

ANNUAL WAGE AND BENEFIT SURVEY RESULTS AVAILABLE

ABCs NH/VT 2010 Construction Industry Wage and Benefit Survey Results are now available to members. The annual survey data, collected from December, 2009 – February, 2010, included responses from 85 contractors, with an average of 61 employees and an average annual volume of \$14 million. The responses covered wage and benefit practices for 26 classifications of employees. The survey results showed that the average change in the base wage for the classifications reported ranged from a decrease of 9% to an increase of 15% from last year. The average base wage for all classifications combined showed virtually no change from last year. Further, 56% of employers responding to the survey are providing some variation of bonus or incentive compensation in addition to the base wage, this is down 10% from last year. 96% of employers continue to provide health insurance for employees, yet deductibles have increased (\$1782 average for single plan, \$4620 average for family plan) and the amount of the employer contribution has decreased slightly to 70%, from 71%. Some employer contributions are based on tenure and some employers establish maximum dollar amounts, not percentages for their contribution. Even with increased deductibles health insurance premiums increased 6% from last years survey for single coverage and 5% for family coverage. 24% of survey respondents offer an HSA or HRA option, up 4% from last year and 16% self insure a portion of the health insurance cost, down 4% from last year.

This survey is the only one of its kind available in our area. We appreciate the response from members to assure we received data to provide the most valuable information for as many employee classifications as possible. The survey data is extremely important to:

- ~ Provide members with valuable information to maintain competitive wage and benefit practices,
- ~ Support owners who may be purchasing construction services and are subjected to union campaigns that include inaccurate statements about merit shop wage and benefit practices,
- ~ Provide legislators and other public policy decision makers factual, documented evidence of the wage and benefit practices of merit shop contractors.

Please contact the Chapter office for a copy of the survey results.