



February 2009

## Construction Labor Rate Trends and Outlook

The annual rate of wage and fringe increases in 2008 was 4.4 percent, unchanged from a year earlier. Based upon increases already negotiated in contracts for the next two years, wage and fringe increases will continue at a similar pace. Already known increases to be effective for both 2009 and 2010 are also 4.4 percent. Before this period of stability, rates of increase had been moving upward.

Longer term trends in escalation were little changed. The increase in wage and fringe rates for the five years ending January 1, 2009 was 22.9 percent or just over four percent each year. This measure of change has been little changed since 2004. All regions were within five percentage points of the national average.

Whatever measure is examined, variability around the United States has been minimal. Differences between regions and between crafts have narrowed. The 2008 increase is equal to \$1.97.

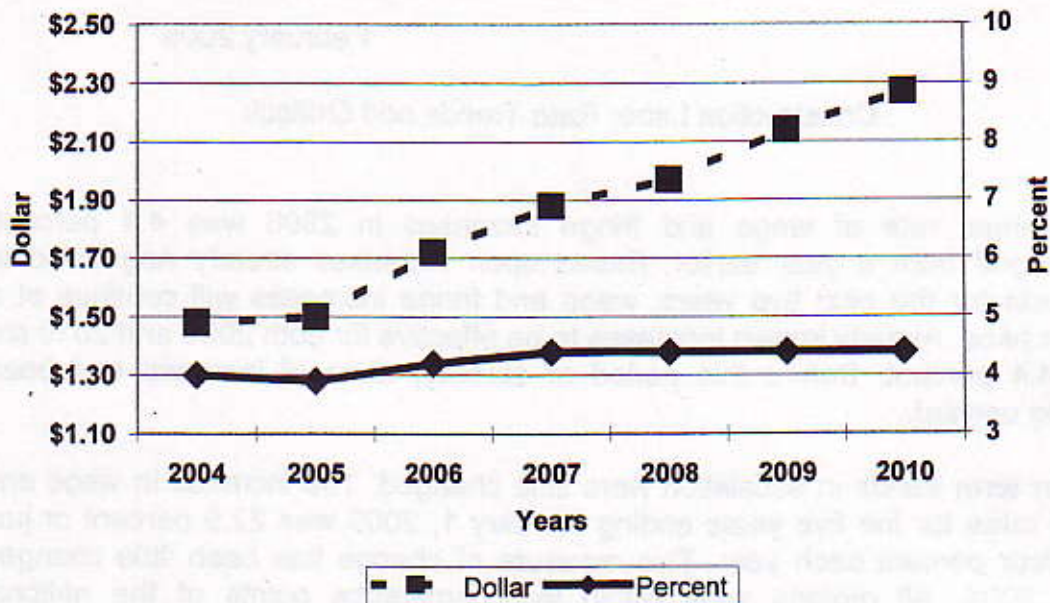
### Five Year Increases – Wage Plus Fringe Rate

The average wage plus fringe rate for all construction crafts in the United States is now \$46.65. During the five years ending January 1, 2009, rates are up 22.9 percent. The small changes in the annual rate of increase in recent years have resulted in a small change in the five year rate of escalation.

Variations among regions and crafts are minimal and less than in most years. The five year rate of increase in all regions is within five percentage points of the national average. As craft averages reflect patterns in the regions, craft variation is also small.

During the past year, wages and fringes increased by 4.4 percent. All regions and crafts were within one percentage point of the national average. Construction wage plus fringe increases again exceeded the rise in the Consumer Price Index.

