

COVID-19 IMPACT ON FIRST YEAR SETTLEMENTS IN 2020

Due to the ongoing effects of the pertinent pandemic, CLRC has conducted additional analyses focused on identifying the impacts of COVID-19 on union craft compensation data.

Using currency as the metric, **Exhibits 1a and 1b** show the distributions for negotiated total package first year increases in 2019 (2019-Yr 1) and COVID-19 impacted first year settlements in 2020 (April 1 – December 31).

Exhibit 1a displays a comparison of the percent of first year settlements in 12 different pay ranges for 2019-Yr 1 and 2020 COVID-Yr 1. The data for **Exhibit 1b** comes from **Exhibit 1a**—it charts the changes for each of the 12 ranges from 2019-Yr 1 to 2020 COVID-Yr 1.

As the exhibits illustrate, there was a greater percent of smaller increases (left side of the charts) in 2020 COVID-Yr 1 than in 2019-Yr 1. And consequently, there were fewer larger increases (right side of the charts) in 2020 COVID-Yr 1 than in 2019-Yr 1, with the exception of the largest increases (\$3.01+).

Exhibit 1a

Distribution of first year increases, shown as dollar amounts—2019-Yr 1 vs 2020 COVID-Yr 1

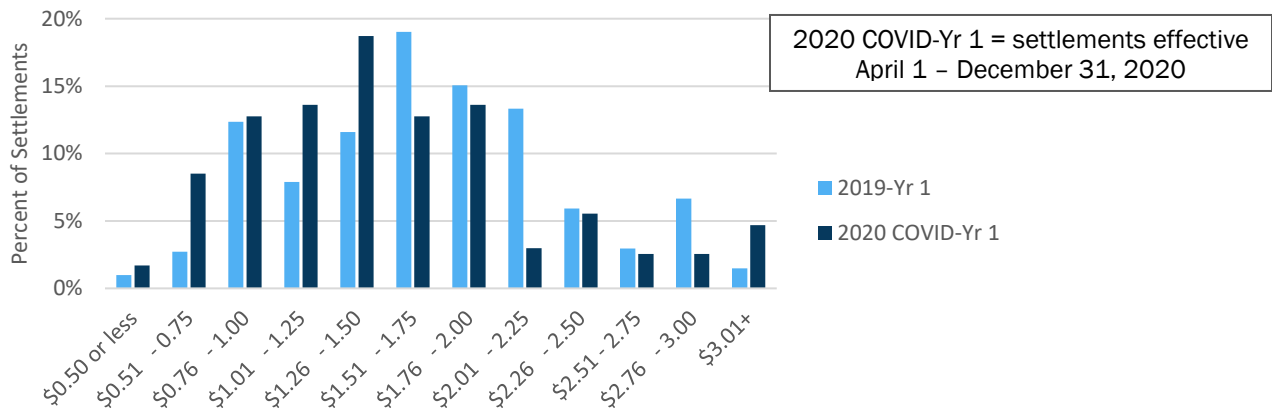
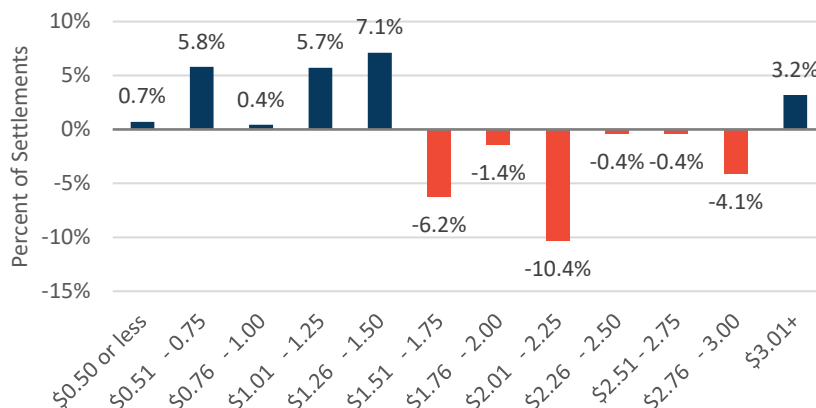


Exhibit 1b

Change in distribution of first year increases, shown as dollar amounts—2019-Yr 1 vs 2020 COVID-Yr 1



Exhibits 2a and 2b are similar to their counterparts, **Exhibits 1a and 1b**, except that the metric used is the percentage size of increases rather than the dollar and cents amount. Again, the smaller increases became more prominent in 2020 COVID-Yr 1 while the larger increases became less popular. To

illustrate, there were 7.2 percent more total package increases falling in the 2.1 - 2.5% range in 2020 COVID-Yr 1 than in 2019-Yr 1; and there were there were 7.0 percent fewer increases falling in the 4.1 - 4.5% range in 2020 COVID-Yr 1 than in 2019-Yr 1.

