Issue Date: February 2, 2026

Settlements Report

Total Package Increases for Union Craft Workers in Construction

2025 YEAR END

CLRC Construction Labor Research Council

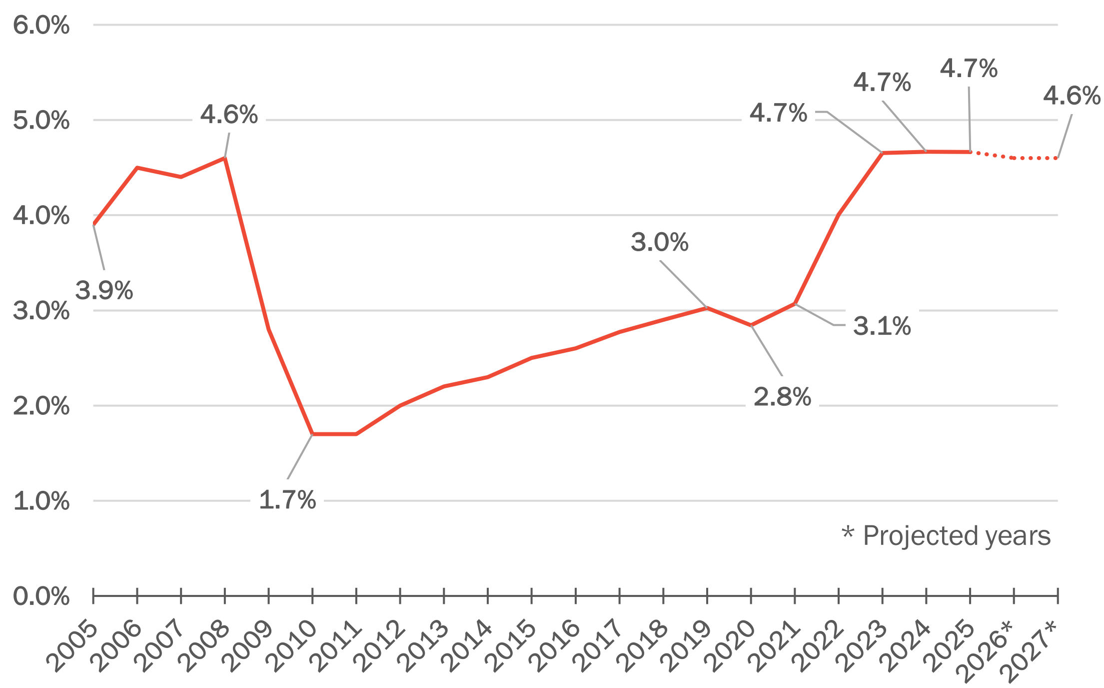
NOTE: **Thank you to those who provide data! We couldn’t do it without you.** Our quarterly reports are the result of receiving 100’s settlements data from our friends and subscribers. Please continue to provide us with your newly negotiated contracts and wage sheets so that our reports provide a comprehensive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

SECTION I. FIRST-YEAR TOTAL PACKAGE INCREASES IN 2025

The Construction Labor Research Council (CLRC) reports that *the first year of new settlements reached in 2025 for union craft workers in the construction industry had an average increase of 4.7 percent.* As **Exhibit 1.1** illustrates, from 2020 to 2023, increases rose sharply—by 1.9 percent—going from 2.8 to 4.7 percent in just three years. Since 2023, the average percentage increase for settlements has remained stable at 4.7 percent.

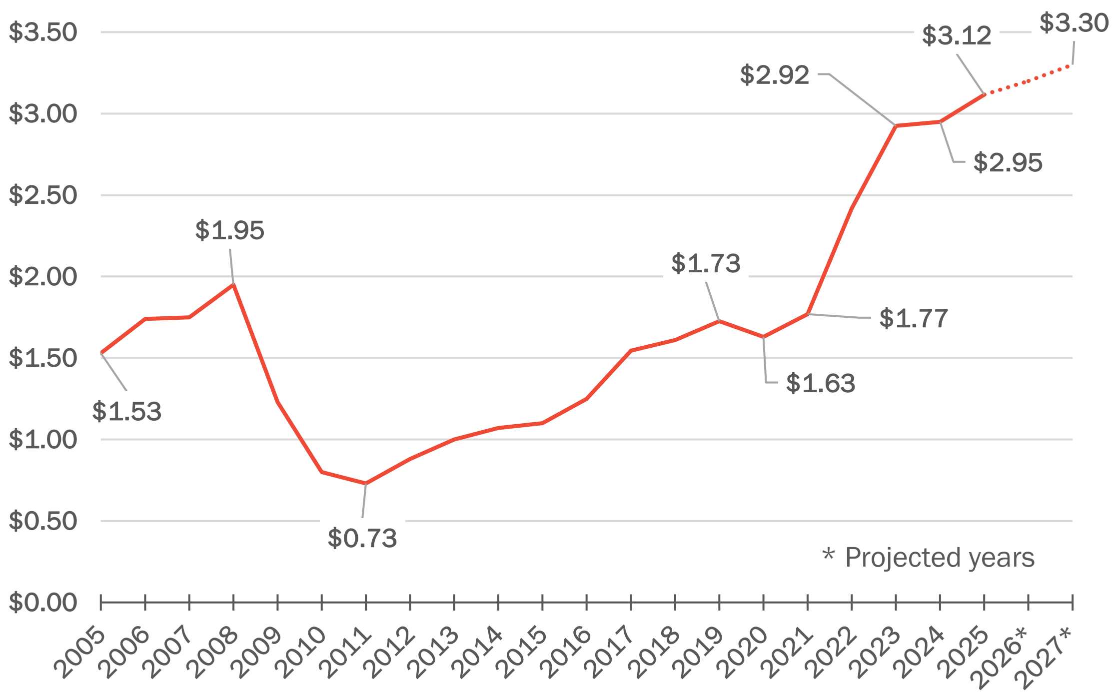
The trend of quickly rising pay increases has leveled off over the past two years, yet the average increase remains at its highest mark. The persistence of these higher increases suggests: a continued response to the high inflation from 2021 – 2023, an effort to attract more construction workers to the industry, and/or the potential of a new norm for union craft pay increases in construction.

Exhibit 1.1
First-year increases, shown as percentages



The average monetary value for first-year increases during 2025 was $3.12, as shown in **Exhibit 1.2**, a $0.17 increase from $2.95 in 2024. Like the percentage increases, the past two years have seen smaller changes following a two-year trend of rapidly climbing average monetary increases. CLRC projects first-year increases to continue to rise modestly in 2026 and 2027.

