

Union Labor Costs In Construction 2026

Construction Labor Research Council



NOTE: Thank you to those who provide data! We couldn't do it without you.
Our quarterly reports are the result of receiving data for 100's of settlements from our friends and subscribers. Please continue to provide us with your newly negotiated contracts and wage sheets so that our reports provide a comprehensive overview of each craft and each region. The more data we receive, the better the report is for everyone.



This report contains both general and detailed information on compensation for union craft workers in the construction industry, as analyzed by the Construction Labor Research Council (CLRC). Data are presented for the nation as a whole, seven geographic regions, and 17 different craft classifications. In addition, the report has trend lines which show the union craft total package increase history, as well as results for already negotiated future increases.

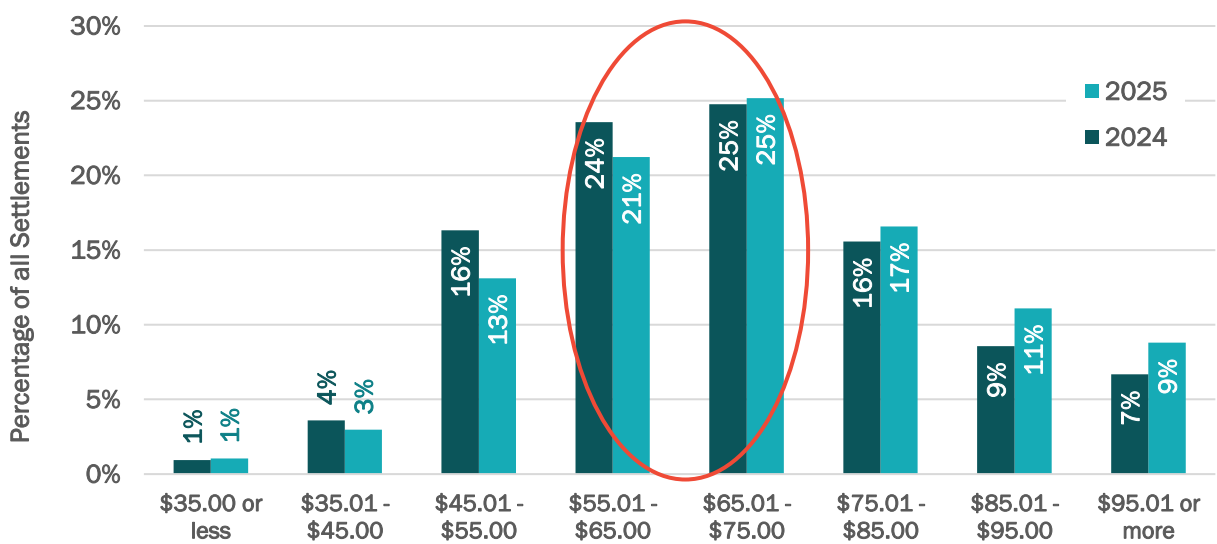
Total Package Rates

Exhibit 1 illustrates how total package rates in 2025 and 2024 are distributed across a range. As the exhibit shows, in both 2024 and 2025, about half of the total package rates fell between \$55.01 and \$75.00. The

proportion of total package rates in the four highest pay ranges saw an increase from 2024 to 2025. Complementarily, three of the four lowest pay ranges had a lesser percentage in 2025, compared to 2024.

Exhibit 1
Distribution of total package rates

NOTE: The total package includes all negotiated employer payments contained in the wage sheet (e.g., wages, health & welfare, retirement, apprenticeship, industry advancement).



The following associations sponsor this report:

