Issue Date: July 15, 2026

Settlements Report

Total Package Increases for Union Craft Workers in Construction

JUNE 2026

CLRC 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 100's settlements data 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.

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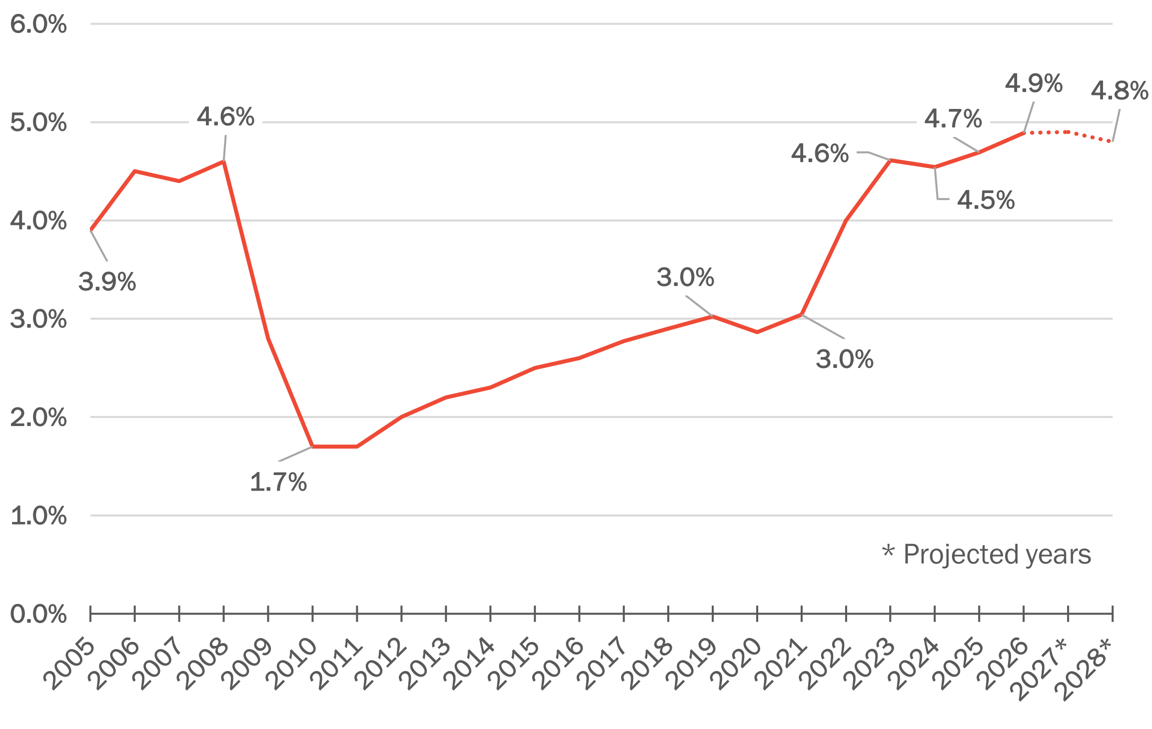
SECTION I. FIRST-YEAR TOTAL PACKAGE INCREASES JANUARY – JUNE 2026

According to the Construction Labor Research Council (CLRC), *first-year increases in newly negotiated settlements for union craft workers in the construction industry averaged 4.9 percent during the first half of 2026 (2026-Q2).* As illustrated in **Exhibit 1.1**, this represents a modest increase of 0.2 percentage points following three consecutive years in which average increases remained within the 4.5 to 4.7 percent range. Because the year is still in progress and CLRC continues to collect settlement data, the final annual average may ultimately increase or decrease by several tenths of a percentage point.

This is the fifth consecutive year that average total package increases have been at least 4.0 percent. Most agreements negotiated in 2026 are now at least one bargaining cycle removed from the inflationary surge experienced between 2021 and 2023, meaning the effects of peak inflation were largely addressed during a prior bargaining session. With inflation continuing to moderate while average union wage increases remain above 4.5 percent, these results may signal the emergence of a new wage-growth trend in construction labor agreements.

Exhibit 1.1
First-year increases, shown as percentages



The average monetary value for first-year increases from January – June 2026 was $3.36, as shown in **Exhibit 1.2**, a $0.23 increase from $3.13 in 2025. CLRC projects monetary first-year increases to continue to rise--even if the percentage increases are flat--due to the compounding effect on monetary rates.

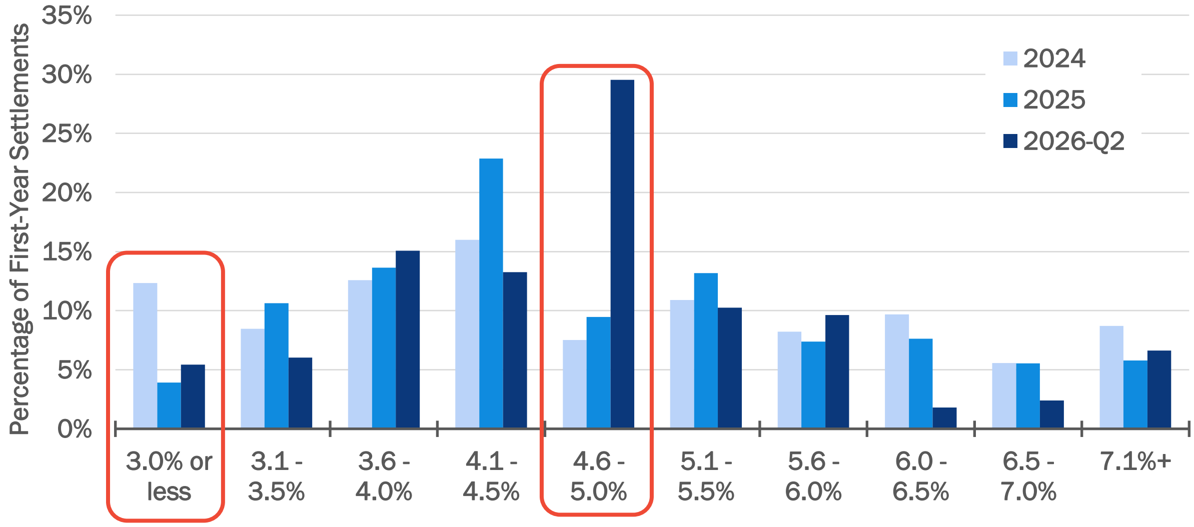
Exhibit 1.2
First-year increases, shown as dollar amounts

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)