Exhibit 2a

Distribution of first year increases, shown as percentages—2019-Yr 1 vs 2020 COVID-Yr 1

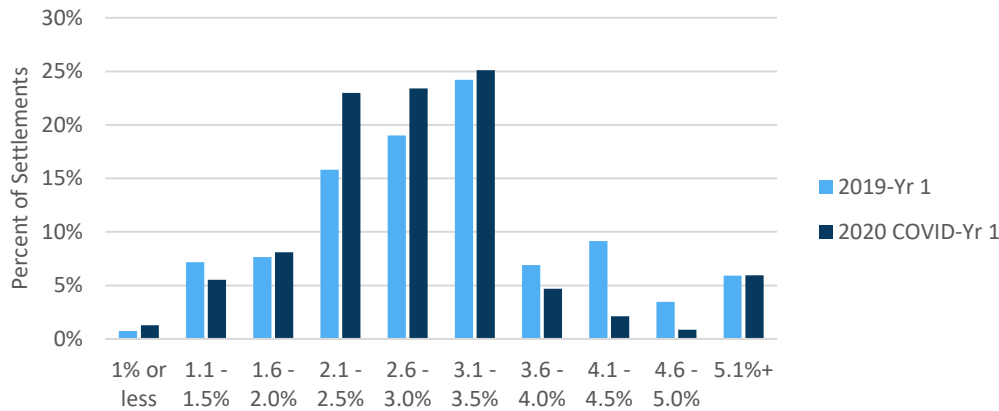


Exhibit 2b

Change in distribution of first year increases, shown as percentages—2019-Yr 1 vs 2020 COVID-Yr 1

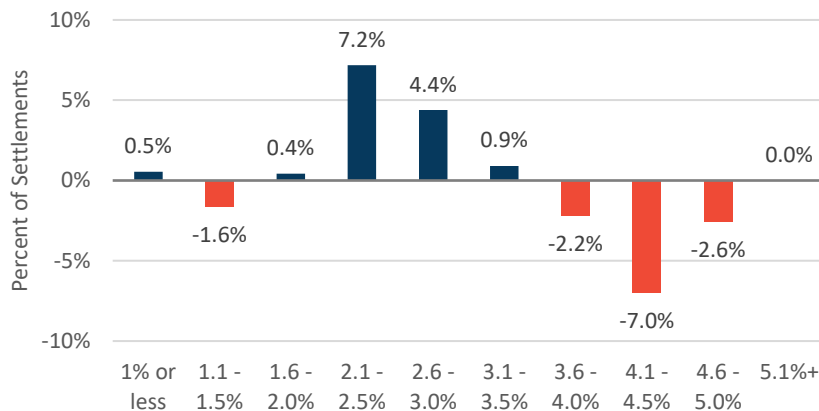


Exhibit 3

Distribution of contract lengths—2019-Yr 1 vs 2020 COVID

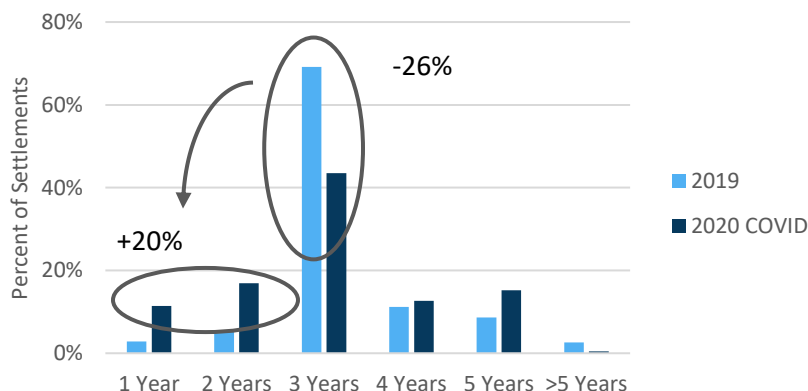


Exhibit 3 shows that 3-year contracts became much less prominent in 2020, replaced in large part by 1- and 2- year contracts. Specifically, there were 20% more of the shorter term contracts and 26% fewer 3-year contracts in 2020 COVID than in 2019.