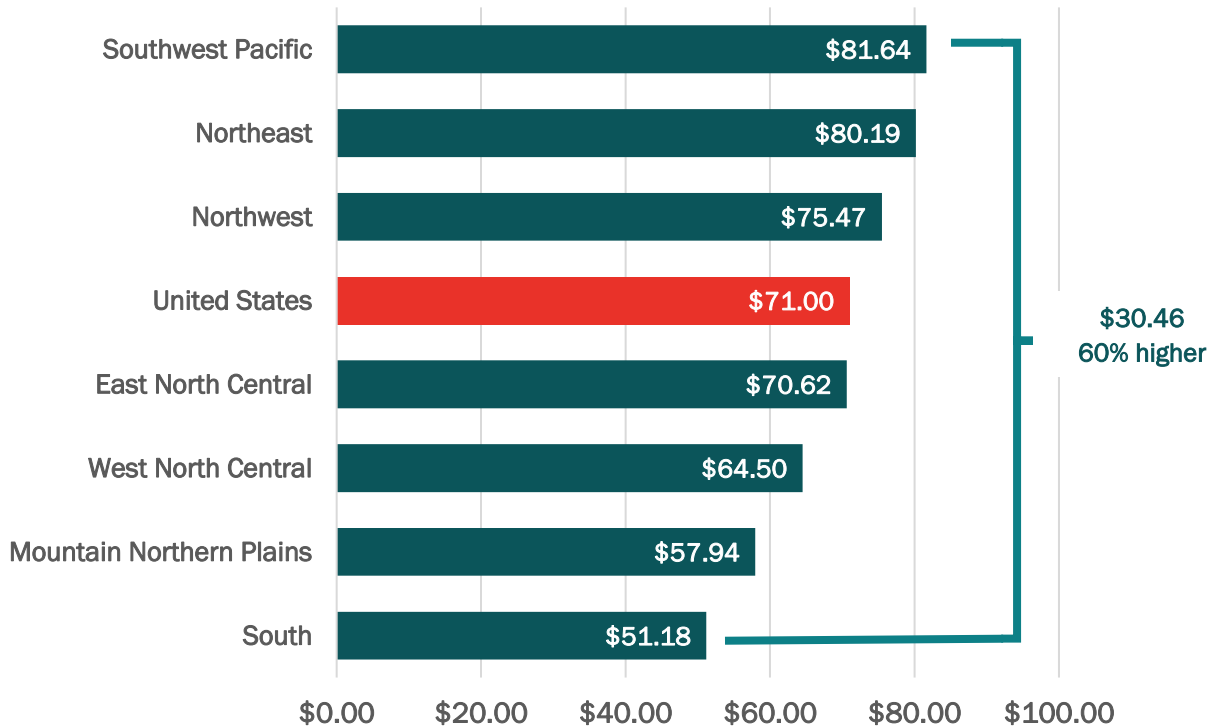
- Associated General Contractors of America (AGC)
- Associated Roofing Contractors of the Bay Area Counties (ARCBAC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- Mechanical Contractors Association of America (MCAA)
- National Architectural Glass and Metal Association (NAGMA)
- National Electrical Contractors Association (NECA)
- National Fire Sprinkler Association (NFSA)
- North American Contractors Association (NACA)
- Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)
- Signatory Wall and Ceiling Contractors Alliance (SWACCA)
- The Association of Union Constructors (TAUC)
- Union Masonry Contractors (UMC)

Exhibit 2 displays results for the total package for 2025 by region. The U.S. average (which is the average of the craft averages) was \$71.00 (up 4.2% from \$68.16 in 2024). The highest

average total package rate (Southwest Pacific: \$81.64) was \$30.46 (60 percent) higher than the smallest (South: \$51.18).

Exhibit 2

Total package average rates by region in descending order



Regions

Northeast: CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT

South: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, VA

East North Central: IL, IN, MI, MN, OH, WI, WV

West North Central: IA, KS, MO, NE

Mountain Northern Plains: CO, MT, ND, SD, UT, WY

Southwest Pacific: AZ, CA, HI, NM, NV

Northwest: AK, ID, OR, WA

NOTE: In addition to actual differences, variation in total package average rates from region to region and craft to craft can be influenced by the composition of the data sample. For example, a craft's average rate may be partially affected by having more/less data from regions with higher/lower rates. Similarly, the total package average rate in a particular region may be partially due to that region having more/less data from crafts with higher/lower rates. In addition, the sample of available rates may change from year to year, which can affect craft and region averages.

The average total package rates by craft for 2025 are illustrated in **Exhibit 3**. The data ranged from \$56.89 for Laborers to \$88.37 for Plumbers. The highest rate was \$17.37 (24 percent) higher than the U.S. average, and

the lowest rate was \$14.11 (20 percent) lower. Fourteen of 17 crafts had an average total package within \$10.00 of the U.S. average.