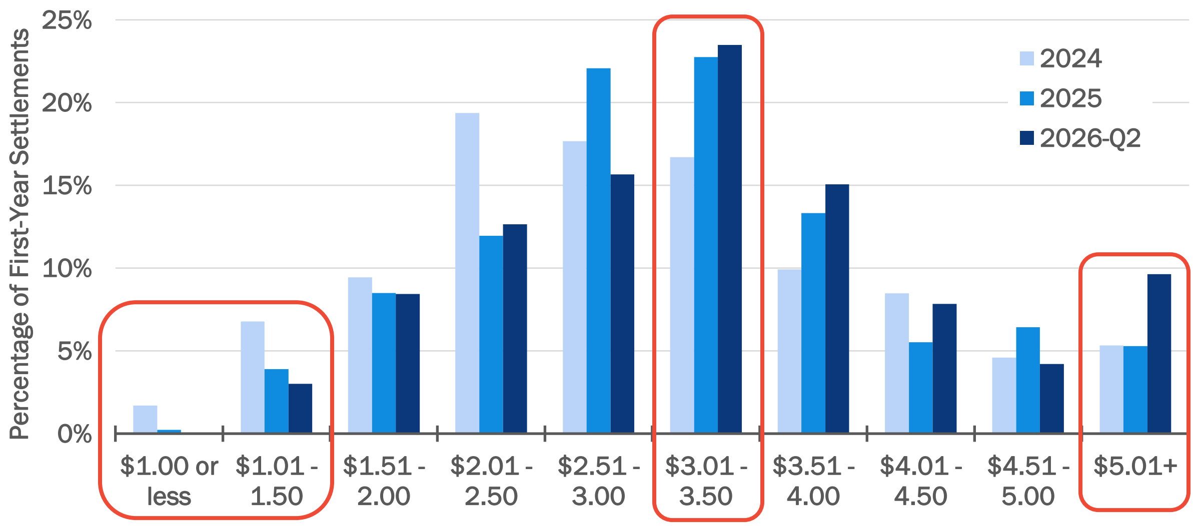
Exhibit 1.3 displays the percentage distribution for the first-year increases of new settlements reached in 2024, 2025 and 2026-Q2. Settlements falling in the 4.6–5.0% range were the most common in 2026-Q2, accounting for nearly one-third of all pay increases. Another notable trend was the decline in smaller pay adjustments, which represented just five percent of the increases in 2026-Q2, down from 12 percent in 2024.

Exhibit 1.3
Distribution of first-year increases in new settlements, shown as percentages



The distributions of first-year increases as dollar amounts for 2024, 2025, and 2026-Q2 are shown in **Exhibit 1.4.** As monetary increases have grown in size, the distribution has shifted to the right. Specifically, the proportion of settlements at $1.50 or less has declined, while the proportion at $5.01 or more has increased. The most common settlement range (the mode) during the past two years has been $3.01–3.50.

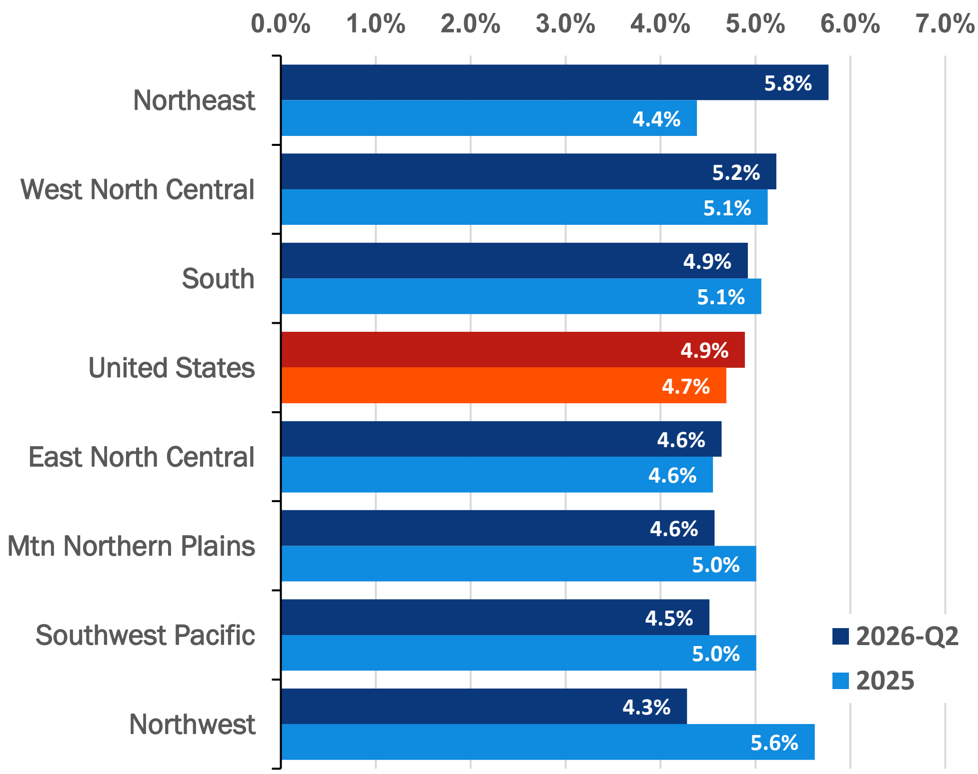
Exhibit 1.4
Distribution of first-year increases in new settlements, shown as dollar amounts



Exhibits 1.5 and 1.6 present the results (percentages and dollar amounts, respectively) for first-year increases for 2025 and 2026-Q2 by region in descending order based on 2026-Q2 data. While most regions showed consistent results across the two time periods, the Northeast and Northwest were notable exceptions. In the Northeast, the average total package increase rose by 1.4 percentage points to 5.8 percent, whereas the Northwest experienced a 1.3 percent decline to 4.3 percent. This marks a reversal of last year's results, when the Northwest recorded the largest increases and the Northeast the smallest. Several factors may explain this shift, including year-to-year changes in the labor contracts that are negotiated each year, a partial sample in the 2026-Q2 report of all contracts that will be settled in 2026, or a regression-to-the-mean effect.

Exhibit 1.5

First-year increases in new settlements as percentages, by region in descending order



