

RSMeans® Labor Rates for the Construction Industry



Wage Rates for 46 trades in more than 300 cities in the U.S. and Canada

2014

41st annual edition *Cost data from the most quoted name in construction*

Labor Rates for the Construction Industry 2014



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Accurately estimating labor costs is essential to the success of any type of construction project; yet, labor rates can vary widely, and reliable wage information is hard to come by. Fortunately, RSMeans has done the research for you and conveniently packaged everything in one, easy-to-use manual.

Find current union wage rates for every major metropolitan area in the United States and Canada. Compare labor rates between cities or combinations of cities, and quickly determine wage scales above or below national averages. Easily convert the national average labor costs in *RSMeans Building Construction Cost Data 2014* to local labor costs by individual trades.

Historical wage rates that were in effect on July 1, 2012 and 2013 are included for each city, and a five-year national average for estimating labor cost trends is also provided.

This comprehensive guide—with labor rate trends and settlements to eliminate guess work—is the authority for hourly labor wage rates and related information

What you'll find inside:

- Detailed wage rates by trade for more than 300 cities in the U.S. and Canada
- Forty-six trades included—listed by local union number in each city
- Factors for comparing each trade rate by city and state to the national average
- Effective dates for newly negotiated union contracts
- Historical 2012 and 2013 wage rates for comparison
- Scope of work activities defined for each of 35 major construction trades
- Workers' compensation rates for the U.S. and Canada
- Overtime, overhead, and insurance considerations

Plus:

- Receive free quarterly cost index and key material price updates for a full year!

Your 2014 book includes:

- “How the Book is Built” pages to guide you in using the book
- A glossary of construction trade descriptions

Labor Rates for the Construction Industry 2014

How the Book Is Built

General Introduction

This book provides a listing of current hourly union wages for the building construction trades in all major U.S. and Canadian cities. Each page lists specific wage figures as well as applicable contract expiration dates. In addition, factors are shown that relate all wage figures to the "30-City U.S. Average" for that trade. An historical listing of wage rates and factors is also shown on each page. In all, this edition contains labor rates and factors for 46 trades in 314 cities.

This introduction is provided to explain how to use the tables. Always remember that wage rates change frequently. As a result, any book of this kind must be used with special attention to contract expiration dates. Learn how to read the tables to be certain that you are using the most up-to-date figures.

Through the use of the "30-City" factors, any labor or installation cost figure developed for an estimate on a particular construction site can be adapted to another site. The procedure for utilizing the factors to do this is described in the "Using the Book" section of this introduction.

Building Trades

The 46 trades listed in the tables are those that are most commonly employed on building construction projects throughout the U.S. and Canada. Generally, the basic journeyman rate is listed. In some cases users may require wage figures for an additional specialty subdivision of a trade. These special trades are not listed due to space limitations in the book. One example of this would be in the category of "Equipment Operators." Some cities have more than 20 different classifications of equipment operators. Coverage in this book is limited to three types of operators plus Oilers and Master Mechanics. The rate of pay for an equipment operator on a high-capacity crane (over 150 tons) could be higher than the "high" rate carried in the book.

By the same token, a pump or compressor operator might be slightly lower than the "low" rate carried in the book. The wage rates listed in this book represent the average expected wage rates for this wide range of possibilities.

Trade Jurisdiction

A definition of the basic trade jurisdiction for each of 35 major construction trades can be found in the Reference Section of this book. Trade jurisdictions do vary with different trade union contracts.

Cities

The "30-City" factors (percentages) used to relate the wage rates between cities are based on the average trade wage rate for 30 major U.S. cities. The following cities are used to make up the "30-City Average":

Atlanta, GA	Memphis, TN
Baltimore, MD	Milwaukee, WI
Boston, MA	Minneapolis, MN
Buffalo, NY	Nashville, TN
Chicago, IL	New Orleans, LA
Cincinnati, OH	New York, NY
Cleveland, OH	Philadelphia, PA
Columbus, OH	Phoenix, AZ
Dallas, TX	Pittsburgh, PA
Denver, CO	St. Louis, MO
Detroit, MI	San Antonio, TX
Houston, TX	San Diego, CA
Indianapolis, IN	San Francisco, CA
Kansas City, MO	Seattle, WA
Los Angeles, CA	Washington, DC

It is the editors' goal to carry complete wage rates for the largest U.S. and Canadian cities. In a few cases, fairly large cities are not included because, for one reason or another, the wage rates were not available. A complete list of the cities in alphabetical order is shown in the Index.

Wage Rates

General Allowances: The wage rates listed in this book are for the building construction industry and NOT for residential, heavy, or highway construction. The rates are the latest available from labor unions and employers' associations in the various cities. The special union number is listed after the trade description. Where union rates are not available, local prevailing or Davis-Bacon are used.

There have been no allowances made in figures for relative productivity, restrict work practices, local customs, or shorter 8-hour workdays. Companies bidding on in "new" cities should obtain copies of local trade agreements for the trades that their work. These agreements often contain local ground rules that can significantly affect construction costs. **Canadian wages are in Canadian dollars.**

Contract Expiration Dates: The color in the tables to the right of the January 1, 2014 rate. If the contract expires at the date listed in this column, there are no additional figures in the other columns to the right. The all of wage figures and dates to the right of a column is the only indication in the table that there are no further negotiated wages increases after that date. In cases where labor contract expires early in the year, if contract settlements can be closely estimated by keeping abreast of typical settlement through sources such as the RSMeans publication, *Construction Cost Indexes*, is issued quarterly for 318 cities. Publica such as *Engineering News-Record* can be used for this purpose.