Exhibit 3

Total package average rates by craft in descending order

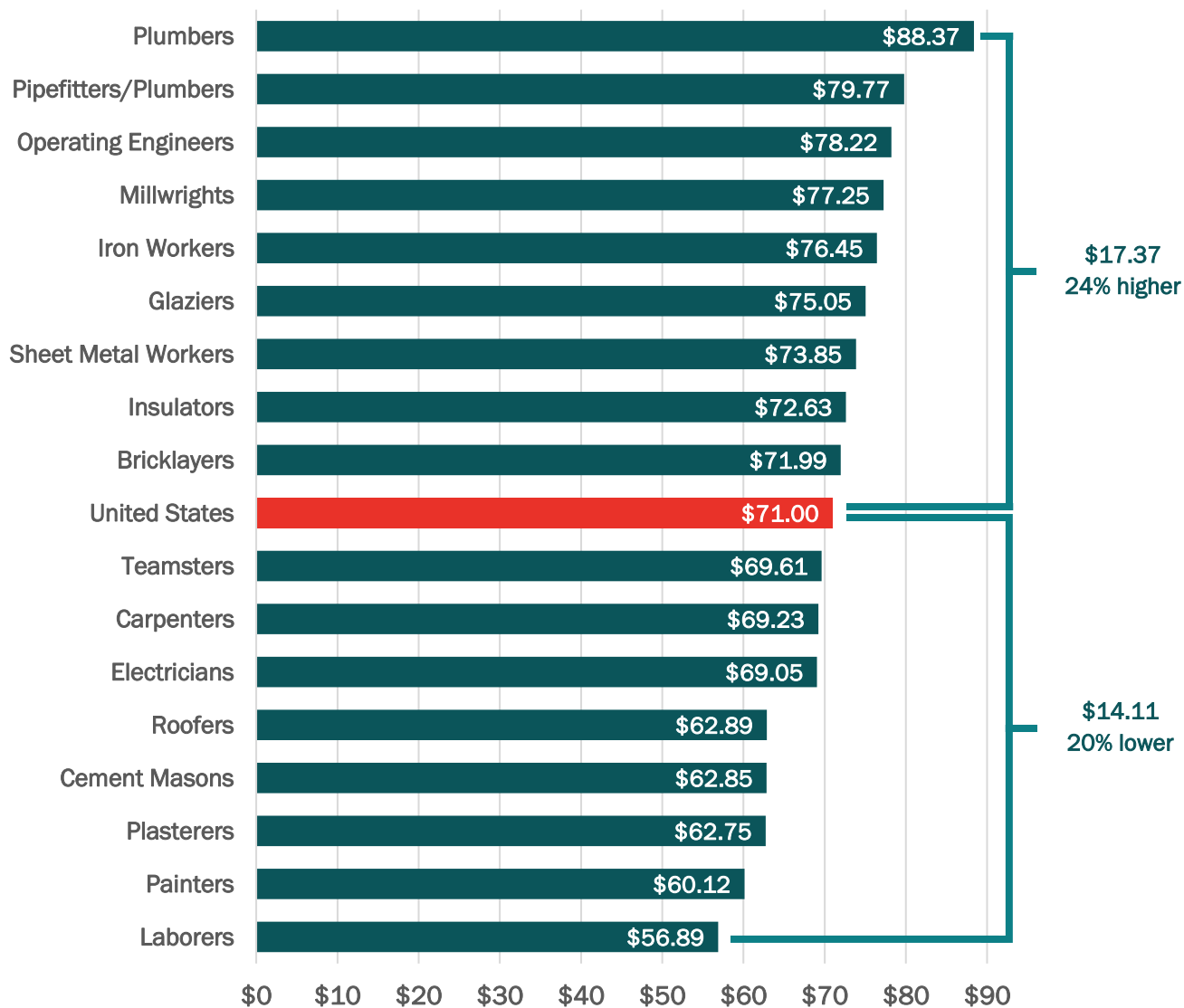


Exhibit 4 gives a detailed look at union craft rates in construction in 2025 using a craft by region matrix. It shows the total package rate,

base wage rate, and fringe benefits & other rate for each craft for each region, as well as for the U.S.