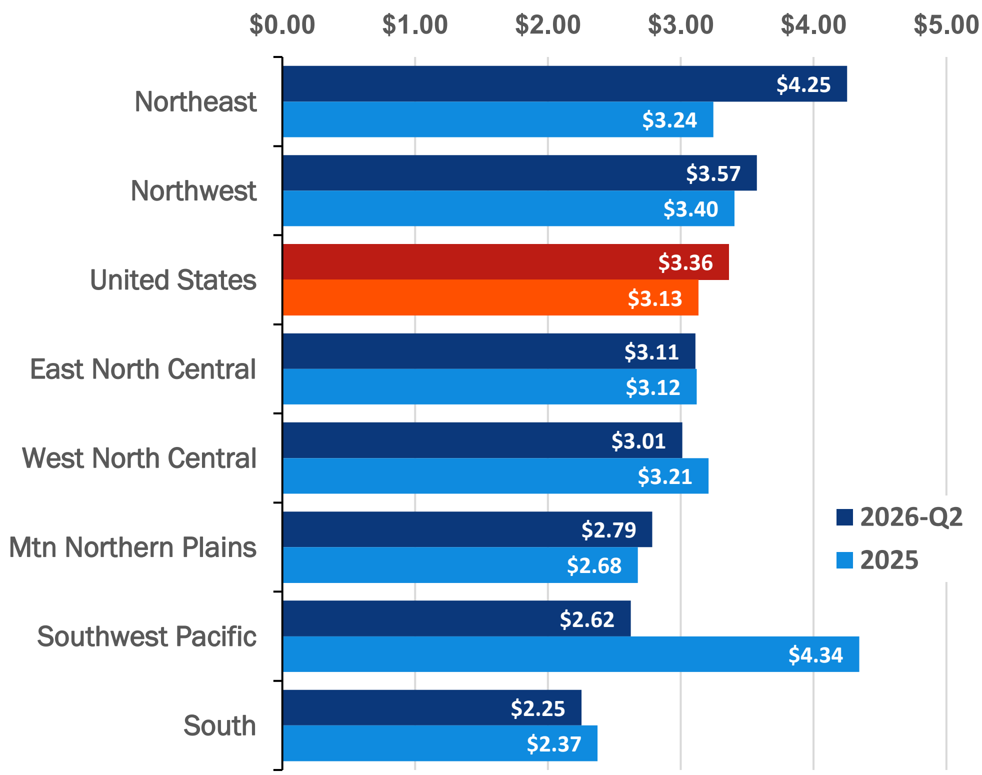
Regions

Northeast: CT, DC, DE, ME, MD, MA, NJ, NH, 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, NV, NM
Northwest: AK, ID, OR, WA

Exhibit 1.6 shows the CLRC regions with the average dollar amount of their first-year increases. Like the percentage increases shown in **Exhibit 1.5**, the Northeast experienced both the largest year-over-year increase from 2025 and the greatest dollar growth of any region. While the Southwest Pacific saw a sharp spike in 2025, its nominal increases subsequently moderated and aligned more closely with those of the other regions in 2026-Q2.

Exhibit 1.6

First-year increases in new settlements as dollar amounts, by region in descending order



Exhibits 1.7 and 1.8 display the results (percentages and dollar amounts, respectively) for first-year increases for 2025 and 2026-Q2 by craft in descending order based on 2026-Q2 data. **Exhibit 1.7** shows that Carpenters and Plumbers experienced significant growth in their average pay increases during 2026-Q2, following comparatively modest increases in 2025. Most other crafts maintained relatively consistent increase rates between 2025 and 2026-Q2. The exception was Roofers, whose average increase declined notably over the same period, which may change as CLRC continues to add data throughout the year.

Exhibit 1.7
First-year increases in new settlements as percentages, by craft in descending order

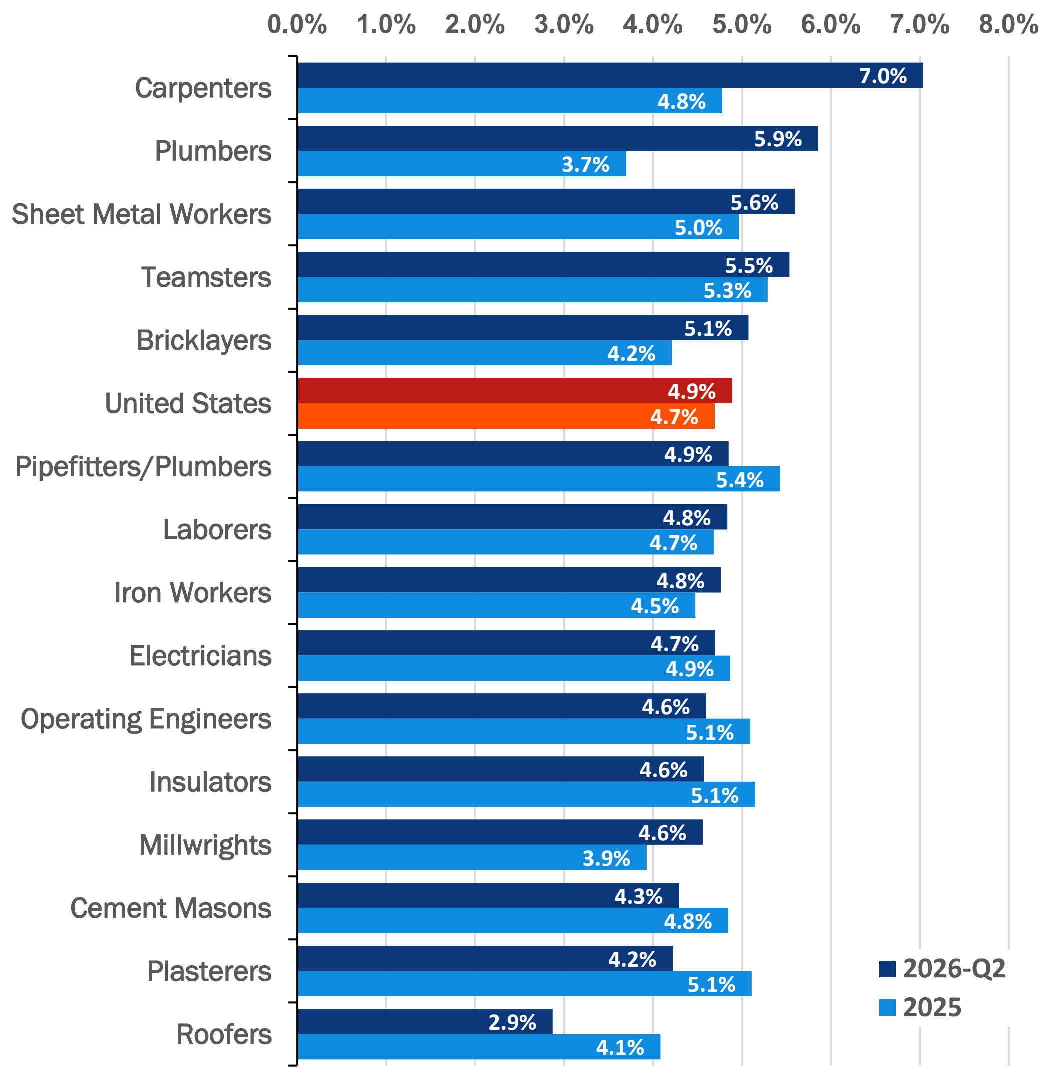
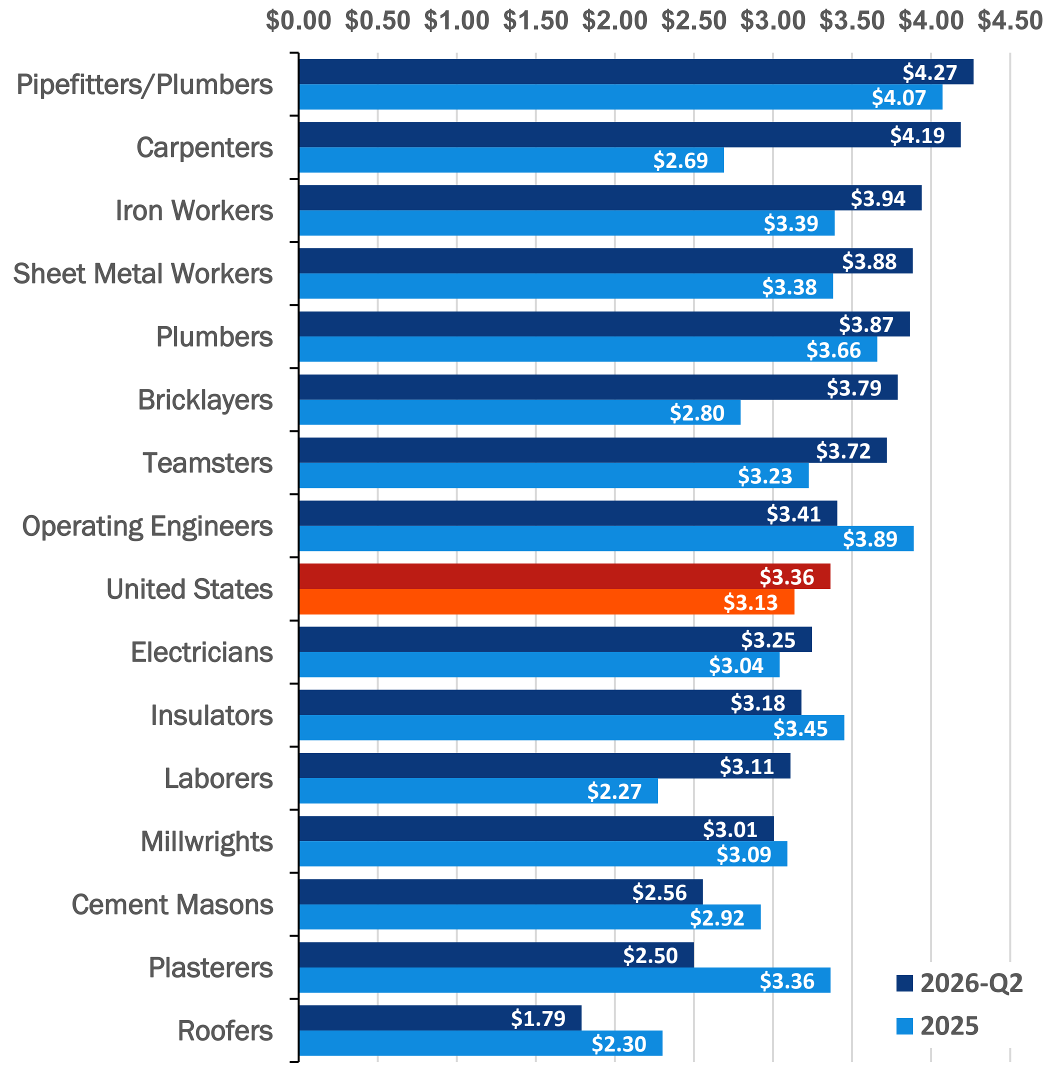