Exhibit 1.2
First-year increases, shown as dollar amounts

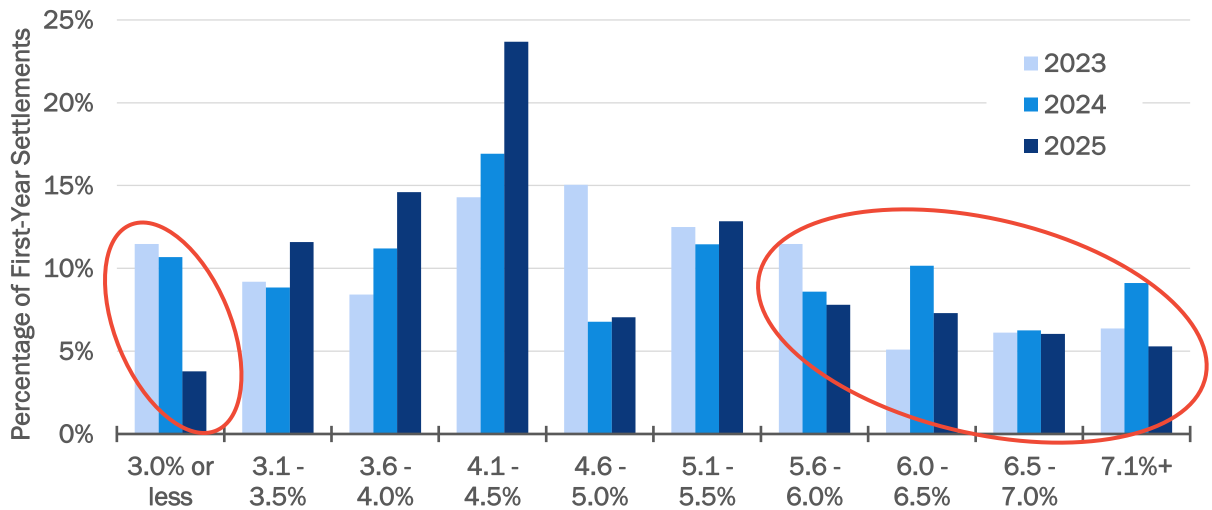


The following associations sponsor this report:

- Associated General Contractors of America (AGC)
- Associated Roofing Contractors of the Bay Area Counties (ARCBAC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- 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)

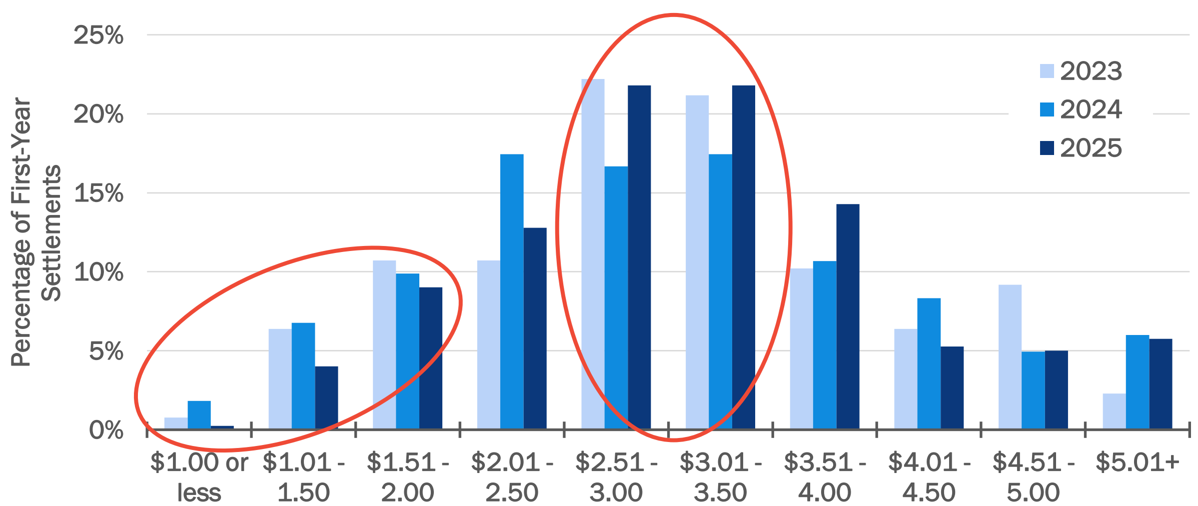
Exhibit 1.3 displays the percentage distribution for the first-year increases of new settlements reached in 2023, 2024 and 2025. There is a trend of fewer settlements at the lower end of the range (3.0% or less). Moreover, as a percentage, 2025 had fewer settlements than 2023 in three of the four highest ranges. These declines at the tails of the distribution drove settlements towards the middle of the distribution (58 percent of the increases in 2025 were between 3.6% and 5.5%).

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



The distributions of first-year increases as dollar amounts for 2023, 2024, and 2025 are shown in **Exhibit 1.4**. The two ranges with the greatest percentage of settlements were the same in 2025 as in 2023 ($2.51–3.00 and $3.01–3.50). In the three lowest ranges of the distribution ($2.00 and lower), 2025 had fewer settlements proportionally than 2024.

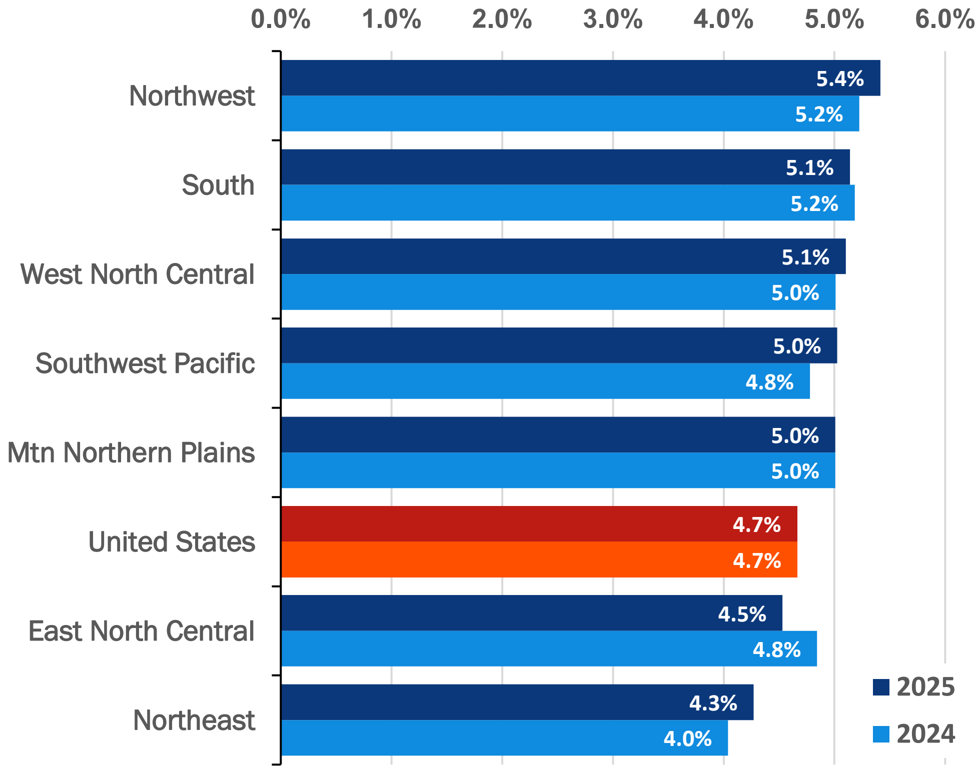
Exhibit 1.4
Distribution of first-year increases in new settlements, shown as dollar amounts