Exhibit 4

Total package, wage rate, and fringe benefits & other: craft by region

United States	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$80.19	\$51.18	\$70.62	\$64.50	\$57.94	\$81.64	\$75.47	\$71.00
Wage Rate	\$44.81	\$33.30	\$40.04	\$39.05	\$36.75	\$49.06	\$48.98	\$43.38
Fringe Benefits & Other	\$35.38	\$17.88	\$30.58	\$25.45	\$21.18	\$32.59	\$26.49	\$27.62
Bricklayers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$78.63	-	\$70.46	\$62.70	\$58.63	\$80.06	-	\$71.99
Wage Rate	\$41.25	-	\$40.08	\$37.07	\$34.52	\$45.34	-	\$42.39
Fringe Benefits & Other	\$37.38	-	\$30.38	\$25.64	\$24.11	\$34.72	-	\$29.60
Carpenters	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$74.32	\$46.33	\$69.50	\$63.53	\$53.37	\$79.48	\$72.36	\$69.23
Wage Rate	\$43.06	\$31.26	\$37.86	\$36.59	\$33.92	\$46.20	\$51.11	\$43.46
Fringe Benefits & Other	\$31.26	\$15.07	\$31.65	\$26.94	\$19.46	\$33.28	\$21.25	\$25.77
Cement Masons	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$71.11	\$44.50	\$62.47	\$55.28	\$59.25	\$66.07	\$67.81	\$62.85
Wage Rate	\$39.29	\$30.08	\$36.28	\$32.42	\$36.83	\$39.14	\$45.15	\$39.37
Fringe Benefits & Other	\$31.82	\$14.42	\$26.19	\$22.86	\$22.42	\$26.93	\$22.66	\$23.48
Electricians	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$81.67	\$49.37	\$75.92	\$68.17	\$59.83	\$80.94	\$85.19	\$69.05
Wage Rate	\$45.46	\$33.96	\$44.58	\$44.29	\$39.61	\$51.97	\$53.46	\$43.85
Fringe Benefits & Other	\$36.21	\$15.41	\$31.34	\$23.87	\$20.23	\$28.97	\$31.73	\$25.20
Glaziers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$70.98	-	\$76.07	\$62.10	-	\$88.41	\$85.16	\$75.05
Wage Rate	\$39.79	-	\$42.90	\$39.32	-	\$56.27	\$61.14	\$44.93
Fringe Benefits & Other	\$31.19	-	\$33.16	\$22.78	-	\$32.14	\$24.02	\$30.12
Insulators	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$74.44	\$58.29	\$70.41	\$77.95	\$55.89	\$85.01	\$80.18	\$72.63
Wage Rate	\$43.17	\$34.01	\$40.36	\$40.93	\$35.92	\$59.65	\$52.51	\$48.46
Fringe Benefits & Other	\$31.27	\$24.28	\$30.05	\$37.02	\$19.96	\$25.36	\$27.67	\$24.17

Regions

Northeast: CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT

South: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, VA

East North Central: IL, IN, MI, MN, OH, WI, WV

West North Central: IA, KS, MO, NE

Mountain Northern Plains: CO, MT, ND, SD, UT, WY

Southwest Pacific: AZ, CA, HI, NM, NV

Northwest: AK, ID, OR, WA

Exhibit 4 (continued)