**Annual Increase in Wage Plus Fringe Rate  
Dollars and Percents  
2004 - 2010**

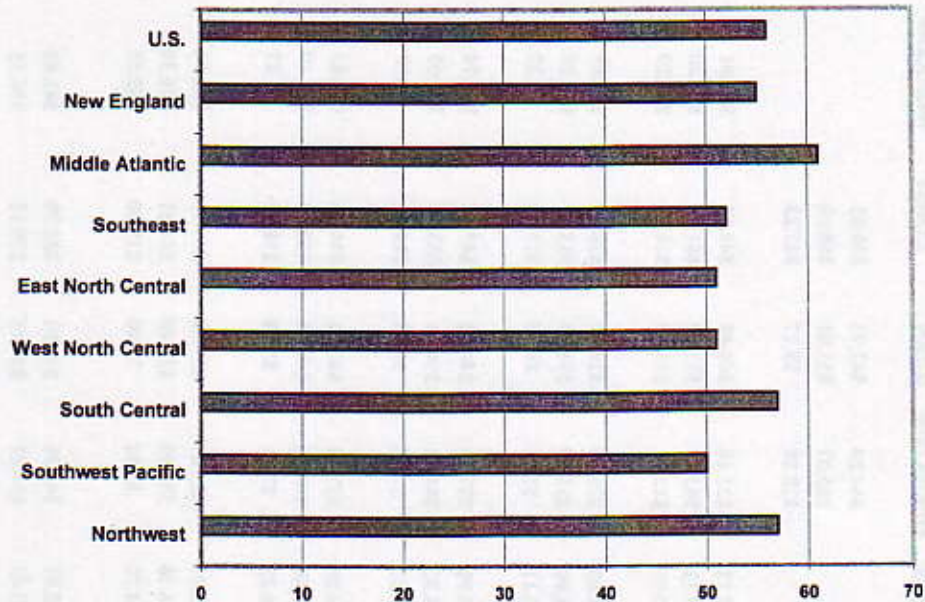


Data for 2009 and 2010 are scheduled increases for contracts already settled through these years.

**2009 Bargaining Activity**

The number of contracts expiring in 2009 will be higher than in most recent years. They will be spread throughout the country although bargaining will be lightest in the two western regions. Negotiations will cover about 375,000 workers.

**Percent Increase in Wage Plus Fringe Rate  
United States and Regions  
January 1, 1999- January 1, 2009**



**Scheduled Future Increases**

As a large number of contracts will not be renegotiated in 2009, the increases for these agreements are already determined. These known increases indicate a continuation of current escalation rates in 2009 and 2010. For both years, rates for these contracts will increase by 4.4 percent. This is equivalent to \$2.13 in 2009 and \$2.27 in 2010. Most increases are in the relatively wide range of 3.0 to 5.9 percent.

Regionally, all 2009 increases are within one percentage point of the national average. Four regions are clustered at 4.5 to 4.7 percent, including the three with the most workers and contracts. At the same time, the average increase in the west north central and south central regions is 3.5 percent. For the regions with known 2010 increases, all are also within one percentage point of the United States average.