Exhibit 1.8 shows the crafts with the average dollar amount of their first-year increases. As shown in **Exhibit 1.8**, all but three crafts received an average increase of at least $3.00 in 2026-Q2, with two crafts averaging more than $4.00. The difference between the highest and lowest average increases was $2.48. The highest average increase was $0.91 above the U.S. average, while the lowest was $1.57 below it.

Exhibit 1.8
First-year increases in new settlements as dollar amounts, by craft in descending order



Technical Notes

Data Contained in this Report
The data in this report are based on the total package (wages, health and welfare, retirement, apprentice, and other employer payments).

Continually Updated Results
CLRC continually updates its database. Consequently, previously published results may change slightly in ensuing issues as new settlements data are added.

Methodology for U.S. Average
The overall/U.S. average is calculated by first averaging each craft, and then averaging those craft averages so that each craft is weighted equally. Interestingly, the settlement weighted average (straight average of all settlements) is remarkably close to the craft weighted average shown here.

Data Savvy
In addition to actual differences, variation in rates from craft to craft, region to region and year to year throughout this report can be influenced by the composition of the data sample. For example, a craft with a large/small average increase may be partially affected by having more data from regions with higher/lower increases. Similarly, high/low increases in a particular region may be partially due to that region having more/less data from crafts with higher/lower increases.

Section I – First Year
This section contains results for the first year of newly bargained settlements and is useful for understanding current trends.

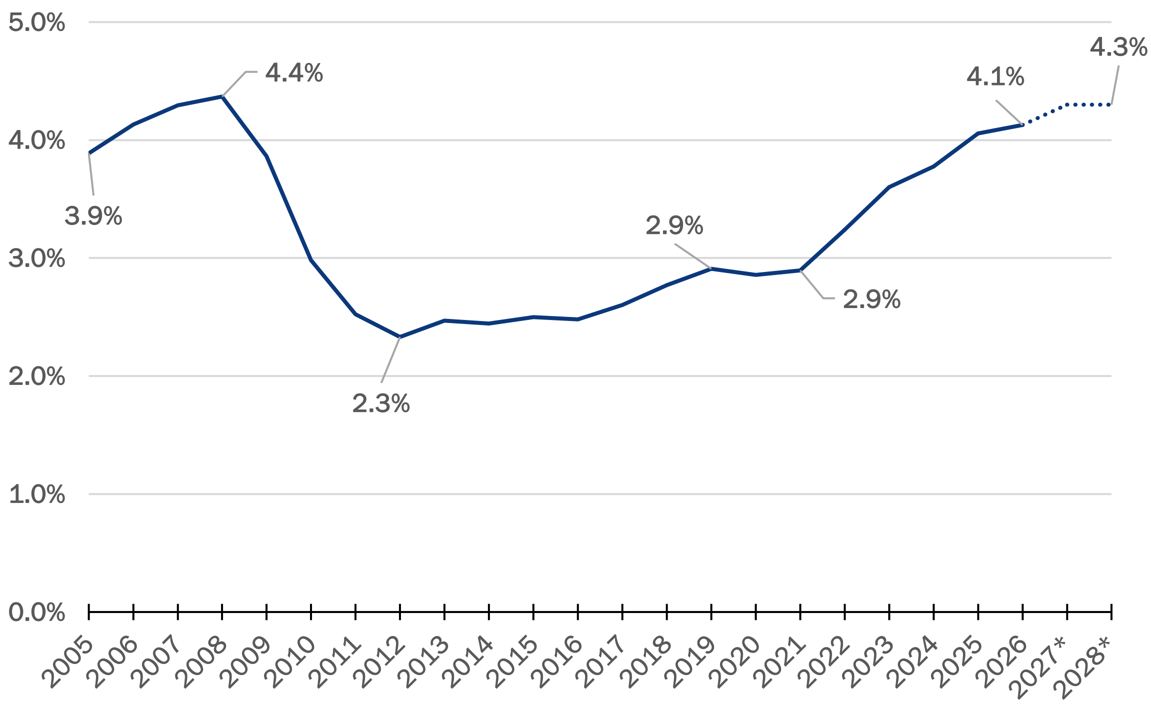
Section II – All Years
Section II of this report covers all years of negotiated settlements. It includes not only the first year of new settlements from Section I, but also the ensuing years (all years after the first year). For example, it includes data from newly negotiated settlements in 2026, the 2nd year of settlements reached in 2025, the 3rd year of settlements from 2024, and so on. This data is useful for understanding the total amount paid/earned by contractors/employees. Data from all years of a contract is also useful for making projections based on already negotiated future increases (CLRC already has hundreds of data points for the years after 2026).