Exhibits 1.5 and 1.6 display the results (percentages and dollar amounts, respectively) for first-year increases for 2024 and 2025 by region in descending order based on 2025 data. As shown in **Exhibit 1.5,** 2025 largely mirrored 2024. The Northwest and South regions had the largest increases in both years. The Northeast region had the smallest average percentage increase. The U.S. average is off-center because it is an average of the craft averages rather than the regions.

Exhibit 1.5

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



Regions

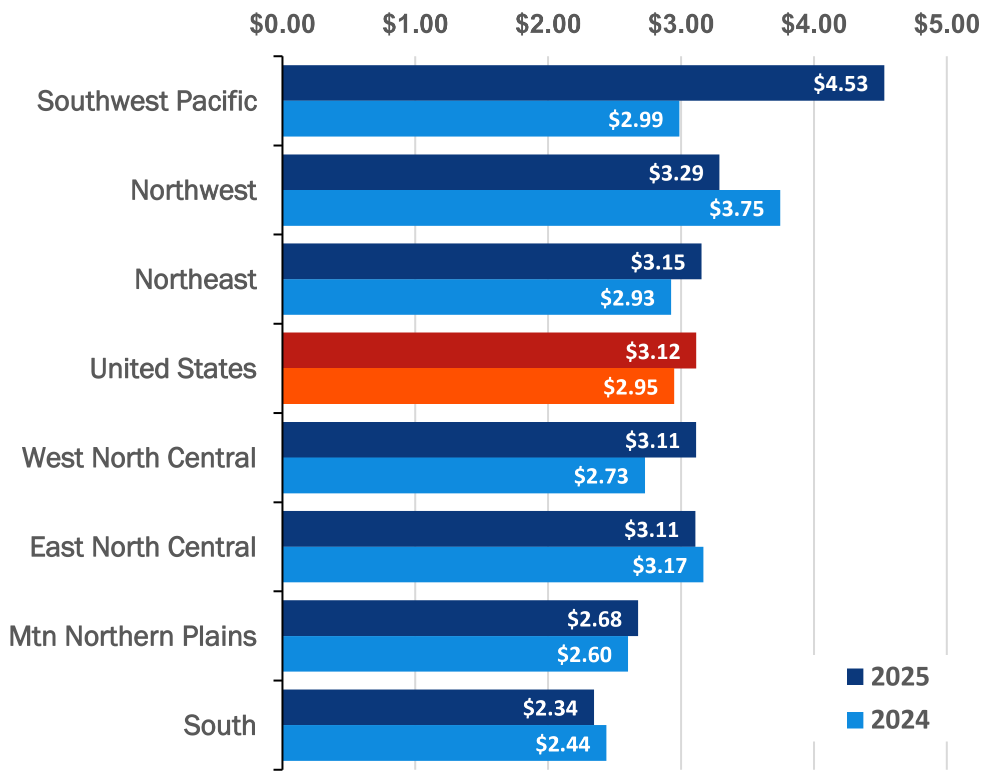
Northeast: CT, DC, DE, ME, MD, MA, NJ, NH, NY, PA, RI, VT
South: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, VA
East North Central: IL, IN, MI, MN, OH, WI, WV
West North Central: IA, KS, MO, NE
Mountain Northern Plains: CO, MT, ND, SD, UT, WY
Southwest Pacific: AZ, CA, HI, NV, NM
Northwest: AK, ID,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

Exhibit 1.6 shows the CLRC regions with the average dollar amount of their first-year increases. The largest average increase by far was in Southwest Pacific. The South had the lowest average dollar increase, with—counterintuitively—the second highest percentage increase, which was also the case in 2024. This is because their pay is lower than most regions.

The insightful reader should be aware that fluctuations from one year to the next may be due to differing sets of settlements data from year to year as well as actual changes in the data, which partially explains the significant jump in increases in the Southwest Pacific region.

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 2024 and 2025 by craft in descending order based on 2025 data. As displayed in **Exhibit 1.7**, 15 of 17 crafts averaged 4.0 percent or higher in 2025. Four crafts had an average increase greater than 5.0 percent (five in 2024).

