$23.95		\$27.13	\$23.05	\$34.81		\$34.41		\$24.09		\$29.86	\$29.86
Rate - 01/01/05	\$29.26		\$33.76	\$29.33	\$44.07		\$42.75		\$29.64		\$36.87	\$36.87
Increase	\$5.30		\$6.63	\$6.27	\$9.26		\$8.34		\$5.56		\$7.01	\$7.01

**CONSTRUCTION LABOR RESEARCH COUNCIL
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2000-01/01/2005**

Region	Region Averages										WEIGHT AVERAGE	
	LABORER	MILL WRIGHTS	PAINTERS	PLASTERERS	FITTERS	PIPE PLUMBER	SHEET METAL	TEAM STERS				
South Central												
Rate - 01/01/00	\$13.42				\$23.34					\$23.83		\$20.96
Rate - 01/01/05	\$16.17				\$28.27					\$28.99		\$26.36
Increase	\$2.75				\$4.94					\$5.15		\$5.40
Southwest Pacific												
Rate - 01/01/00	\$28.07	\$35.57	\$31.85		\$37.10			\$32.42		\$34.87		\$33.77
Rate - 01/01/05	\$32.64	\$42.36	\$38.78		\$44.71			\$37.95		\$43.02		\$40.21
Increase	\$4.57	\$6.78	\$6.93		\$7.61			\$5.53		\$8.15		\$6.43
Northwest												
Rate - 01/01/00	\$28.25	\$31.64						\$31.96		\$34.29		\$31.50
Rate - 01/01/05	\$32.29	\$38.01						\$37.15		\$43.09		\$37.42
Increase	\$4.04	\$6.37						\$5.19		\$8.80		\$5.92
U.S. Average												
Rate - 01/01/00	\$25.29	\$32.97	\$31.05	\$30.88	\$35.83	\$36.50		\$28.45		\$33.97		\$31.38
Rate - 01/01/05	\$30.66	\$39.66	\$37.43	\$38.50	\$44.43	\$45.57		\$33.99		\$42.35		\$38.48
Increase	\$5.37	\$6.69	\$6.38	\$7.61	\$8.60	\$9.07		\$5.54		\$8.38		\$7.09

**CONSTRUCTION LABOR RESEARCH COUNCIL
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2000-01/01/2005**

Region Averages

Region	ASBESTOS WORKERS	BOILER MAKERS	BRICK LAYERS	CARPENT- ERS	CEMENT MASONS	CRANE OPERATOR	ELECTR ICIAN	ELEV. CONST	IRON WORKERS
New England									
00-05INC	27.3%	25.1%	29.9%	24.2%	27.7%	28.6%	23.5%		
04-05INC	5.5%	4.2%	5.1%	4.8%	5.0%	6.3%	3.6%		
Middle Atlantic									
00-05INC	24.2%	21.9%	19.4%	28.0%	28.2%	34.5%	23.4%		
04-05INC	4.2%	4.4%	4.2%	4.4%	4.5%	7.0%	4.4%		
Southeast									
00-05INC	16.5%	18.2%	22.5%	22.7%	20.1%	39.1%	21.2%		
04-05INC	2.6%	2.7%	3.5%	3.6%	3.2%	8.0%	3.3%		
East North Central									
00-05INC	20.7%	22.6%	21.8%	18.4%	25.0%	35.1%	21.2%		
04-05INC	4.1%	4.4%	4.0%	3.7%	4.2%	6.7%	4.1%		
West North Central									
00-05INC	35.3%	32.7%	21.5%	22.9%	21.5%	38.6%	23.1%		
04-05INC	4.8%	4.5%	3.4%	4.2%	4.0%	7.2%	3.6%		
South Central									
00-05INC	38.5%	17.3%	16.8%	23.9%	24.8%	41.6%	18.7%		
04-05INC	3.1%	2.1%	2.5%	3.3%	2.7%	8.1%	3.2%		
Southwest Pacific									
00-05INC	30.0%	19.3%	19.0%	17.6%	17.3%	27.0%	21.2%		
04-05INC	3.1%	3.6%	4.2%	3.3%	2.6%	6.0%	4.5%		
Northwest									
00-05INC	31.6%	18.8%	20.5%	17.7%	17.3%	31.3%	21.8%		
04-05INC	2.9%	2.8%	3.1%	2.4%	2.6%	6.4%	4.1%		
U.S. Average									
00-05INC	20.0%	22.0%	21.3%	20.8%	25.3%	34.7%	21.8%		
04-05INC	4.0%	4.1%	3.9%	3.7%	4.0%	7.0%	4.1%		