SECTION II. TOTAL PACKAGE INCREASES FOR ALL CONTRACT YEARS

The average total package increase for union construction crafts across all contract years was 4.1 percent in 2026-Q2. According to CLRC projections, increases are expected to rise to approximately 4.3 percent by 2028. These figures reflect active settlements from both prior contract years (such as 2024 and 2025) and future years.

Exhibit 2.1

All increases, shown as percentages



As shown in **Exhibit 2.2**, the average settlement value increased by $0.16 from 2025 to 2026-Q2. The $2.93 figure for 2026-Q2 represents the average contractor payment across *all years* of all settlements. In contrast, the $3.36 average in **Exhibit 1.2** is based solely on first-year settlements from January through June 2026.

Exhibit 2.2

All increases, shown as dollar amounts

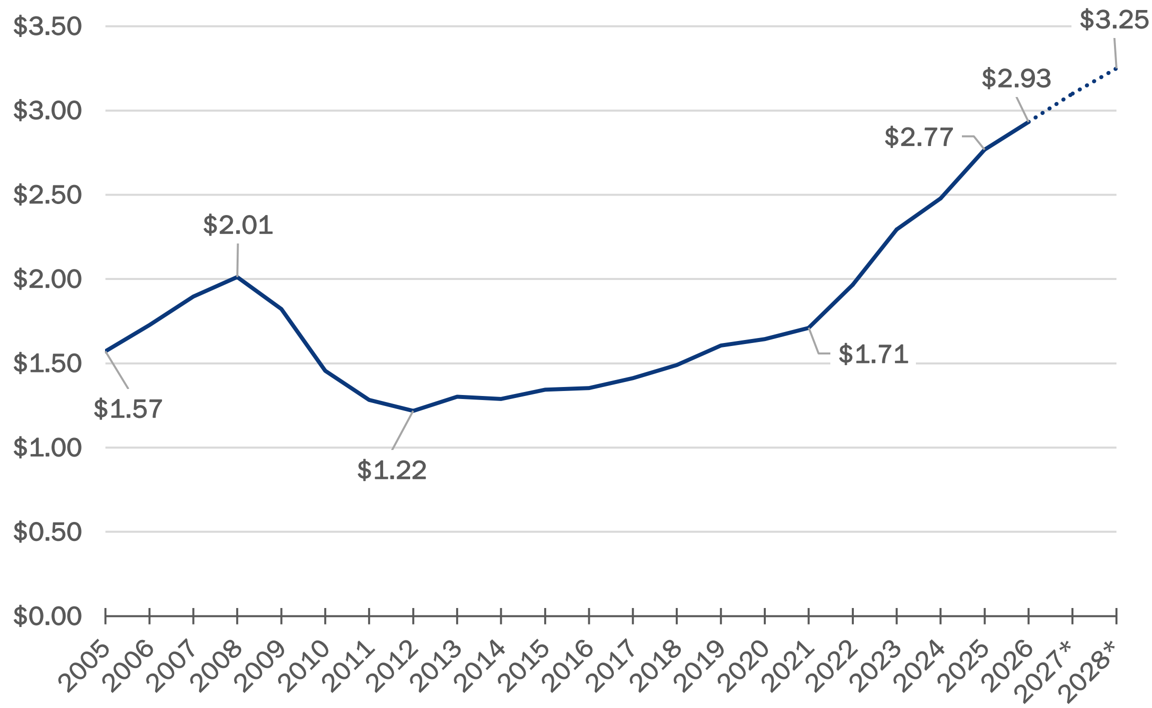


Exhibit 2.3 illustrates the distribution of percentage increases across settlement amount ranges. Over the past three years, the data shows a decline in the proportion of settlements within the lower ranges of the distribution, accompanied by a corresponding increase in the middle ranges, as highlighted by the two ovals. These shifts are consistent with the larger increases observed in newly negotiated settlements over the past five years, as discussed in **Section I** of this report.

Exhibit 2.3
Distribution of all increases, shown as percentages

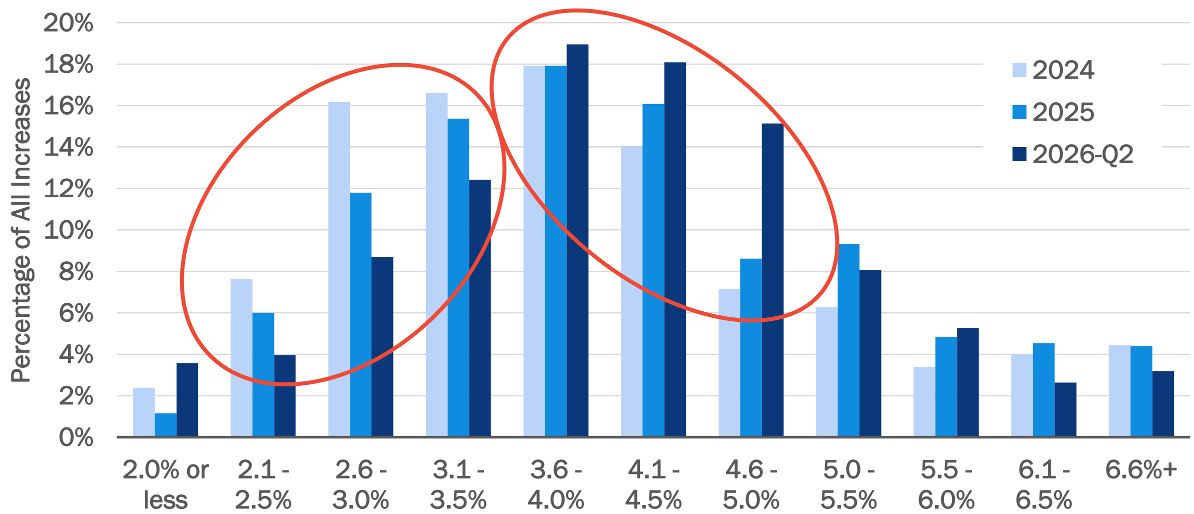
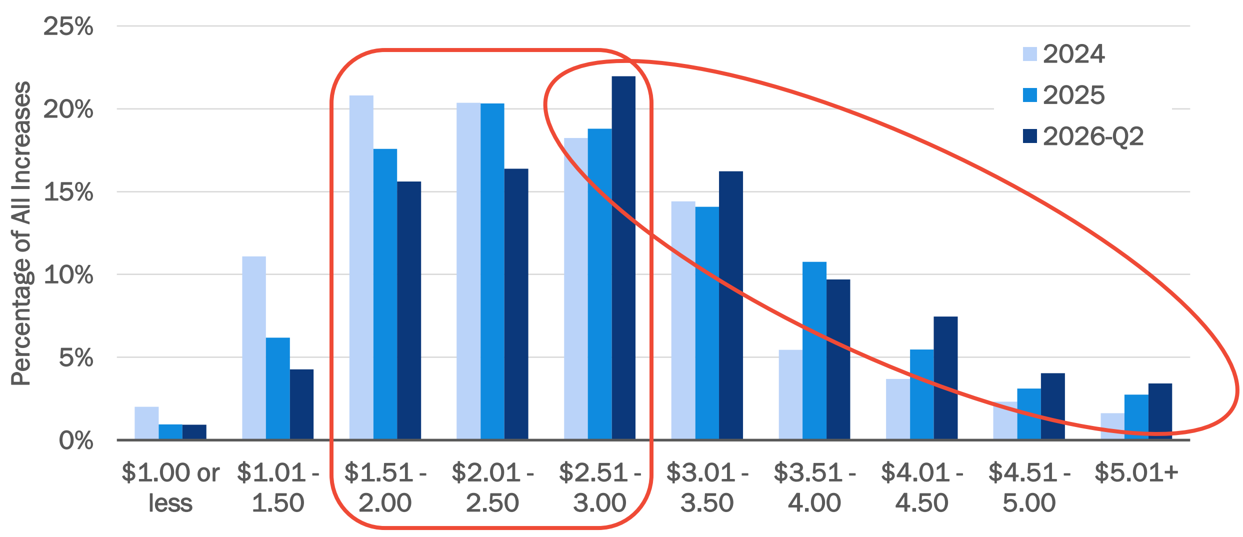