Exhibit 1.7

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

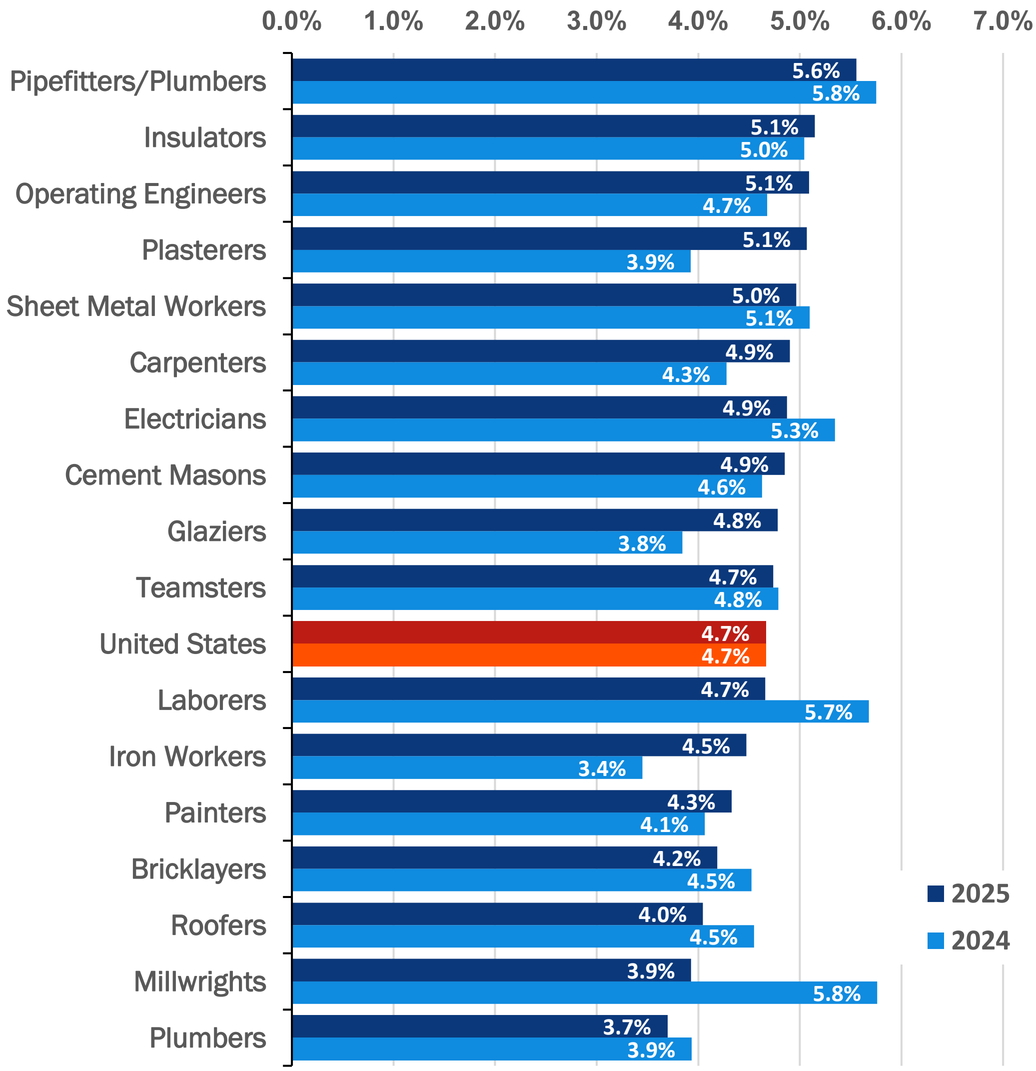
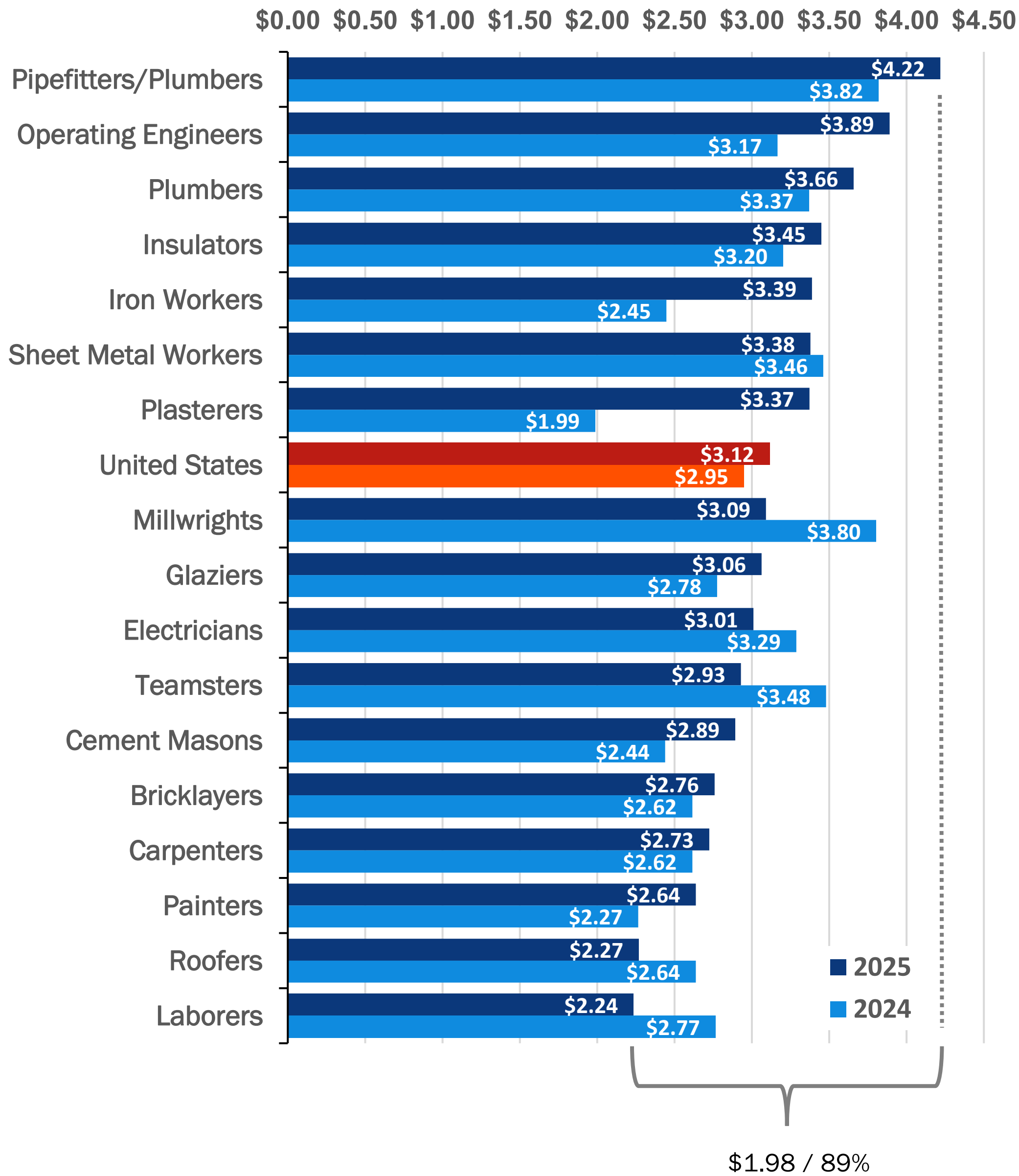


Exhibit 1.8 shows the crafts with the average dollar amount of their first-year increases. All but three crafts fell in the $2.50 – $4.00 range of average increases in 2025. Pipefitters/Plumbers fell above this range while Laborers and Roofers were below. The highest average was $1.98 higher than the lowest, or 89 percent larger.

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 2025, the 2nd year of settlements reached in 2024, the 3rd year of settlements from 2023, 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 2025).

SECTION II. TOTAL PACKAGE INCREASES FOR ALL CONTRACT YEARS

The average total package increase in 2025 for all contract years for union crafts in construction was 4.0 percent. CLRC projects increases to reach approximately 4.2 percent by 2027. These results include those from all years of active settlements (e.g., previous years such as 2023 and 2024 as well as future years).