Total package, wage rate, and fringe benefits & other: craft by region

Iron Workers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$85.86	\$50.02	\$74.03	\$73.48	\$78.48	\$78.91	\$86.66	\$76.45
Wage Rate	\$44.09	\$32.20	\$38.42	\$39.51	\$41.30	\$46.27	\$44.99	\$41.76
Fringe Benefits & Other	\$41.77	\$17.82	\$35.61	\$33.97	\$37.18	\$32.64	\$41.67	\$34.69
Laborers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$60.25	\$38.23	\$60.40	\$52.71	\$39.24	\$59.76	\$62.88	\$56.89
Wage Rate	\$31.08	\$23.77	\$32.87	\$34.00	\$26.37	\$32.54	\$40.85	\$34.42
Fringe Benefits & Other	\$29.18	\$14.46	\$27.53	\$18.71	\$12.87	\$27.21	\$22.03	\$22.47
Millwrights	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$84.43	\$56.43	\$73.99	\$62.75	\$80.83	\$100.49	-	\$77.25
Wage Rate	\$51.76	\$34.60	\$38.86	\$35.36	\$42.95	\$62.47	-	\$45.34
Fringe Benefits & Other	\$32.67	\$21.83	\$35.13	\$27.39	\$37.88	\$38.03	-	\$31.91
Operating Engineers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$87.54	\$51.59	\$75.24	\$66.74	-	\$86.69	\$76.83	\$78.22
Wage Rate	\$54.06	\$35.31	\$43.72	\$39.61	-	\$54.61	\$52.03	\$49.91
Fringe Benefits & Other	\$33.48	\$16.28	\$31.52	\$27.13	-	\$32.07	\$24.80	\$28.31
Painters	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$64.32	\$49.60	\$61.33	\$57.34	-	-	\$56.09	\$60.12
Wage Rate	\$36.76	\$30.60	\$35.93	\$37.83	-	-	\$40.22	\$37.28
Fringe Benefits & Other	\$27.56	\$19.00	\$25.40	\$19.51	-	-	\$15.87	\$22.84
Pipefitters/Plumbers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$96.62	\$56.64	\$78.29	\$73.36	\$64.73	\$92.95	\$99.27	\$79.77
Wage Rate	\$53.31	\$37.65	\$46.42	\$45.34	\$42.70	\$55.58	\$57.16	\$49.75
Fringe Benefits & Other	\$43.31	\$18.99	\$31.87	\$28.02	\$22.03	\$37.37	\$42.11	\$30.02
Plumbers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$100.17	-	\$87.26	\$72.84	\$67.86	-	-	\$88.37
Wage Rate	\$60.00	-	\$48.94	\$47.72	\$41.33	-	-	\$54.27
Fringe Benefits & Other	\$40.17	-	\$38.32	\$25.12	\$26.53	-	-	\$34.10
Plasterers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$71.23	\$49.93	\$61.31	\$52.32	\$48.70	\$72.38	\$75.62	\$62.75
Wage Rate	\$39.63	\$29.89	\$34.98	\$30.94	\$32.55	\$38.80	\$50.54	\$38.52
Fringe Benefits & Other	\$31.60	\$20.04	\$26.34	\$21.38	\$16.15	\$33.57	\$25.08	\$24.23
Roofers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$62.97	\$48.06	\$57.98	\$61.70	-	\$82.42	\$70.98	\$62.89
Wage Rate	\$37.87	\$32.75	\$36.32	\$35.76	-	\$49.60	\$52.07	\$40.09
Fringe Benefits & Other	\$25.10	\$15.31	\$21.66	\$25.94	-	\$32.83	\$18.91	\$22.80
Sheet Metal Workers	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$87.80	\$52.51	\$77.35	\$66.37	\$63.22	\$94.84	\$88.81	\$73.85
Wage Rate	\$43.58	\$31.26	\$42.23	\$40.10	\$38.65	\$48.08	\$48.18	\$43.40
Fringe Benefits & Other	\$44.22	\$21.26	\$35.13	\$26.27	\$24.57	\$46.76	\$40.62	\$30.45
Teamsters	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$73.50	-	\$62.79	\$53.04	-	\$78.25	\$67.15	\$69.61
Wage Rate	\$38.02	-	\$38.84	\$34.64	-	\$41.13	\$44.06	\$41.23
Fringe Benefits & Other	\$35.48	-	\$23.95	\$18.40	-	\$37.12	\$23.09	\$28.38

Exhibit 5*Defined contribution retirement and vacation prevalence by craft*

Craft	Defined Contribution	Vacation
Bricklayers	2%	19%
Carpenters	25%	19%
Cement Masons	15%	30%
Electricians	7%	16%
Glaziers	11%	11%
Insulators	10%	7%
Iron Workers	28%	29%
Laborers	9%	33%
Millwrights	12%	17%
Operating Engineers	21%	21%
Painters	14%	14%
Pipefitters/Plumbers	25%	28%
Plumbers	16%	19%
Plasterers	13%	23%
Roofers	9%	15%
Sheet Metal Workers	24%	12%
Teamsters	0%	29%
United States	14%	20%

Exhibit 5 shows the prevalence of two nonstandard fringe benefits (defined contribution retirement and vacation) for all crafts and the U.S. Iron Workers had the largest prevalence of defined contribution payments at 28 percent, signifying that 28 percent of all Iron Worker wage sheets had a line item for defined contribution retirement payments. Laborers had the largest prevalence of vacation at 33 percent. On average, 14 percent of total compensation packages for union crafts in construction in the U.S. had defined contribution retirement payments and 20 percent had vacation pay.

Exhibit 6*Vacation prevalence by region*

Similar to the Vacation column in **Exhibit 5**, **Exhibit 6** displays the prevalence of vacation by region. The Southwest Pacific had the largest percentage of settlements with a vacation line item, with over half receiving vacation pay. A settlement in the South was the least likely to receive vacation benefits, with under 7.0 percent receiving vacation pay.