Exhibit 2.4 shows that the most common average amount for all increases being paid by contractors (not limited to first-year increases) falls in the $1.51 to $3.00 range. In recent years, the distribution has shifted toward larger payments, with a growing share of increases occurring on the right-hand side of the distribution.

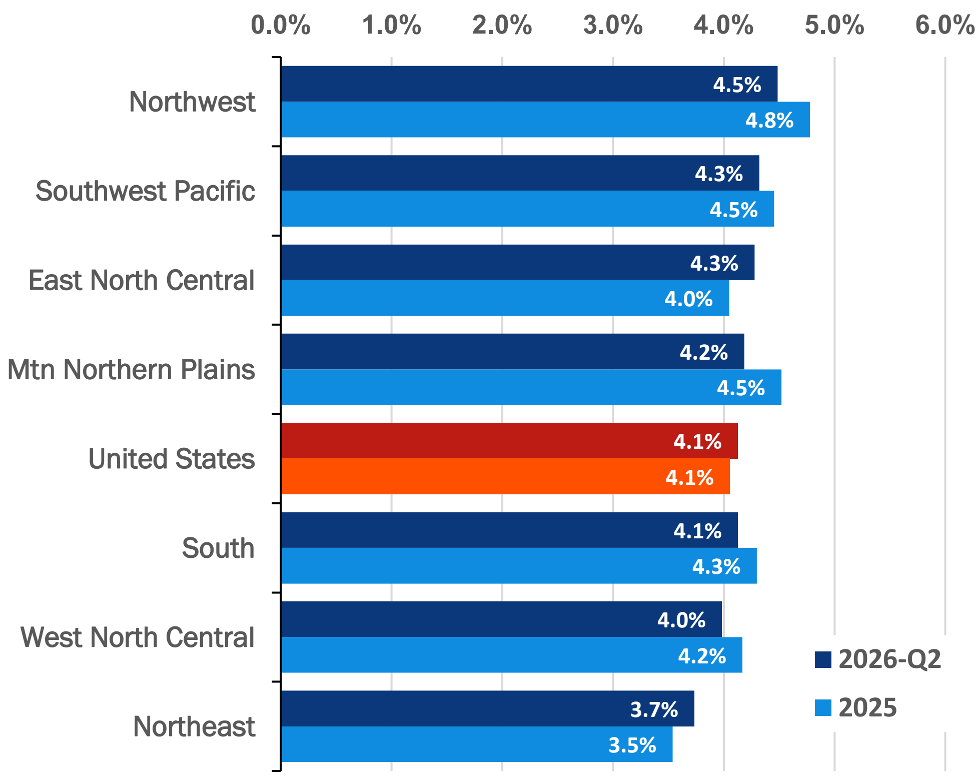
Exhibit 2.4
Distribution of all increases, shown as dollar amounts



Exhibits 2.5 and 2.6 display the results for all increases for 2025 and 2026-Q2 (percentages and dollar amounts, respectively) by region in descending order based on 2026-Q2 data. As shown in **Exhibit 2.5**, the largest average increases in 2025 and 2026-Q2 were in the western part of the U.S. Although the Northeast had the largest first year increases in 2026-Q2 (see **Exhibits 1.4 and 1.5**), it is the only region less than 4.0 percent when the totality of all contracts and contract years is considered.

Exhibit 2.5

All increases as percentages, by region in descending order



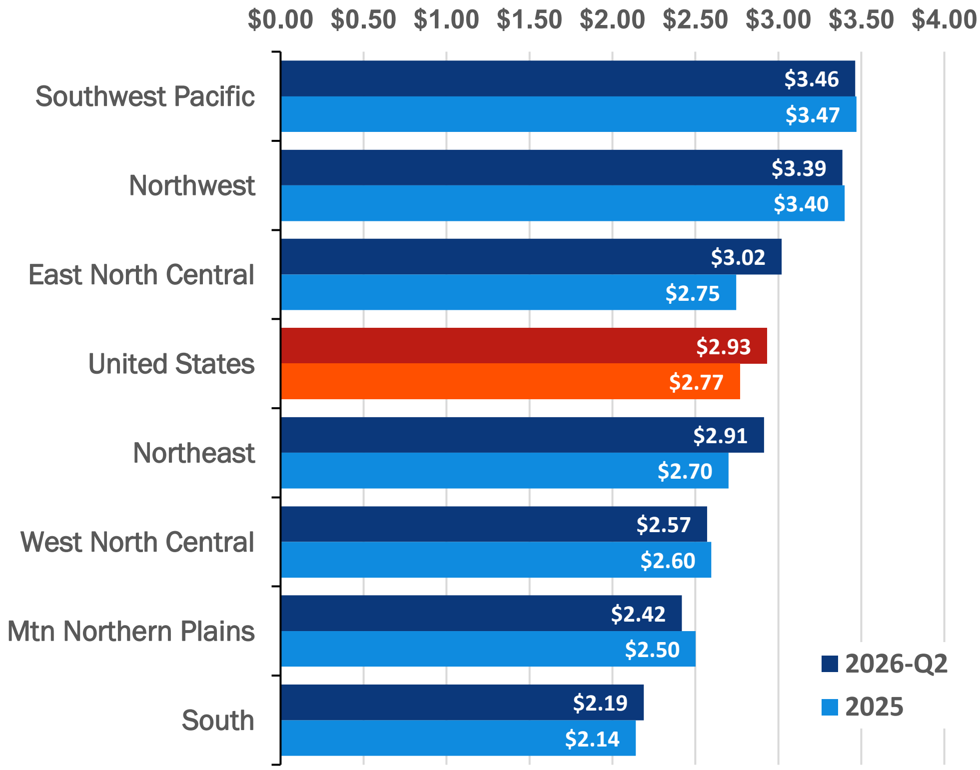
Regions

Northeast: CT, DC, DE, ME, MD, MA, NJ, NH, 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, NV, NM
Northwest: AK, ID, OR, WA