Exhibit 2.1

All increases, shown as percentages

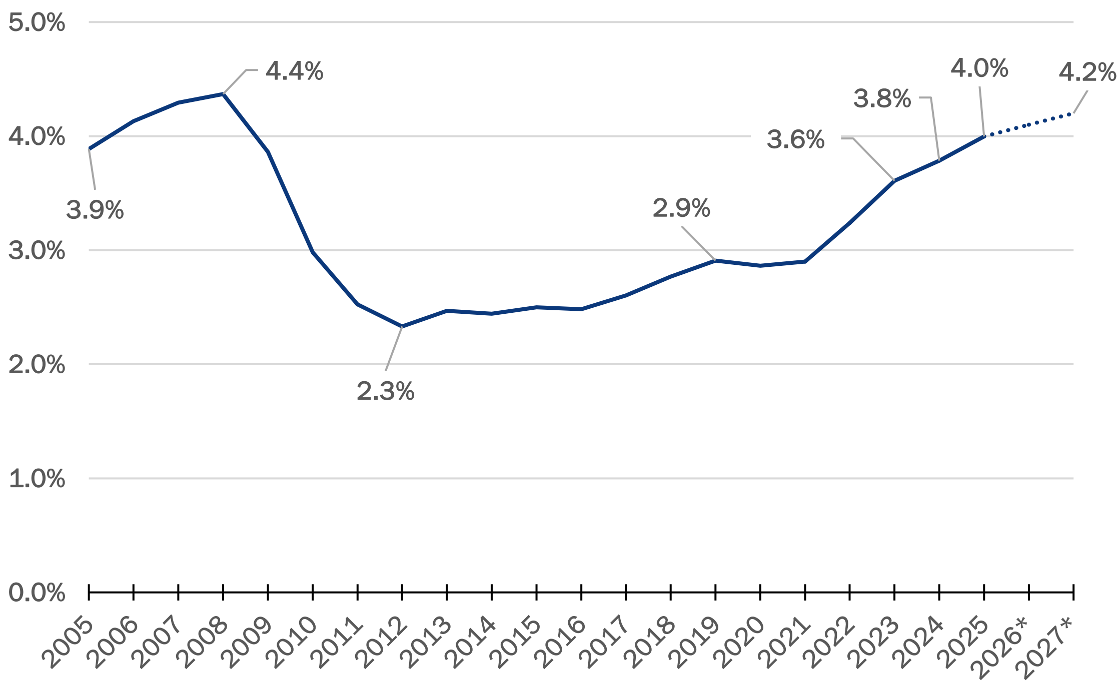


Exhibit 2.2 shows an increase of $0.23 from 2024 to 2025. The $2.70 value for 2025 reflects the average of what contractors are paying across *all years* of all settlements whereas the $3.12 average for first year settlements (see **Exhibit 1.2**) reflects just those agreed upon in 2025.

Exhibit 2.2

All increases, shown as dollar amounts

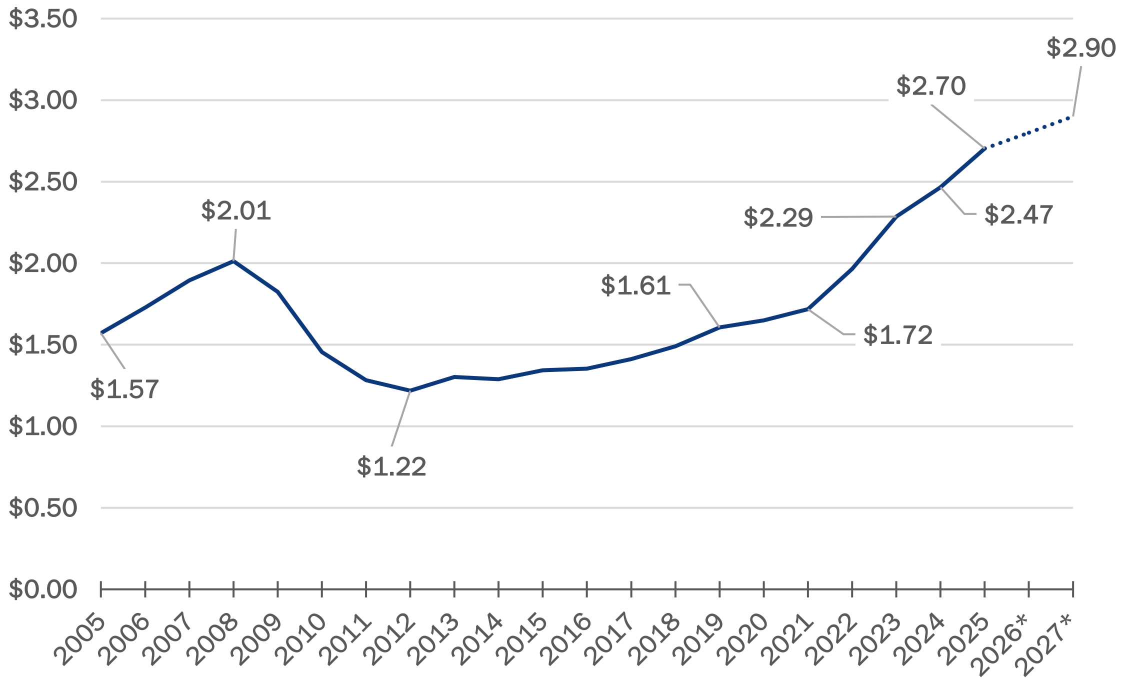


Exhibit 2.3 illustrates how increases, as a percentage, are distributed across a range. Over the last three years, there was a trend of a proportional decrease in settlements at the lower ranges of the distribution and conversely, an increase in the upper ranges. These trends are consistent with the larger increases in settlements bargained in 2023 – 2025 (and their increases in ensuing years), as discussed in **Exhibit 1.1** in **Section I.**