**CONSTRUCTION LABOR RESEARCH COUNCIL  
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2004-01/01/2009**

**Region Averages**

Region	ASBESTOS WORKERS	BOILER MAKERS	BRICK LAYERS	CARPENTERS	CEMENT MASONS	CRANE OPERATOR	ELECTRICIAN	ELEV. CONST	IRON WORKERS
<b>New England</b>									
Rate - 01/01/04	\$44.67	\$42.07	\$38.47	\$46.24	\$37.12	\$51.16	\$60.40	\$45.82	\$48.91
Rate - 01/01/09	\$54.55	\$54.08	\$49.06	\$57.31	\$47.13	\$63.27	\$73.78	\$61.83	\$61.20
Increase	\$9.89	\$12.01	\$10.60	\$11.07	\$10.01	\$12.11	\$13.39	\$16.01	\$12.29
<b>Middle Atlantic</b>									
Rate - 01/01/04	\$44.97	\$38.34	\$38.34	\$46.24	\$37.12	\$51.16	\$60.40	\$45.82	\$48.91
Rate - 01/01/09	\$54.36	\$47.56	\$47.56	\$57.31	\$47.13	\$63.27	\$73.78	\$61.83	\$61.20
Increase	\$9.39	\$9.21	\$9.21	\$11.07	\$10.01	\$12.11	\$13.39	\$16.01	\$12.29
<b>Southeast</b>									
Rate - 01/01/04	\$27.60	\$39.00	\$24.93	\$24.23	\$23.80	\$29.69	\$29.28	\$39.70	\$28.87
Rate - 01/01/09	\$32.57	\$42.80	\$26.47	\$29.32	\$28.90	\$35.39	\$34.05	\$55.36	\$34.08
Increase	\$4.97	\$3.80	\$1.54	\$5.09	\$5.11	\$5.70	\$4.77	\$15.66	\$5.20
<b>East North Central</b>									
Rate - 01/01/04	\$41.66	\$43.15	\$37.44	\$35.85	\$35.90	\$37.13	\$44.88	\$47.62	\$40.74
Rate - 01/01/09	\$51.53	\$51.19	\$46.31	\$44.26	\$43.92	\$44.58	\$54.74	\$63.78	\$49.65
Increase	\$9.87	\$8.04	\$8.87	\$8.41	\$8.01	\$7.45	\$9.86	\$16.16	\$8.90
<b>West North Central</b>									
Rate - 01/01/04	\$42.30	\$34.12	\$34.12	\$35.72	\$34.01	\$37.34	\$40.66	\$44.38	\$36.83
Rate - 01/01/09	\$51.41	\$41.47	\$41.47	\$42.86	\$40.86	\$44.86	\$46.14	\$60.59	\$44.10
Increase	\$9.11	\$7.35	\$7.35	\$7.14	\$6.85	\$7.53	\$5.48	\$16.22	\$7.27
<b>South Central</b>									
Rate - 01/01/04	\$35.69	\$35.69	\$23.54	\$23.54	\$22.06	\$25.09	\$27.09	\$39.11	\$22.74
Rate - 01/01/09	\$40.56	\$40.56	\$26.92	\$26.92	\$26.76	\$30.93	\$33.49	\$54.61	\$26.39
Increase	\$4.87	\$4.87	\$3.38	\$3.38	\$4.70	\$5.84	\$6.40	\$15.50	\$3.65
<b>Southwest Pacific</b>									
Rate - 01/01/04	\$45.97	\$35.26	\$35.26	\$38.11	\$35.81	\$44.96	\$44.01	\$53.79	\$43.43
Rate - 01/01/09	\$57.36	\$42.20	\$42.20	\$47.62	\$43.45	\$54.43	\$57.15	\$70.13	\$54.55
Increase	\$11.39	\$6.95	\$6.95	\$9.50	\$7.63	\$9.47	\$13.14	\$16.34	\$11.12
<b>Northwest</b>									
Rate - 01/01/04	\$43.21	\$37.98	\$37.98	\$37.98	\$36.13	\$38.63	\$38.63	\$49.44	\$40.49
Rate - 01/01/09	\$53.10	\$46.18	\$46.18	\$46.18	\$42.96	\$46.96	\$46.96	\$65.92	\$49.77
Increase	\$9.89	\$8.20	\$8.20	\$8.20	\$6.83	\$8.33	\$8.33	\$16.48	\$9.28
<b>U.S. Average</b>									
Rate - 01/01/04	\$37.54	\$41.41	\$36.90	\$37.78	\$35.37	\$41.26	\$46.54	\$46.18	\$41.25
Rate - 01/01/09	\$46.01	\$48.87	\$45.38	\$46.64	\$43.11	\$50.10	\$56.68	\$62.27	\$50.79
Increase	\$8.47	\$7.46	\$8.48	\$8.86	\$7.74	\$8.84	\$10.13	\$16.09	\$9.54

CONSTRUCTION LABOR RESEARCH COUNCIL  
 UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2004 - 01/01/2009