**CONSTRUCTION LABOR RESEARCH COUNCIL
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2000-01/01/2005**

Region Averages

Region	MILL			PIPE			SHEET METAL	TEAM STERS	WEIGHT AVERAGE
	LABORER	WRIGHTS	PAINTERS	PLASTERERS	FITTERS	PLUMBER			
New England									
00-05INC	25.0%	24.1%	29.9%						26.7%
04-05INC	5.1%	3.1%	6.0%						4.9%
Middle Atlantic									
00-05INC	21.5%	16.2%	27.2%			28.7%	26.3%		23.5%
04-05INC	4.2%	1.3%	5.8%			5.3%	5.1%		4.4%
Southeast									
00-05INC	20.4%	15.0%	21.0%			19.4%	21.9%	19.7%	22.4%
04-05INC	2.9%	2.4%	3.7%			3.3%	3.1%	2.6%	3.3%
East North Central									
00-05INC	23.4%	21.2%	24.3%			23.0%	23.9%	22.0%	22.3%
04-05INC	4.2%	4.0%	4.9%			4.7%	4.3%	4.1%	4.2%
West North Central									
00-05INC	22.6%	24.6%	27.1%			26.5%	24.3%	23.5%	23.6%
04-05INC	4.0%	4.2%	5.1%			4.0%	3.4%	3.8%	4.1%
South Central									
00-05INC	20.5%		21.3%				21.6%		24.5%
04-05INC	2.5%		3.6%				2.6%		3.1%
Southwest Pacific									
00-05INC	16.3%	19.1%	20.5%				23.7%	17.1%	19.0%
04-05INC	3.6%	4.0%	3.8%				3.4%	3.6%	3.8%
Northwest									
00-05INC	14.5%	20.0%					25.6%	16.2%	18.6%
04-05INC	2.5%	2.6%					3.7%	2.6%	2.8%
U.S. Average									
00-05INC	21.0%	20.2%	23.6%	24.4%	23.6%	24.6%	24.2%	19.7%	22.2%
04-05INC	3.9%	3.7%	4.8%	5.0%	4.8%	4.9%	4.0%	3.5%	4.0%

U.S. TOTALS FUTURE INCREASE \$

U.S.TOTALS	Year	.59 or	.60	.90	1.20	1.50	1.80	2.10	2.40	2.70	3.00	Total	Average	Covered
		Less	.89	1.19	1.49	1.79	2.09	2.39	2.69	2.99	Over			
1	30	51	148	137	110	45	22	26	7	86		662	\$1.59	691,649
2	12	24	47	76	77	20	8	6	6	74		350	\$1.59	331,820

U.S. TOTALS FUTURE INCREASE %

U.S. TOTALS	Year	0 or	.1	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	Total	Average	Covered
		Less	.9	1.9	2.9	3.9	4.9	5.9	6.9	7.9	Over			
1	4	4	20	120	223	144	70	39	39	37	1	662	3.9%	691,649
2	1	1	11	51	138	60	29	39	17	3		350	3.7%	331,820