Exhibit 2.3
Distribution of all increases, shown as percentages

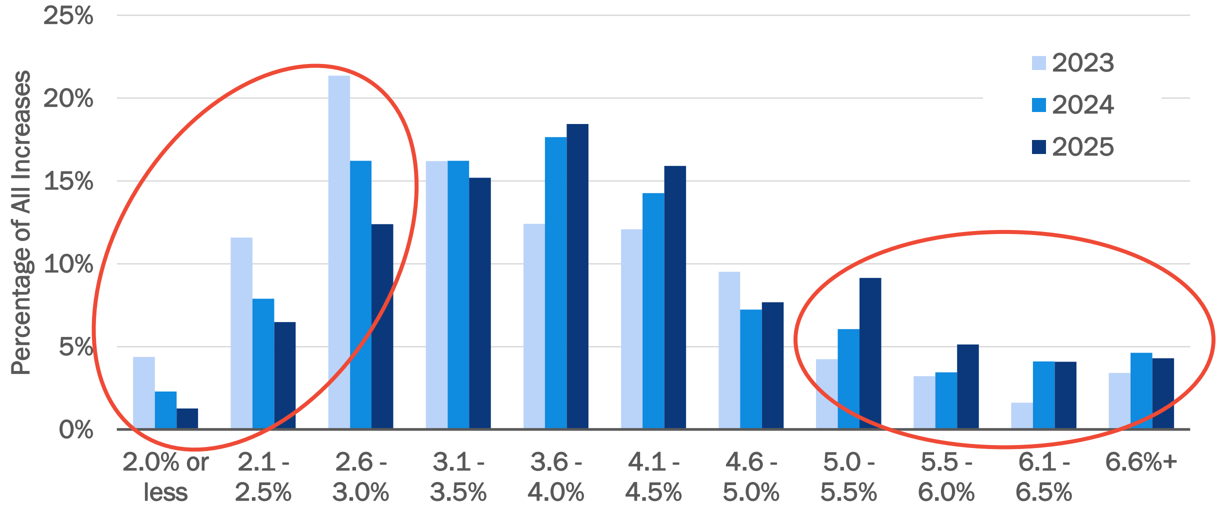
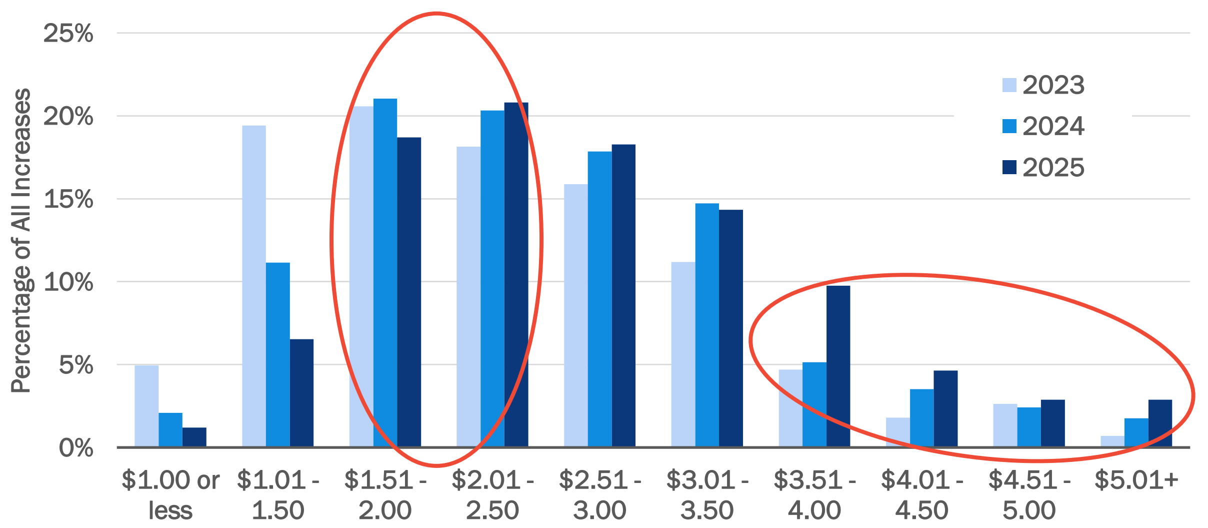


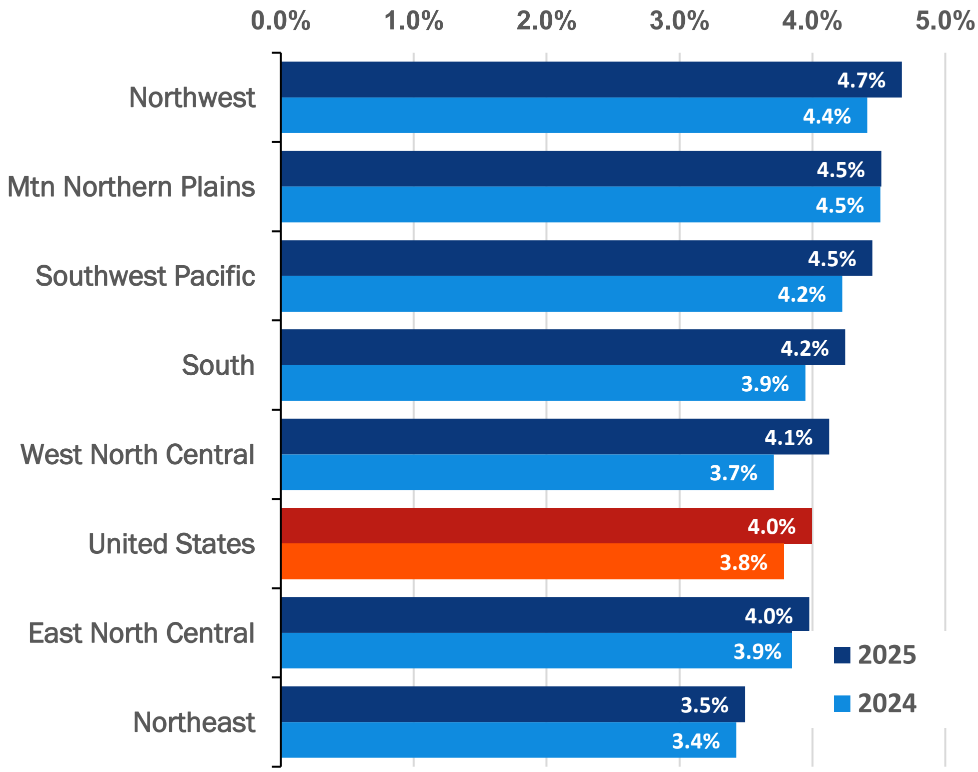
Exhibit 2.4 shows that the most common range, conveyed in monetary values, for 2025 was $2.01–2.50. The mode for 2023 and 2024 was lower—$1.51–2.00. Additionally, for 2025 there was an increase in the percentage of settlements in the four ranges with the highest dollar amounts.

Exhibit 2.4
Distribution of all increases, shown as dollar amounts



Exhibits 2.5 and 2.6 display the results for all increases for 2024 and 2025 (percentages and dollar amounts, respectively) by region in descending order based on 2025 data. As shown in **Exhibit 2.5**, the largest average increases in 2025 and 2024 were in the western part of the U.S., with the three westernmost regions yielding the highest averages. The only region less than 4.0% was in the Northeast.