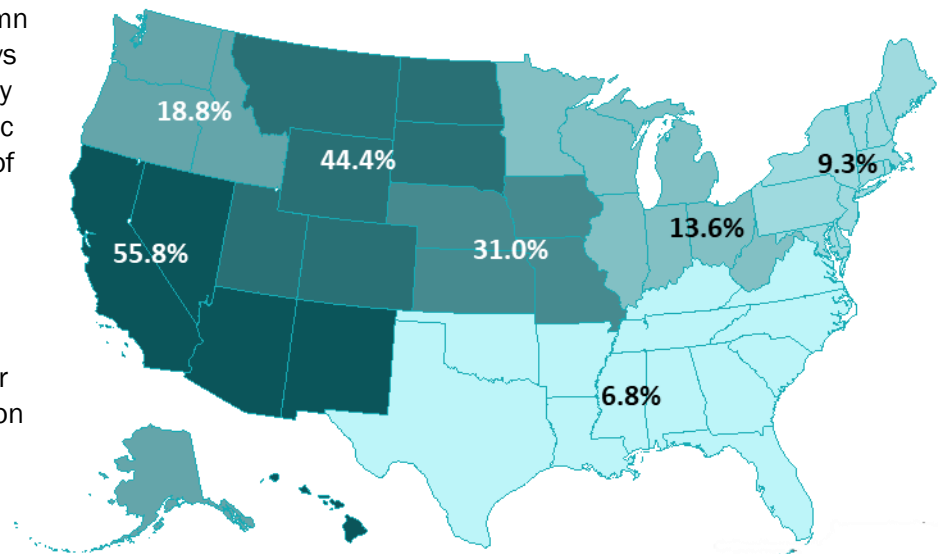
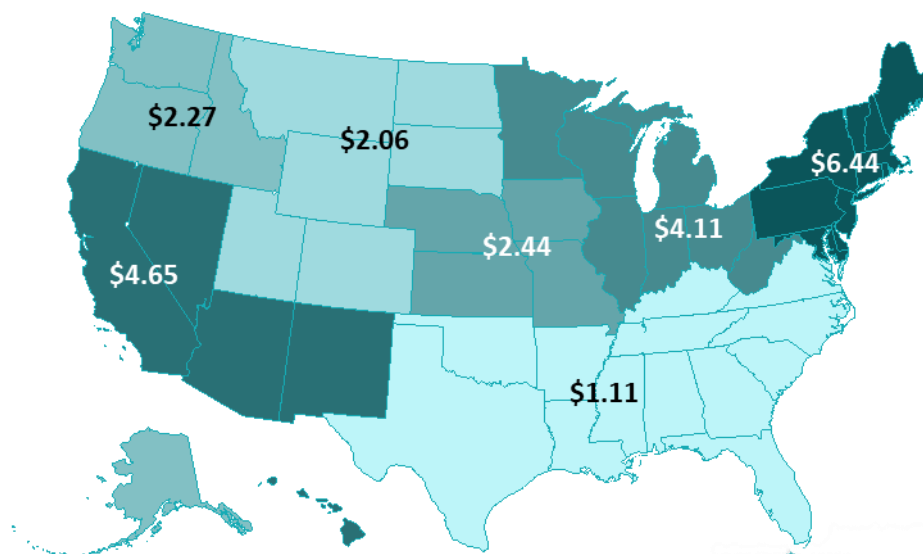


Exhibit 7

Vacation pay by region



While **Exhibit 6** displays the proportion of settlements that received paid vacation, **Exhibit 7** illustrates the average amount paid by region of those that received vacation pay. Interestingly, though the Northeast was one of the least likely regions to receive vacation pay

(9.3%), they had the highest average (\$6.44). The South was both the least likely to receive vacation pay and had the lowest average dollar amount (\$1.11).

Exhibit 8

U.S. average rates and proportions

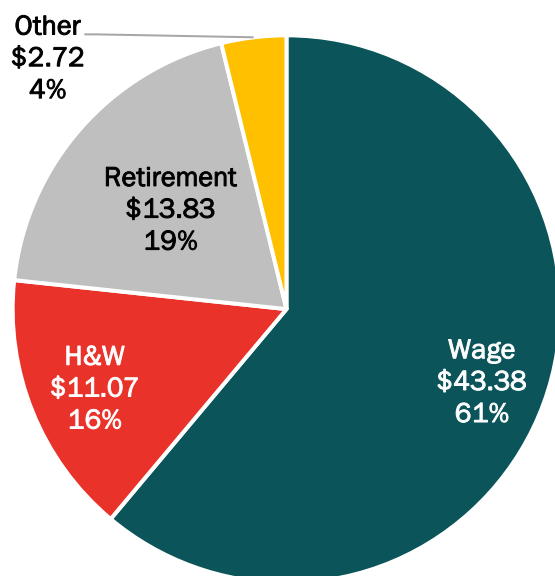


Exhibit 8 addresses the average U.S. distribution of wages, health & welfare, retirement, and other costs. Both the dollar amount and proportion of the average U.S. total package are shown. Wages made up most of the total package at \$43.38 (61%). Of the fringe benefits, retirement was the largest category at \$13.83 (19%), followed by health & welfare at \$11.07 (16%). The “Other” category, which includes vacation, apprenticeship, and all other payments, was \$2.72 (4%).