Selected 2005 Wage and Fringe Changes
United States and Selected Regions¹

	<u>Coverage</u>		<u>Average Increase</u>	
	<u>Contracts</u>	<u>Workers</u>	<u>Dollar</u>	<u>Percent</u>
United States	662	691,649	\$1.59	3.9%
Regions				
New England	39	31,383	2.06	4.9
Massachusetts	20	20,777	2.18	5.0
Middle Atlantic	103	143,654	2.19	4.4
New Jersey	24	18,953	1.88	4.2
New York	40	77,746	2.38	4.3
Pennsylvania	29	34,397	2.13	4.7
Southeast	59	38,308	1.07	3.9
East North Central	266	229,349	1.54	4.0
Illinois	93	63,608	1.87	4.7
Indiana	30	13,845	1.33	3.6
Michigan	40	55,371	1.55	3.8
Minnesota	19	35,749	1.58	4.4
Ohio	49	30,254	1.14	3.2
Wisconsin	26	20,693	1.42	3.8
West North Central	47	38,322	1.34	3.6
Missouri	28	33,343	1.36	3.5
South Central	44	20,507	0.99	3.3
Texas	18	7,802	1.00	3.1
Southwest Pacific	66	147,595	1.41	3.4
California	49	156,993	1.44	3.5
Northwest	25	29,598	1.08	2.8

¹Areas with a sufficient number of contracts settled through 2005 to show a meaningful average.

**Scheduled Wage Changes - 2005 - 2006
United States and Selected Regions**

DOLLAR INCREASE

Region	Year	.59or	.60	.90	1.20	1.50	1.80	2.10	2.40	2.70	3.00	Total	Average	Covered
		Less	.89	1.19	1.49	1.79	2.09	2.39	2.69	2.99	Over			
New England	2005	1	4	6	1	3	5	9	1	39	2.06	31,383		
Middle Atlantic	2005	1	3	9	16	24	17	7	2	4	20	103	2.19	143,654
	2006		4	2	5	21	7	1	1	3	13	57	2.04	60,541
Southeast	2005	5	14	20	3	2					15	59	1.07	38,308
	2006	1	5	3	2	2					15	28	1.46	7,842
East North Central	2005	6	12	69	69	54	16	7	15	1	17	266	1.54	229,349
	2006	1	5	22	35	29	8	1	5	2	18	126	1.52	119,544
West North Central	2005	2	3	16	11	7	2	2			4	47	1.34	38,322
	2006	1	3	13	11	4	1	1			4	38	1.14	33,574
South Central	2005	9	10	10	5						10	44	0.99	20,507
	2006	7	2	1	2						9	21	1.09	6,942
Southwest Pacific	2005	2	17	18	17	17	3	1		1	7	66	1.41	147,595
	2006	3	2	10	16	16	1	2		1	4	39	1.65	61,270
Northwest	2005	4	5	2	5	5	2				2	25	1.08	29,598

**Scheduled Wage Changes – 2005 – 2006
United States and Selected Regions**

Year	0 or Less	PERCENT INCREASE										Total	Average	Covered			
		.1	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	Over 8.0						
New England																	
2005	1	6	3	3	15	8	3	3	15	8	3	3	39	4.9%	31,383		
Middle Atlantic																	
2005	1	8	25	34	22	11	2						103	4.4%	143,654		
2006		1	27	12	8	8			1				57	4.1%	60,541		
Southeast																	
2005	1	1	23	14	2	2		15					59	3.9%	38,308		
2006			9	2	1	1	5	10					28	4.1%	7,842		
East North Central																	
2005	1	2	4	27	116	74	23	16	3				266	4.0%	229,349		
2006		1	13	57	30	11	13			1			126	3.9%	119,544		
West North Central																	
2005	1	1	5	24	12	2	2						47	3.6%	38,322		
2006		2	5	20	6	3				1			38	3.0%	33,574		
South Central																	
2005		5	21	3	5		9			1			44	3.3%	20,507		
2006	1	5	4	1	1	3	6						21	3.1%	6,942		
Southwest Pacific																	
2005		2	21	26	10	6		1					66	3.4%	147,595		
2006		2	7	21	6	2	1						39	3.6%	61,270		
Northwest																	
2005		6	6	7	4	2							25	2.8%	29,598		