Exhibit 2.5
All increases as percentages, by region in descending order

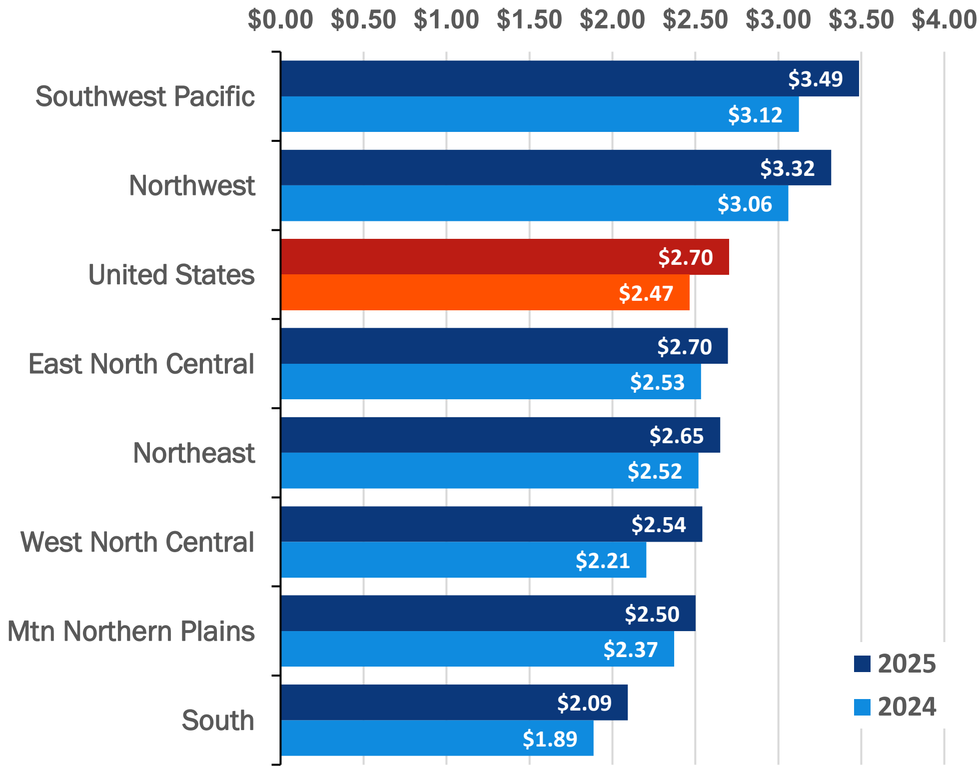


Regions

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 shows the regions with the dollar amount of their increases. Similar to **Exhibit 2.5**, the largest increases were on the West Coast (Southwest Pacific and Northwest regions). Since many of the higher total package rates* and larger percentage increases are in those regions, it is a natural consequence that the monetary values for increases—a product of those two variables—are larger there as well. The smallest increases were in the South region, which also has the lowest total package rates. Unlike last year, every region had an average increase greater 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 increases for 2024 and 2025 by craft (percentages and dollar amounts, respectively) in descending order based on the 2025 data. **Exhibit 2.7** shows that the largest average increases in 2025 belonged to Sheet Metal Workers, Insulators, and Electricians. Bricklayers had the lowest average increase. Sixteen of 17 crafts deviated from the U.S. average by half a percentage or less.

Exhibit 2.7

All increases as percentages, by craft in descending order

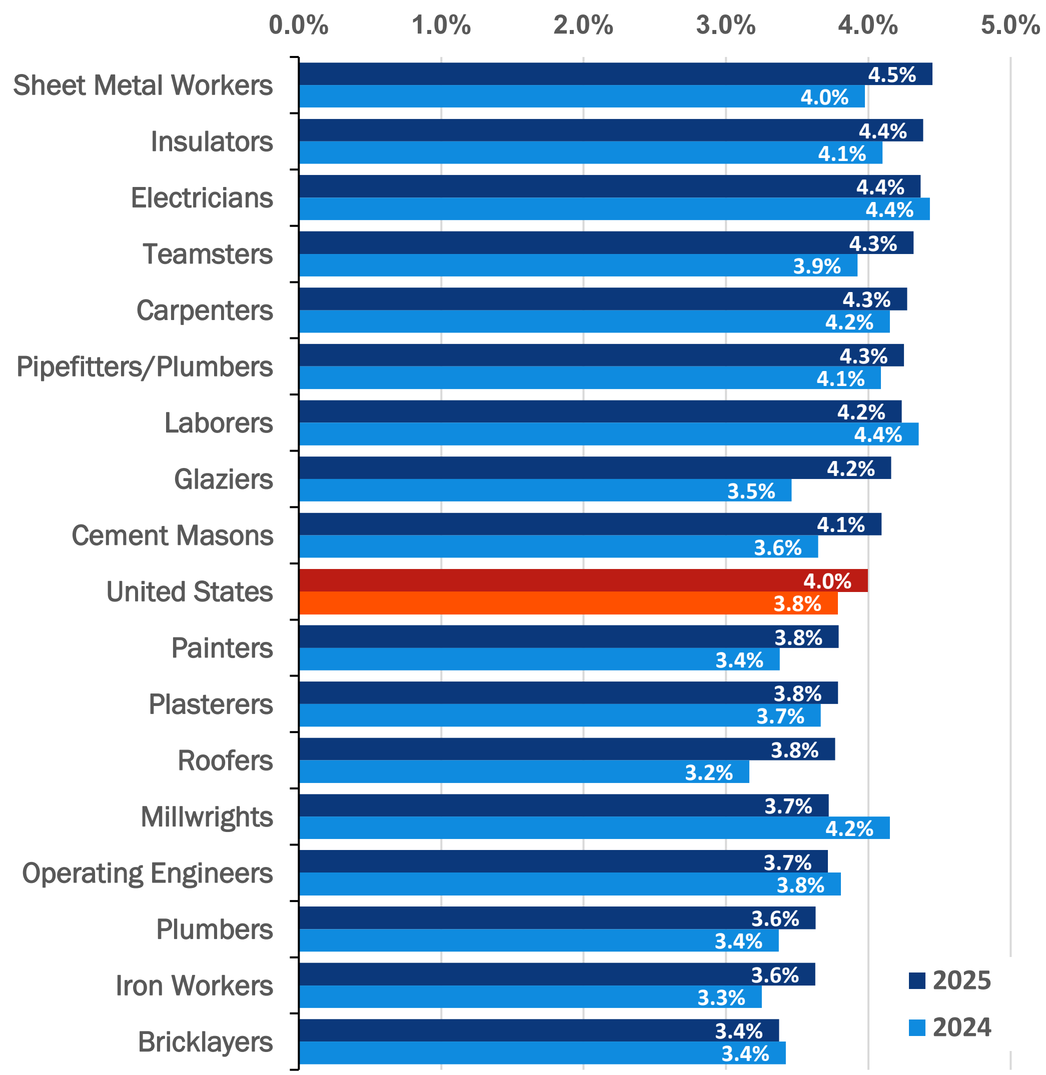


Exhibit 2.8 presents the crafts with the dollar amount of their increases. Every craft had an average of at least $2.00 in 2025. The range is small; each craft was less than $0.50 from of the U.S. average.