Region Averages

Region	LABORER	MILL	WRIGHTS	PAINTERS	PLASTERERS	FITTERS	PIPE	PLUMBER	SHEET METAL	TEAM STERS	WEIGHT AVERAGE
<b>New England</b>											
Rate - 01/01/04	\$32.65		\$43.97	\$45.71	\$40.25	\$46.55	\$46.72	\$50.49	\$31.14	\$39.81	
Rate - 01/01/09	\$41.91		\$53.97	\$58.47	\$51.53	\$59.87	\$58.35	\$60.98	\$38.45	\$50.31	
Increase	\$9.26		\$10.00	\$12.76	\$11.28	\$13.31	\$11.63	\$10.49	\$7.31	\$10.50	
<b>Middle Atlantic</b>											
Rate - 01/01/04	\$32.16	\$42.27	\$34.01	\$40.25	\$46.55	\$46.72	\$47.25	\$59.39	\$45.05	\$55.99	
Rate - 01/01/09	\$40.06	\$51.11	\$41.97	\$51.53	\$59.87	\$58.35	\$59.39	\$12.14	\$10.94	\$10.94	
Increase	\$7.91	\$8.84	\$7.96	\$11.28	\$13.31	\$11.63	\$12.14	\$10.49	\$7.31	\$10.50	
<b>Southeast</b>											
Rate - 01/01/04	\$16.75	\$27.00	\$22.60	\$24.21	\$30.87	\$30.87	\$29.93	\$29.93	\$22.15	\$27.11	
Rate - 01/01/09	\$19.55	\$31.37	\$26.33	\$26.84	\$37.46	\$37.46	\$35.16	\$35.16	\$25.99	\$32.09	
Increase	\$2.80	\$4.37	\$3.72	\$2.63	\$6.59	\$6.59	\$5.23	\$5.23	\$3.83	\$4.98	
<b>East North Central</b>											
Rate - 01/01/04	\$30.73	\$39.39	\$36.01	\$37.01	\$42.75	\$43.44	\$40.04	\$40.04	\$33.89	\$37.05	
Rate - 01/01/09	\$38.24	\$47.48	\$44.23	\$47.19	\$54.24	\$55.22	\$50.15	\$50.15	\$41.39	\$45.72	
Increase	\$7.51	\$8.08	\$8.23	\$10.17	\$11.49	\$11.79	\$10.11	\$10.11	\$7.50	\$8.66	
<b>West North Central</b>											
Rate - 01/01/04	\$28.47		\$32.39	\$30.85	\$41.92	\$41.92	\$40.48	\$40.48	\$29.59	\$35.90	
Rate - 01/01/09	\$34.17		\$39.26	\$37.26	\$52.13	\$52.13	\$48.91	\$48.91	\$36.01	\$43.25	
Increase	\$5.70		\$6.87	\$6.41	\$10.21	\$10.21	\$8.43	\$8.43	\$6.42	\$7.35	
<b>South Central</b>											
Rate - 01/01/04	\$17.61		\$27.88	\$27.88	\$28.48	\$28.48	\$27.07	\$27.07	\$27.07	\$27.07	
Rate - 01/01/09	\$20.79		\$33.61	\$33.61	\$33.82	\$33.82	\$32.20	\$32.20	\$32.20	\$32.20	
Increase	\$3.18		\$5.73	\$5.73	\$5.34	\$5.34	\$5.13	\$5.13	\$5.13	\$5.13	
<b>Southwest Pacific</b>											
Rate - 01/01/04	\$31.43	\$40.72	\$37.98	\$43.97	\$43.97	\$43.97	\$43.02	\$43.02	\$36.62	\$38.98	
Rate - 01/01/09	\$39.15	\$51.46	\$45.14	\$56.33	\$56.33	\$56.33	\$53.28	\$53.28	\$44.95	\$48.41	
Increase	\$7.73	\$10.74	\$7.16	\$12.36	\$12.36	\$12.36	\$10.26	\$10.26	\$8.33	\$9.43	
<b>Northwest</b>											
Rate - 01/01/04	\$32.79		\$45.23	\$45.23	\$41.36	\$41.36	\$41.36	\$41.36	\$36.16	\$37.93	
Rate - 01/01/09	\$39.30		\$54.48	\$54.48	\$50.85	\$50.85	\$50.85	\$50.85	\$43.11	\$45.95	
Increase	\$6.50		\$9.26	\$9.26	\$9.49	\$9.49	\$9.49	\$9.49	\$6.95	\$8.01	
<b>U.S. Average</b>											
Rate - 01/01/04	\$30.01	\$38.53	\$35.51	\$35.19	\$40.78	\$40.78	\$43.47	\$40.05	\$34.66	\$37.86	
Rate - 01/01/09	\$37.24	\$47.45	\$43.04	\$44.50	\$51.38	\$51.38	\$54.94	\$49.33	\$41.85	\$46.65	
Increase	\$7.23	\$8.92	\$7.53	\$9.31	\$10.60	\$10.60	\$11.47	\$9.27	\$7.19	\$8.79	