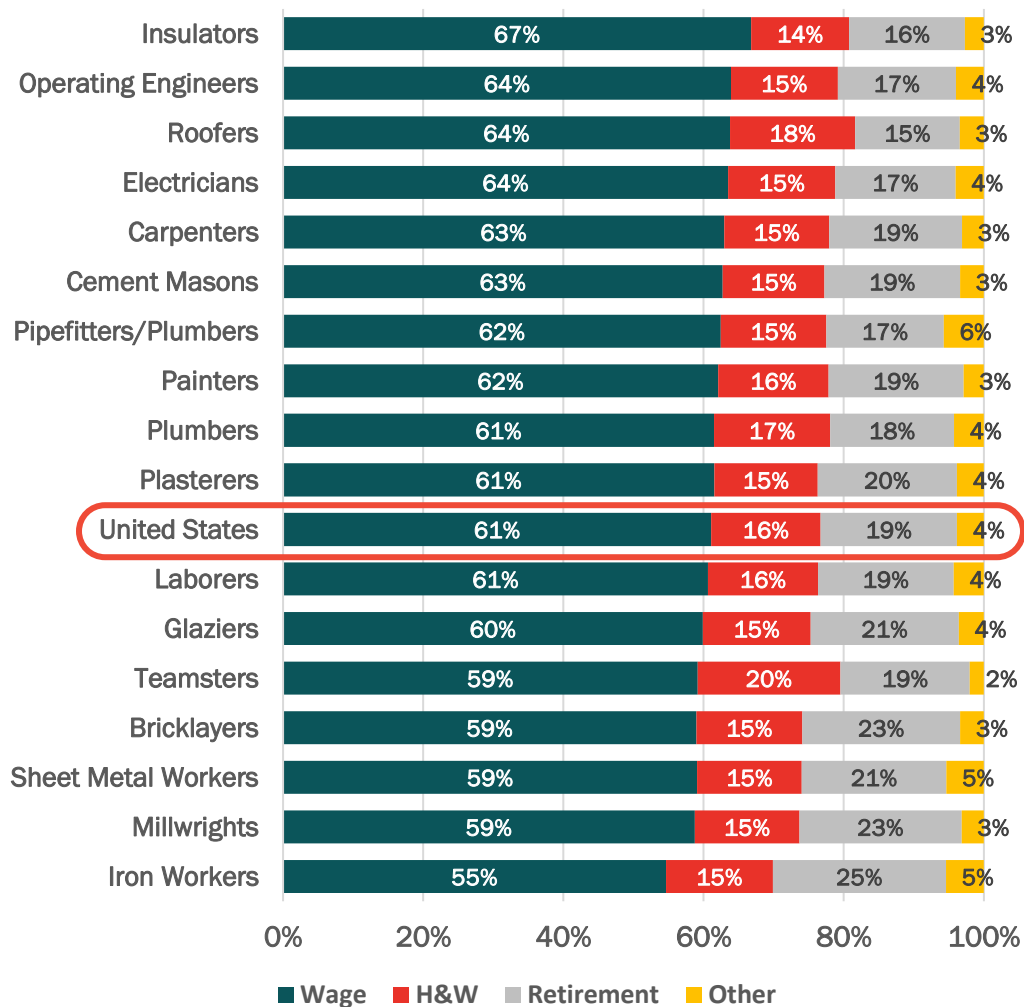
The stacked bar chart in **Exhibit 9** is similar to the pie chart in **Exhibit 8**, showing the proportion of each category in the total package (wage rate, health & welfare, retirement, and other) for the U.S. and each craft. The crafts are listed in descending order based on the wage percentage. Insulators had the largest proportion of the total package in wages (67 percent).

Teamsters had the largest proportion for health & welfare (20 percent). Iron Workers led all crafts in the proportion of their total

package funding retirement (25 percent); and consequently, they had the lowest proportion of their total package in wages (55%). Since the total of each craft sums to 100%, as the proportion of the total package increases in one category, the sum of the other categories must decrease by an equal amount.

Note that **Exhibit 9** is not indicative of the dollar amount of each craft's total package (all crafts sum to 100 percent). Rather, it illustrates how the total package was distributed across the four categories.

Exhibit 9
Proportions of total package by craft



Total Package Increases

This section contains charts showing the total package increases from the 2025 year-end CLRC Settlements Report. See that report for additional information on total package increases for union craft workers in construction.