EXPIRATION SUMMARY

Area	12/04	2005				Total 2005	2006	2007 Or Later	Not Available	Total		
		1st Qtr.	April	May	June						3rd Qtr.	4th Qtr.
United States	10	38	107	184	65	30	7	441	346	397	131	1,325
<u>New England</u>												
Connecticut		3		2	1	1		7	12	2	1	22
Massachusetts		2		1	1	2		6	15	7	3	31
Maine									1	1	1	3
Rhode Island				5		1		6	1	2		9
Total		5		8	2	4		19	29	12	5	65
<u>Middle Atlantic</u>												
District of Columbia				1				3	3	4		10
Delaware			1					1			4	5
*Maryland		5				1		6	2	2		10
New Jersey			4		3			7	5	19	3	34
New York		1	3	7	5	1		17	28	18		63
Pennsylvania	5		5	7	1			13	16	21	19	74
Total	5	6	15	15	9	2		47	54	64	26	196
<u>Southeast</u>												
*Alabama	2	1	3	2	3	14	3	26	4	3	4	39
Florida		1	3		5			9	11	4	4	28
*Georgia				1	5	2	1	9	4	4	4	21
*Kentucky		1	3	15	4	3		26	2	3	3	34
Mississippi	2				1	1		2	1			5
North Carolina	1			1	4	1	1	36	5	2	1	52
*Tennessee			29	1				3	1	4	4	12
Virginia			1	1		2		3	1			4
Total	5	3	38	20	22	23	5	111	29	29	22	196

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2005

Area	12/04	1st Qtr.	April	May	June	2005			Total 2005	2006	2007 Or Later	Not Available	Total
						3rd Qtr.	4th Qtr.	Total					
<u>East North Central</u>													
Illinois	2	10	21	2	1	36	54	49	7	146			
Indiana		1	31	4		36	23	9	14	82			
Michigan		11	5	1	1	18	30	14	1	63			
Minnesota		10			1	11	2	23	2	38			
Ohio		11	23	5	1	41	23	41	17	122			
* West Virginia			27	1	1	29	8	2	5	44			
Wisconsin			19			19	12	15	8	54			
Total	2	43	126	13	5	190	152	153	54	549			
<u>West North Central</u>													
Iowa		3	1			4	4	8	1	17			
Kansas							3	2	1	6			
*Missouri	16	1	4		2	23	3	26	2	54			
Nebraska								3	1	4			
Total	16	4	5		2	27	10	39	5	81			
<u>South Central</u>													
Arkansas		1	1		1	3	1	1	2	7			
Louisiana						2	10	3	3	18			
New Mexico							3	6		9			
Oklahoma							2	2		4			
Texas	4	2		2	2	10	10	15	1	36			
Total	5	3	1	2	3	15	26	27	6	74			
<u>Mt.-Northern Plains</u>													
Colorado		1	1			2	4	3	2	11			
Montana				1		1		2		3			
*North Dakota		1	1			2		3	1	3			
Utah			1			1		3	1	5			
Total		2	3	1	1	6	4	8	4	22			
<u>Southwest Pacific</u>													
Arizona				2		2	1	3	1	7			
California		2	3	9	1	15	26	28	2	71			
Hawaii							3	8		8			
Nevada				2		2	3	3	1	9			
Total		2	3	13	1	19	30	42	4	95			
<u>Northwest</u>													
Alaska							2	8	1	11			
Idaho			1			1	2	5	1	3			
Oregon			1	1		2	3	5	1	11			
Washington	1		1	2		4	5	10	3	22			
Total	1		3	3	3	7	12	23	5	47			

*States with heavy 2005 bargaining

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

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee
Virginia

East North Central

Illinois
Indiana
Michigan
Minnesota
Ohio
West Virginia
Wisconsin

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

Northwest

Alaska
Idaho
Oregon
Washington

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