Exhibit 2.8

All increases as dollar amounts, by craft in descending order

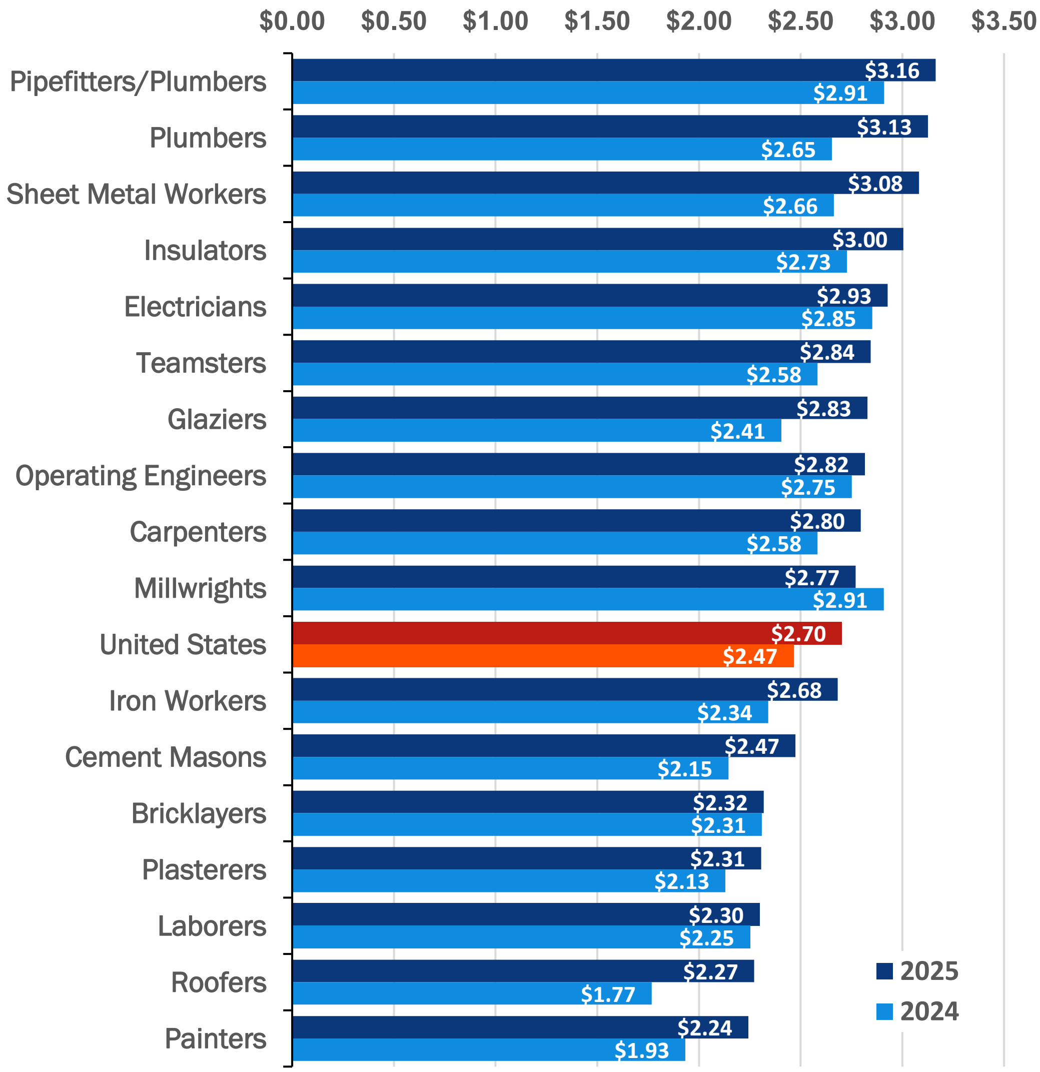


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information will help users of this report 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 $	$2.65	$2.09	$2.70	$2.54	$2.50	$3.49	$3.32
Increase %	3.5%	4.2%	4.0%	4.1%	4.5%	4.5%	4.7%
Bricklayers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.75	-	$2.68	$2.09	$1.63	$2.80	-
Increase %	2.3%	-	4.0%	3.5%	2.8%	3.6%	-
Carpenters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.09	$2.43	$2.71	$2.17	$2.38	$3.82	$3.54
Increase %	2.9%	5.7%	4.1%	3.6%	4.7%	5.1%	5.2%
Cement Masons	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.59	$1.93	$2.39	$2.10	$2.65	$2.82	$3.23
Increase %	2.3%	4.5%	4.0%	4.0%	4.7%	4.3%	5.0%
Electricians	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.47	$2.04	$3.14	$3.63	$1.77	$3.35	$3.69
Increase %	4.5%	4.2%	4.4%	5.7%	3.1%	4.5%	4.4%
Glaziers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.05	-	$2.25	$2.51	-	$3.08	$3.00
Increase %	4.7%	-	3.4%	4.2%	-	3.6%	3.7%
Insulators	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.19	$2.97	$2.90	$3.02	$2.64	$3.82	$3.09
Increase %	3.0%	5.4%	4.4%	4.0%	5.0%	4.5%	4.2%
Iron Workers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.45	$1.96	$2.55	$2.47	$3.14	$3.98	$2.25
Increase %	3.0%	4.1%	3.5%	3.5%	4.2%	4.9%	2.7%
Laborers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.11	$1.55	$2.23	$2.44	$1.73	$2.42	$3.01
Increase %	3.7%	4.2%	3.8%	4.7%	4.6%	4.3%	5.1%
Millwrights	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.43	$1.65	$2.60	$2.90	$3.20	$4.85	-
Increase %	3.0%	3.0%	3.6%	5.0%	4.1%	5.1%	-

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 $	$2.72	$2.11	$2.58	$2.19	-	$3.70	$3.35
Increase %	3.2%	4.2%	3.5%	3.4%	-	4.4%	4.6%
Painters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.37	$1.94	$2.26	$2.39	-	-	$1.38
Increase %	3.9%	4.3%	3.7%	4.3%	-	-	2.5%
Pipefitters/Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.26	$2.00	$3.31	$3.19	$2.87	$3.84	$3.94
Increase %	3.6%	3.7%	4.5%	4.7%	4.7%	4.6%	4.2%
Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.60	-	$3.38	$2.25	$2.00	-	-
Increase %	3.7%	-	4.0%	3.2%	3.0%	-	-
Plasterers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.72	$1.70	$2.15	$1.68	$1.65	$3.37	$3.96
Increase %	2.5%	3.5%	3.6%	3.4%	3.5%	4.9%	5.5%
Roofers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.93	$2.00	$2.19	$1.88	-	$3.50	$2.73
Increase %	3.2%	4.3%	4.0%	3.1%	-	4.4%	4.0%
Sheet Metal Workers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.93	$2.23	$3.39	$2.68	$3.54	$3.49	$4.40
Increase %	3.5%	4.5%	4.6%	4.2%	5.9%	3.8%	5.3%
Teamsters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.39	-	$2.01	$1.24	-	$2.58	$3.19
Increase %	5.0%	-	3.1%	2.4%	-	3.4%	5.2%

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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