Exhibit 2.6 illustrates the regional dollar increases. Consistent with the trends shown in **Exhibit 2.5**, the largest increases occurred along the West Coast. Because these regions generally have both higher total package rates* and larger percentage increases, it follows that the resulting dollar increases—calculated as a function of these two factors—are also greater. In contrast, the South region experienced the smallest increases, reflecting its lower overall package rates. Despite these regional differences, every region reported an average increase of more than $2.00.

Exhibit 2.6

All increases as dollar amounts, by region in descending order



* See CLRC's annual publication, ***Union Craft Labor Costs in Construction,*** for total package rates by craft and region.

Exhibits 2.7 and 2.8 display the results for all total package pay increases for 2025 and 2026-Q2 by craft (percentages and dollar amounts, respectively) in descending order based on the 2026-Q2 data. As shown in **Exhibit 2.7**, the highest average increase in 2026-Q2 exceeded the U.S. average by 0.5 percentage points, while the lowest was 0.7 percentage points below the average, indicating a relatively narrow range of variation across crafts of 1.2 percent.

Exhibit 2.7

All increases as percentages, by craft in descending order

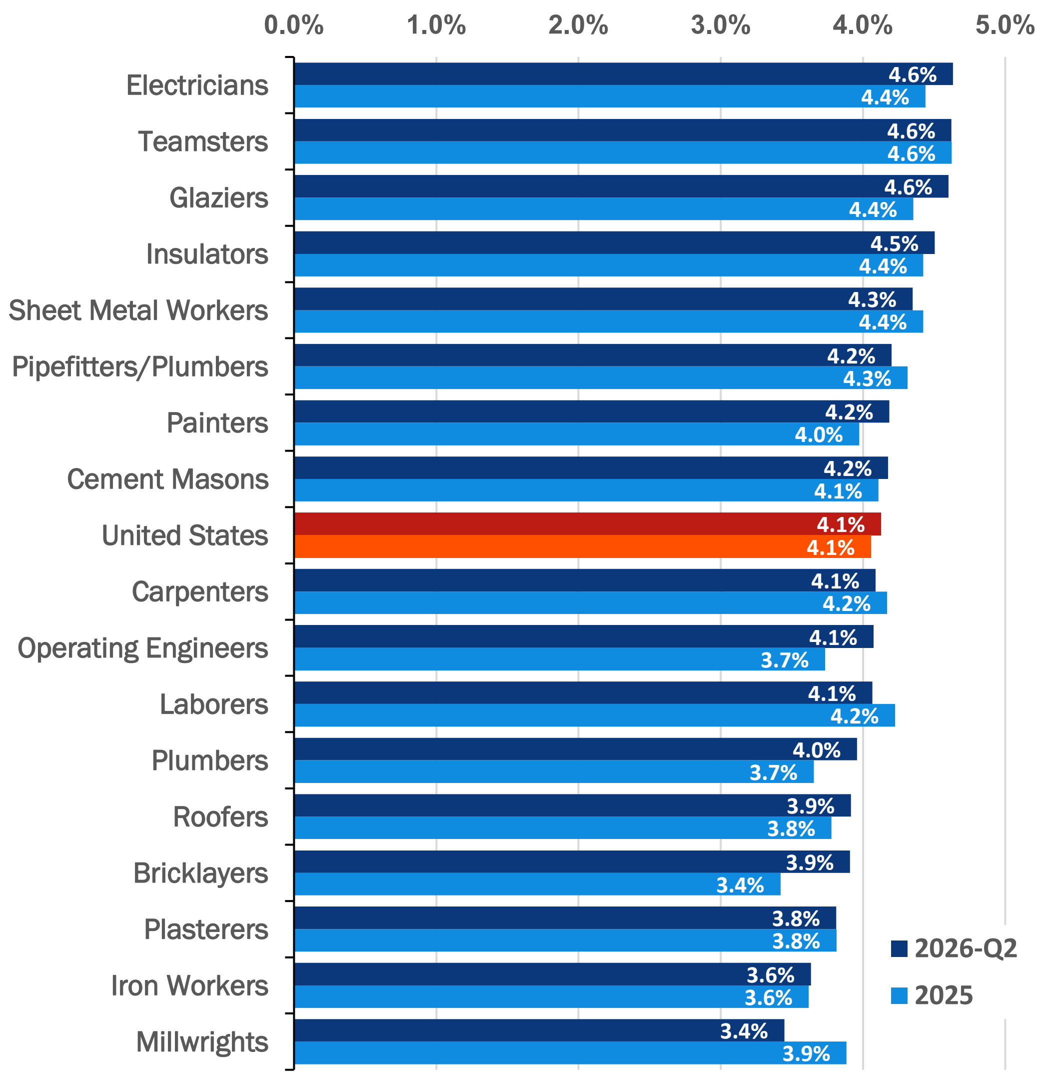


Exhibit 2.8 shows each craft and the corresponding dollar amount of its increase. Plumbers received the highest average dollar increase, while Plasterers received the lowest. As expected, the average rate in 2026-Q2 was higher than in 2025 for nearly every craft.