**CONSTRUCTION LABOR RESEARCH COUNCIL  
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2004 - 01/01/2009**

**Region Averages**

Region	ASBESTOS WORKERS	BOILER MAKERS	BRICK LAYERS	CARPENT- ERS	CEMENT MASONS	CRANE OPERATOR	ELECTR ICIAN	ELEV. CONST	IRON WORKERS
<b>New England</b>									
04-09INC	22.1%	28.3%	28.0%	24.6%	18.7%	34.1%			
08-09INC	3.3%	4.1%	4.6%	3.1%	3.9%	4.8%			
<b>Middle Atlantic</b>									
04-09INC	20.8%	23.7%	23.7%	26.1%	22.5%	35.2%	24.9%		
08-09INC	3.8%	4.3%	4.7%	5.4%	4.4%	5.1%	4.7%		
<b>Southeast</b>									
04-09INC	18.1%	6.7%	20.9%	21.4%	16.4%	39.5%	17.9%		
08-09INC	3.5%	2.3%	3.9%	6.8%	3.4%	5.4%	3.6%		
<b>East North Central</b>									
04-09INC	23.2%	23.2%	23.1%	21.6%	21.7%	34.1%	21.4%		
08-09INC	5.1%	3.9%	4.2%	3.9%	3.6%	5.0%	3.8%		
<b>West North Central</b>									
04-09INC	21.5%	21.5%	20.1%	20.2%	13.7%	36.7%	19.7%		
08-09INC	4.3%	3.7%	3.9%	3.6%	2.5%	5.2%	4.3%		
<b>South Central</b>									
04-09INC	13.8%	14.4%	14.4%	21.3%	23.8%	39.7%	15.7%		
08-09INC	3.3%	2.6%	2.6%	3.8%	5.1%	6.1%	3.0%		
<b>Southwest Pacific</b>									
04-09INC	24.7%	19.1%	25.4%	21.3%	30.4%	30.7%	25.6%		
08-09INC	7.0%	3.6%	5.5%	4.1%	5.7%	4.5%	5.0%		
<b>Northwest</b>									
04-09INC	22.9%	21.6%	21.6%	18.8%	21.8%	33.3%	22.9%		
08-09INC	6.1%	4.9%	4.9%	4.1%	4.5%	4.6%	5.6%		
<b>U.S. Average</b>									
04-09INC	21.9%	22.2%	23.2%	21.5%	21.6%	35.3%	22.4%		
08-09INC	4.7%	3.8%	4.5%	4.1%	3.9%	5.1%	4.3%		

**CONSTRUCTION LABOR RESEARCH COUNCIL  
UNION WAGES AND SUPPLEMENTS FOR THE PERIOD 01/01/2004 - 01/01/2009**

**Region Averages**

Region	LABORER		MILL		PIPE		SHEET		TEAM		WEIGHT	
	WRIGHTS	PAINTERS	PLASTERERS	FITTERS	PLUMBER	METAL	STERS	AVERAGE				
<b>New England</b>												
04-09INC	28.3%	22.7%		28.0%		20.8%	23.5%	26.7%				
08-09INC	4.2%	4.5%		4.3%		3.6%	3.8%	4.1%				
<b>Middle Atlantic</b>												
04-09INC	24.2%	22.8%	27.9%	28.2%	24.5%	25.6%		24.1%				24.1%
08-09INC	4.5%	4.6%	5.4%	4.6%	4.1%	4.3%		4.6%				4.6%
<b>Southeast</b>												
04-09INC	16.8%	16.8%	10.9%	21.4%		17.7%	17.8%	18.3%				18.3%
08-09INC	3.8%	3.2%	3.9%	4.6%		3.4%	3.3%	3.8%				3.8%
<b>East North Central</b>												
04-09INC	23.7%	22.3%	26.7%	26.8%	27.1%	24.8%	21.9%	23.0%				23.0%
08-09INC	4.6%	4.3%	4.9%	4.7%	4.0%	4.7%	4.2%	4.2%				4.2%
<b>West North Central</b>												
04-09INC	20.3%	21.2%	20.9%	24.4%		20.9%	21.7%	20.5%				20.5%
08-09INC	3.7%	3.7%	3.8%	2.9%		4.2%	3.9%	3.7%				3.7%
<b>South Central</b>												
04-09INC	18.2%			20.9%		18.8%		18.6%				18.6%
08-09INC	3.6%			4.1%		4.8%		3.8%				3.8%
<b>Southwest Pacific</b>												
04-09INC	24.7%	18.9%		28.0%		23.5%	22.7%	24.3%				24.3%
08-09INC	5.2%	3.8%		6.5%		5.7%	4.3%	5.1%				5.1%
<b>Northwest</b>												
04-09INC	19.6%			20.3%		23.0%	19.0%	21.0%				21.0%
08-09INC	4.5%			6.3%		4.0%	4.4%	4.8%				4.8%
<b>U.S. Average</b>												
04-09INC	23.4%	20.8%	26.0%	25.6%	26.3%	22.6%	20.6%	22.9%				22.9%
08-09INC	4.5%	4.0%	5.1%	5.0%	4.0%	4.5%	4.3%	4.4%				4.4%