The first year increases are useful for understanding current trends. The data for all contract years is better for summarizing the total amount actually paid/earned by contractors/employees and for making projections based on already negotiated future increases (CLRC already has hundreds of data points for the years after 2025).

Exhibit 10

Increases in settlements, shown as percentages

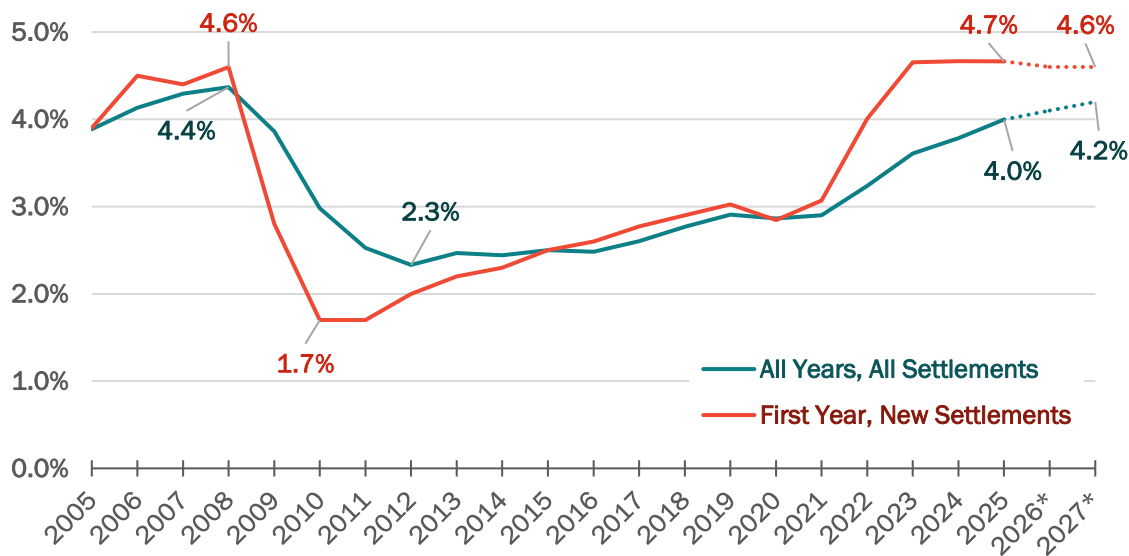
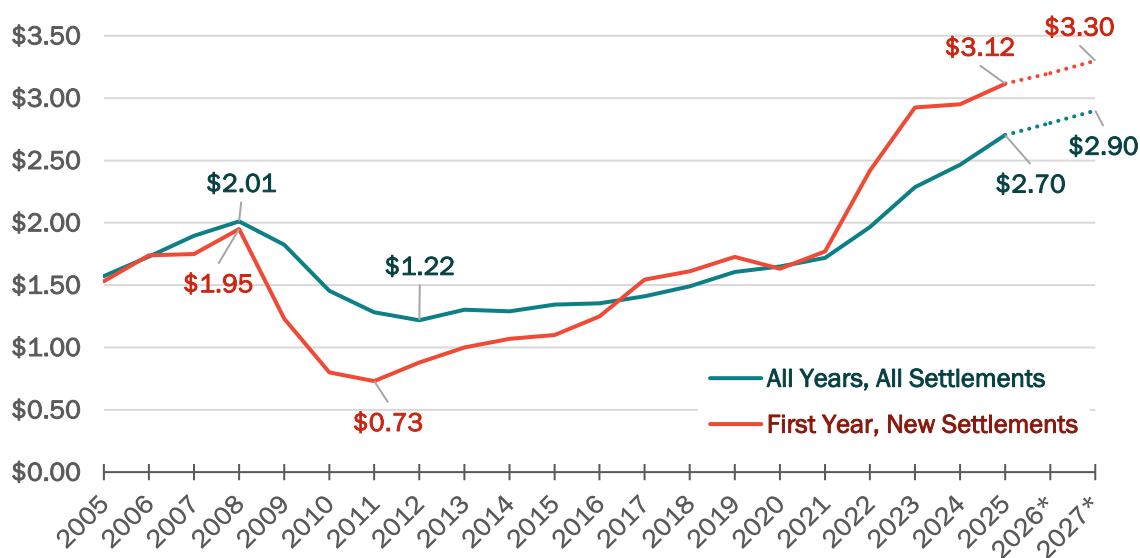


Exhibit 11

Increases in settlements, shown as dollars



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