Exhibit 2.8
All increases as dollar amounts, by craft in descending order

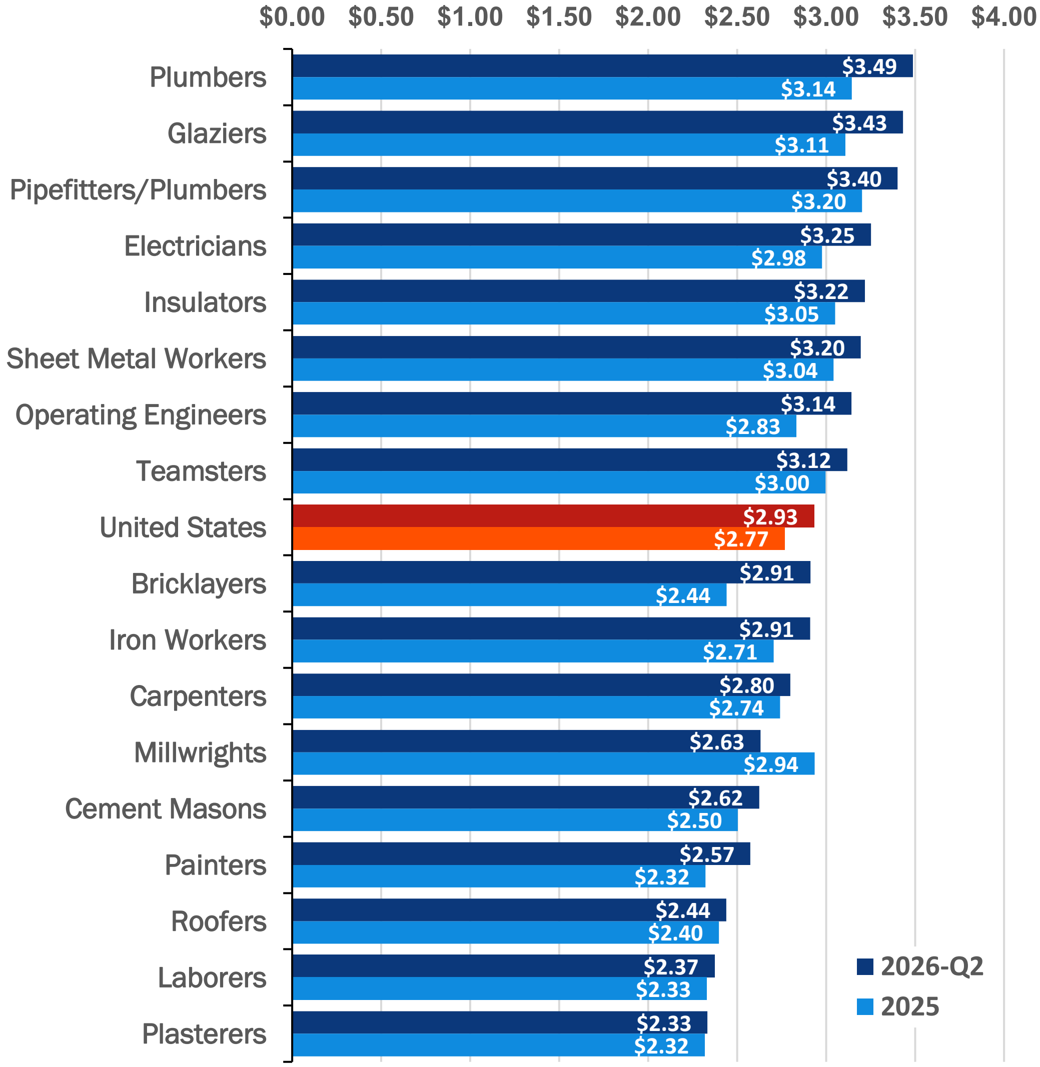


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information will help users of this report more precisely understand the rates for each craft and each region. This matrix should be used to gain insights about how regional data influence craft averages, and conversely, how craft data influence regional averages.

Exhibit 2.9
All increases, craft by region matrix

United States	NE	SO	ENC	WNC	MNP	SWP	NW
Increase $	$2.91	$2.19	$3.02	$2.57	$2.42	$3.46	$3.39
Increase %	3.7%	4.1%	4.3%	4.0%	4.2%	4.3%	4.5%
Bricklayers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.87	-	$3.20	$1.98	-	$2.43	-
Increase %	3.2%	-	4.6%	3.2%	-	2.9%	-
Carpenters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.50	$1.43	$2.89	$2.15	$2.33	$4.12	$3.32
Increase %	3.7%	3.0%	4.2%	3.4%	4.4%	5.0%	4.6%
Cement Masons	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.40	$2.12	$2.79	$2.25	$2.55	$2.55	$3.09
Increase %	1.9%	4.7%	4.5%	4.0%	4.3%	3.7%	4.5%
Electricians	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.90	$2.27	$3.47	$3.88	$2.11	$3.70	$4.10
Increase %	5.0%	4.4%	4.6%	5.3%	3.4%	4.8%	4.6%
Glaziers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.56	-	$2.82	-	-	$3.81	$3.25
Increase %	5.6%	-	3.7%	-	-	4.4%	3.8%
Insulators	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.33	$2.84	$3.27	-	$3.07	$4.09	$3.51
Increase %	3.1%	5.2%	4.7%	-	5.3%	4.7%	4.5%
Iron Workers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.65	$1.25	$3.18	$2.46	$3.15	$3.67	$2.25
Increase %	3.0%	2.6%	4.1%	3.3%	4.0%	4.3%	2.6%
Laborers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.27	$1.87	$2.59	$2.11	$1.71	$2.19	$2.89
Increase %	3.6%	4.1%	4.3%	4.0%	4.3%	3.8%	4.6%
Millwrights	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.36	$1.70	$2.77	$1.90	$3.20	-	$3.55
Increase %	3.1%	3.0%	3.6%	3.1%	4.0%	-	4.2%

There is one color scale for dollar increase and one for percentage increase. The lighter cells contain the lowest values, while the darker the blue shaded cell, the higher the value.

Exhibit 2.9 (continued)
All increases, craft by region matrix

Operating Engineers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase $	$2.78	$2.25	$3.23	$2.31	-	$3.11	$3.66
Increase %	3.6%	3.8%	4.1%	3.5%	-	4.0%	4.8%
Painters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.43	$2.40	$2.52	$2.44	-	$3.13	$2.75
Increase %	3.6%	4.5%	3.9%	4.2%	-	5.1%	4.9%
Pipefitters/Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.70	$2.51	$3.24	$2.98	$2.29	$3.93	$5.14
Increase %	4.1%	4.1%	4.3%	4.1%	3.6%	4.3%	5.2%
Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.89	-	$3.96	$3.08	$2.00	-	-
Increase %	3.8%	-	4.6%	4.5%	2.9%	-	-
Plasterers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.63	$2.25	$2.69	$1.59	$1.65	$2.95	$2.64
Increase %	2.3%	4.5%	4.4%	3.1%	3.4%	4.7%	3.5%
Roofers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.50	$2.00	$2.31	$2.17	-	$4.00	$1.40
Increase %	4.0%	4.2%	4.1%	3.5%	-	4.9%	2.0%
Sheet Metal Workers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.35	$1.96	$3.49	$3.07	$3.28	$3.32	$4.83
Increase %	3.9%	3.6%	4.6%	4.8%	5.2%	3.8%	5.5%
Teamsters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.99	-	$2.32	$1.68	-	$3.10	$3.10
Increase %	5.5%	-	3.6%	3.1%	-	4.1%	4.7%

Regions

NE-Northeast: CT, DC, DE, ME, MD, MA, NJ, NH, NY, PA, RI, VT
SO-South: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, VA
ENC-East North Central: IL, IN, MI, MN, OH, WI, WV
WNC-West North Central: IA, KS, MO, NE
MNP-Mountain Northern Plains: CO, MT, ND, SD, UT, WY
SWP-Southwest Pacific: AZ, CA, HI, NV, NM
NW-Northwest: AK, ID, OR, WA

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