**U.S. TOTALS FUTURE INCREASE \$**

U.S. TOTALS	Year											Total	Average	Covered
		.59 or Less	.60	.90	1.20	1.50	1.80	2.10	2.40	2.70	3.00			
	2009	11	20	72	92	110	96	51	41	39	115	647	\$2.13	651,776
	2010	3	8	27	45	50	59	31	33	12	107	375	\$2.27	325,603

**U.S. TOTALS FUTURE INCREASE %**

U.S. TOTALS	Year											Total	Average	Covered	COLA
		0 or Less	.1	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0				
	2009	2	2	14	62	172	213	150	24	6	2	647	4.4%	651,776	
	2010			7	32	78	147	96	10		3	375	4.4%	325,603	

Selected 2009 Wage and Fringe Changes  
United States and Selected Regions<sup>1</sup>

	<u>Coverage</u>		<u>Average Increase</u>	
	<u>Contracts</u>	<u>Workers</u>	<u>Dollar</u>	<u>Percent</u>
United States	647	651,776	\$2.13	4.4%
Regions				
New England	38	35,584	2.07	4.0
Connecticut	21	12,993	1.94	3.9
Middle Atlantic	111	136,062	2.48	4.5
New Jersey	24	21,091	2.71	5.0
New York	45	68,747	2.50	4.1
Pennsylvania	32	37,598	2.50	4.8
Southeast	49	17,051	1.58	4.1
East North Central	260	216,406	2.10	4.6
Illinois	67	77,119	3.00	5.8
Indiana	26	16,433	1.68	4.4
Michigan	30	20,307	1.41	3.1
Minnesota	25	40,522	1.69	3.8
Ohio	62	35,749	1.24	3.2
Wisconsin	38	23,567	2.09	4.9
West North Central	33	29,863	1.54	3.5
Missouri	23	28,454	1.53	3.4
South Central	41	24,588	1.15	3.5
Southwest Pacific	70	135,555	2.28	4.7
California	43	102,397	2.49	4.9
Northwest	31	42,306	2.12	4.5

<sup>1</sup>Areas with a sufficient number of contracts settled through 2008 to show a meaningful average.

**Scheduled Wage Changes - 2009 - 2010  
United States and Selected Regions**

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	2009		2		2	18	6	4	2	4	38	2.07	35,584	
	2010		2	1	1	8	2	2	1	5	22	1.99	20,046	
Middle Atlantic	2009	1	7	2	26	6	5	2	5	24	111	2.48	136,062	
	2010	2	1	1	21	4	6	2	1	19	83	2.51	89,748	
Southeast	2009	2	12	7	10	1	2	1	1	13	49	1.58	17,051	
East North Central	2009	4	8	41	4	48	46	15	6	14	260	2.10	216,406	
	2010	3	5	19	2	14	37	12	4	5	145	2.21	117,048	
West North Central	2009	4	6	7	7	7	4				33	1.54	29,863	
	2010	1	4	4	4	4	2				20	1.63	15,803	
South Central	2009	6	7	1	8	5	2		1	11	41	1.15	24,588	
Southwest Pacific	2009	1	1	1	5	7	8	13	8	9	70	2.28	135,555	
	2010		1	4	5	2	7	2		19	40	2.33	57,626	
Northwest	2009	1	2	4	4	4	5	6	2	3	31	2.12	42,306	

**Scheduled Wage Changes – 2009 – 2010  
United States and Selected Regions**

Year	0 or	1	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	Total	Average	Covered	COLA
	Less	.9	1.9	2.9	3.9	4.9	5.9	6.9	7.9	Over				
<b>New England</b>														
2009				2	13	21	2				38	4.0%	35,584	
2010		2	1	9	9	1					22	3.7%	20,046	
<b>Middle Atlantic</b>														
2009		1	7	22	45	31	5				111	4.5%	136,062	
2010			2	13	50	17			1		83	4.5%	89,748	
<b>Southeast</b>														
2009		1	3	15	12	17		1			49	4.1%	17,051	
<b>East North Central</b>														
2009	1	2	3	35	88	76	42	8	3	2	260	4.6%	216,406	
2010			3	19	33	60	24	2		2	145	4.5%	117,048	
<b>West North Central</b>														
2009			3	11	14	5					33	3.5%	29,863	
2010				11	6	3					20	3.7%	15,803	
<b>South Central</b>														
2009	1	5	6	6	7	15	1				41	3.5%	24,588	
<b>Southwest Pacific</b>														
2009		2	2	8	27	21	8	2			70	4.7%	135,555	
2010			5	7	10	12	6				40	4.4%	57,626	
<b>Northwest</b>														
2009		2	3	8	7	9	2				31	4.5%	42,306	