Workers' Compensation Insurance Rates by Trade

The table below tabulates the national averages for workers' compensation insurance rates by trade and type of building. The average "Insurance Rate" is multiplied by the "% of Building Cost" for each trade. This produces

the "Workers' Compensation Cost" by % of total labor cost, to be added for each trade by building type to determine the weighted average workers' compensation rate for the building types analyzed.

Trade	Insurance Rate (% Labor Cost)		% of Building Cost			Workers' Compensation		
	Range	Average	Office Bldgs.	Schools & Apts.	Mfg.	Office Bldgs.	Schools & Apts.	Mfg.
Excavation, Grading, etc.	3.9% to 18.7%	9.7%	4.8%	4.9%	4.5%	0.47%	0.48%	0.44%
Piles & Foundations	5.8 to 37	14.7	7.1	5.2	8.7	1.04	0.76	1.28
Concrete	4.6 to 38.6	13.1	5.0	14.8	3.7	0.66	1.94	0.48
Masonry	5.1 to 35	13.5	6.9	7.5	1.9	0.93	1.01	0.26
Structural Steel	5.8 to 108.2	34.6	10.7	3.9	17.6	3.70	1.35	6.09
Miscellaneous & Ornamental Metals	5.3 to 31.2	12.0	2.8	4.0	3.6	0.34	0.48	0.43
Carpentry & Millwork	5.5 to 34.9	15.4	3.7	4.0	0.5	0.57	0.62	0.08
Metal or Composition Siding	5.8 to 68.3	18.2	2.3	0.3	4.3	0.42	0.05	0.78
Roofing	5.8 to 93.3	31.3	2.3	2.6	3.1	0.72	0.81	0.97
Doors & Hardware	4.2 to 34.8	11.1	0.9	1.4	0.4	0.10	0.16	0.04
Sash & Glazing	5.3 to 36.8	13.1	3.5	4.0	1.0	0.46	0.52	0.13
Lath & Plaster	3.7 to 35	11.6	3.3	6.9	0.8	0.38	0.80	0.09
Tile, Marble & Floors	3.3 to 27.1	8.5	2.6	3.0	0.5	0.22	0.26	0.04
Acoustical Ceilings	3.4 to 36.7	8.1	2.4	0.2	0.3	0.19	0.02	0.02
Painting	5 to 33	11.5	1.5	1.6	1.6	0.17	0.18	0.18
Interior Partitions	5.5 to 34.9	15.4	3.9	4.3	4.4	0.60	0.66	0.68
Miscellaneous Items	2.5 to 150	14.4	5.2	3.7	9.7	0.75	0.53	1.40
Elevators	1.6 to 14.4	5.7	2.1	1.1	2.7	0.12	0.06	0.13
Sprinklers	3.2 to 18.3	7.2	0.5	—	2.0	0.04	—	0.14
Plumbing	2.6 to 17.5	7.1	4.9	7.2	5.2	0.35	0.51	0.37
Heat, Vent., Air Conditioning	4 to 18.8	8.8	13.5	11.0	12.9	1.19	0.97	1.14
Electrical	2.8 to 13.2	5.8	10.1	8.4	11.1	0.59	0.49	0.64
Total	1.6% to 150%	—	100.0%	100.0%	100.0%	14.01%	12.66%	15.81%
Overall Weighted Average			14.16%					

Workers' Compensation Insurance Rates by States

The table below lists the weighted average workers' compensation base rate for each state with a factor comparing this with the national average of 14%.

State	Weighted Average	Factor	State	Weighted Average	Factor	State	Weighted Average	Factor
Alabama	20.3%	145	Kentucky	14.9%	106	North Dakota	9.6%	69
Alaska	14.3	102	Louisiana	19.3	138	Ohio	8.6	61
Arizona	13.1	94	Maine	12.7	91	Oklahoma	12.9	92
Arkansas	8.6	61	Maryland	14.6	104	Oregon	12.3	88
California	26.8	191	Massachusetts	12.0	86	Pennsylvania	18.1	129
Colorado	7.5	54	Michigan	16.9	121	Rhode Island	12.6	90
Connecticut	24.6	176	Minnesota	23.5	168	South Carolina	19.6	140
Delaware	12.4	89	Mississippi	13.8	99	South Dakota	15.5	111
District of Columbia	11.5	82	Missouri	15.4	110	Tennessee	12.5	89
Florida	11.1	79	Montana	8.9	64	Texas	9.5	68
Georgia	29.2	209	Nebraska	18.3	131	Utah	9.1	65
Hawaii	8.4	60	Nevada	9.0	64	Vermont	13.6	97
Idaho	10.7	76	New Hampshire	20.8	149	Virginia	9.9	71
Illinois	28.1	201	New Jersey	15.0	107	Washington	10.9	78
Indiana	5.7	41	New Mexico	15.0	107	West Virginia	8.3	59
Iowa	15.1	108	New York	17.9	128	Wisconsin	13.6	97
Kansas	8.7	62	North Carolina	17.4	124	Wyoming	6.3	45
Weighted Average for U.S. is			14.2% of payroll = 100%					

Rates in the following table are the base or manual costs per \$100 of payroll for workers' compensation in each state. Rates are usually applied to straight time wages only and not to premium time wages and bonuses. The weighted average skilled worker rate for 35 trades is 14%. For bidding purposes, apply the full value of workers' compensation directly

to total labor costs, or if labor is 38%, materials 42% and overhead and profit 20% of total cost, carry \$800 x 14% = \$112.00 of cost (before overhead and profit) into overhead. Rates vary not only from state to state but also with the experience rating of the contractor. Rates are the most current available at the time of publication.

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