EXPIRATION SUMMARY

Area	2009										Total	2010	2011 Or Later	Not Available	Total
	12/08	1st Qtr.	April	May	June	3rd Qtr.	4th Qtr.	Total 2009	2010	2011 Or Later					
United States	4	42	112	170	57	53	17	451	322	396	122	1,295			
<u>New England</u>															
Connecticut		1		1		1		3	9	13	1	26			
Massachusetts				1		2		3	6	7		16			
*Rhode Island				4	1			5	2	1	1	9			
Total		1		6	1	3		11	17	21	2	51			
<u>Middle Atlantic</u>															
*Delaware			1		1			2		1		3			
District of Columbia		1	1					3	3	1	1	8			
Maryland		1						1	7		1	9			
New Jersey				2			1	3		24		27			
New York		1	5	9	7	3	1	26	12	36	12	86			
Pennsylvania			10	4	4	1		19	15	17	5	56			
Total		3	17	16	12	4	2	54	37	79	19	189			
<u>Southeast</u>															
*Alabama	1	2	3	2	2	11	2	22	4	5	2	34			
Florida			2		3	2		7	11	6	3	27			
*Georgia				2	3	7	1	13	9	2	1	25			
*Kentucky		1	4	13	3	1		22	3	3	2	30			
North Carolina					1			1	1	2		4			
*Tennessee			25	4	5	2	1	37	9	5	4	55			
Virginia		1						1	1	5	2	9			
Total	1	4	34	21	17	23	4	103	38	28	14	184			

EXPIRATION SUMMARY

2009

Area	12/08	1st Qtr.	April	May	June	2009			Total 2009	2010	2011 Or Later	Not Available	Total
						3rd Qtr.	4th Qtr.						
<u>East North Central</u>													
Illinois	3	2	30	25	2	2		61	36	38	6	144	
Indiana		10		17	1			28	4	24	15	71	
*Michigan			2	21	1	6		30	20	15	6	71	
Minnesota			4				4	4	23	9	3	39	
Ohio			14	14	4	1		33	44	34	5	116	
West Virginia				13			1	14	7	5	13	39	
Wisconsin				9				9	8	32	4	53	
<b>Total</b>	3	12	50	99	8	9	1	179	142	157	52	533	
<u>West North Central</u>													
Iowa			1	4				5	5	5	1	16	
*Kansas				1		2		3	1	2		6	
*Missouri		16	3	1	1	1		22	10	14	2	48	
Nebraska									1	1		2	
<b>Total</b>		16	4	6	1	3		30	17	22	3	72	
<u>South Central</u>													
*Arkansas				4		2		2		1		3	
*Louisiana								9	5	3	2	19	
New Mexico							2	2	6	3		11	
Oklahoma						1		1		5		6	
Texas		5	2	1		5		13	5	10	6	34	
<b>Total</b>		5	2	5		8	7	27	16	22	8	73	
<u>Mt.-Northern Plains</u>													
*Colorado			1	2	2			5	3	3		11	
*North Dakota			4	1				5	2	2	2	9	
Utah				1				1		4	1	6	
<b>Total</b>			5	4	2			11	5	7	3	26	
<u>Southwest Pacific</u>													
Arizona				2	14	2		18	4	4	2	10	
California									23	24	9	74	
Hawaii									1	7	2	10	
Nevada				2				2	10	6	6	24	
<b>Total</b>				4	14	2		20	38	41	19	118	
<u>Northwest</u>													
Alaska					2		1	3	4	5		12	
Idaho						1		1			2	3	
*Oregon		1		4			1	6	1	5		12	
Washington				5		1		6	6	10		22	
<b>Total</b>		1		9	2	2	2	16	11	20	2	49	

\*States with heavy 2009 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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