

Settlements Report

Total Package Increases for
Union Craft Workers in Construction

SEPTEMBER 2025

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 JANUARY – SEPTEMBER 2025

The Construction Labor Research Council (CLRC) reports that *the first year of new settlements reached from January through September of 2025 (2025-Q3) 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. In the two years following 2023, the average percentage increase for settlements remained consistent at 4.7 percent.

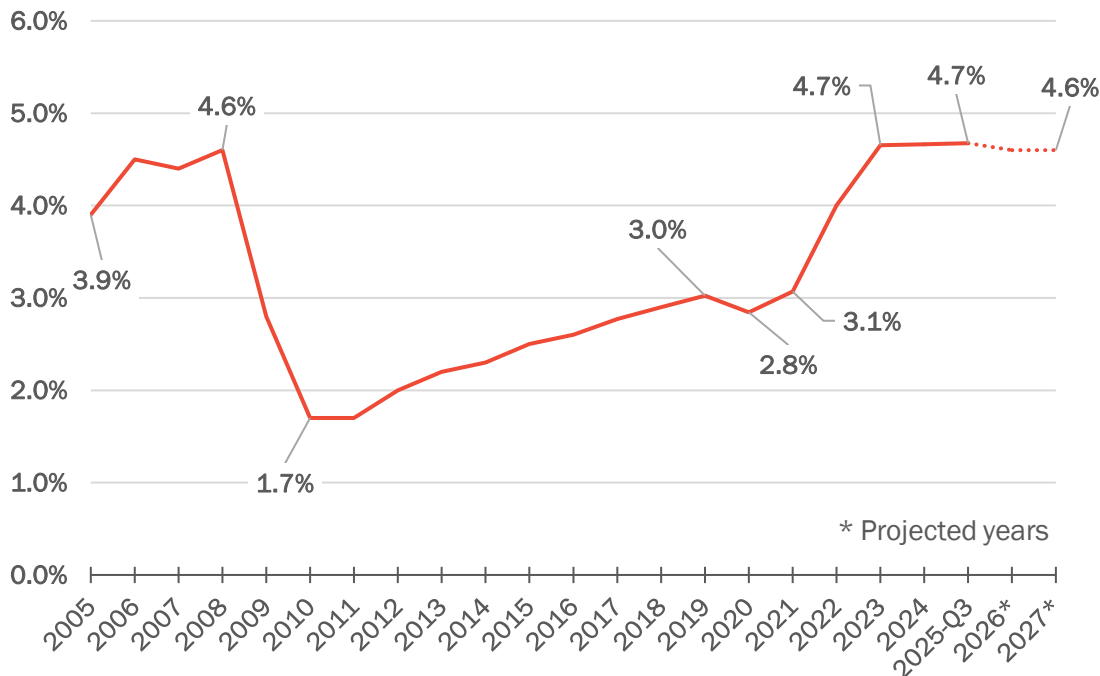
The surge in inflation from 2021 to 2023 appears to have had a strong effect on compensation. Although inflation has significantly influenced union craft increases, there is a lag effect. This is because the vast

majority of negotiated union agreements are multiyear (most are three years in length) and are not always negotiated in real time with major economic changes. For example, a typical three-year contract may have been negotiated in the first half of 2022, before inflation reached its peak in the middle of the year. When this contract comes up for renewal in 2025, even though inflation has subsided, there may be a larger negotiated increase to “make up” for pay adjustments that were below the cost-of-living metrics during the terms of the contract.

The average increase of 4.7 shows a continued response to high inflation yet the trend of quickly rising pay increases appears to have leveled off.

Exhibit 1.1

First-year increases, shown as percentages



NOTE: Settlements Reports published later in the year may have slightly different results as additional data are added.

The average monetary value for first-year increases during 2025-Q3 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 trend of rapidly climbing average monetary increases. CLRC projects first-year increases to rise in 2026 and 2027, but at a slower rate than in 2022 and 2023.

Exhibit 1.2

First-year increases, shown as dollar amounts



The following associations sponsor this report:

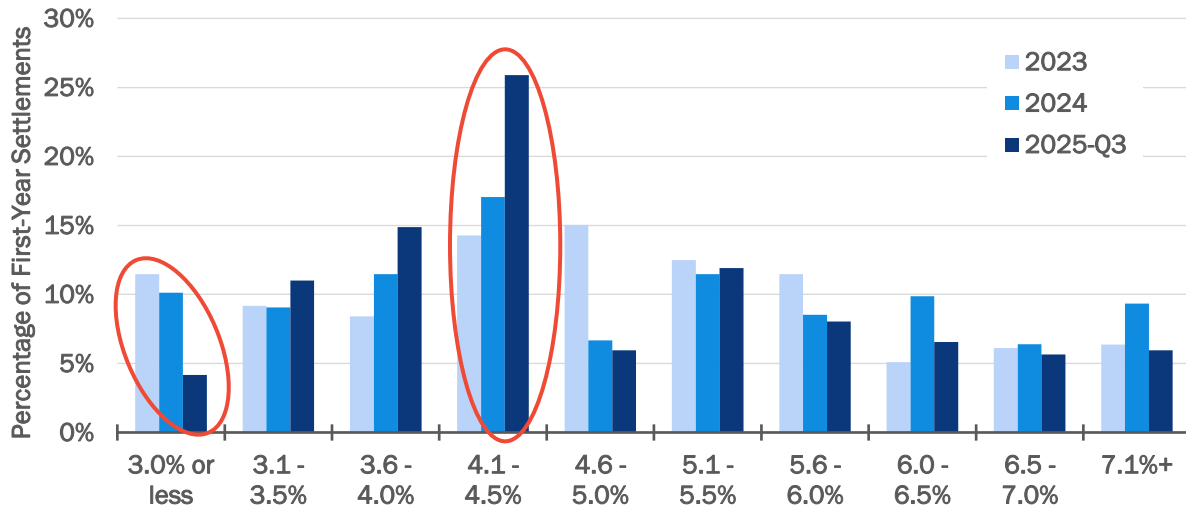
- Associated General Contractors of America (AGC)
- Associated Roofing Contractors of the Bay Area Counties (ARCBAC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- Mechanical Contractors Association 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-Q3. Interestingly, the most common percentage (the mode) was in the 4.1–4.5% range for two of the three years. There is a

trend of declining settlements at the lower end of the range (3.0% and less), as well as a modest decline at the upper end of the range, driving settlements towards the middle of the distribution (59 percent of the increases in 2025-Q3 were between 3.6% and 5.5%).

Exhibit 1.3

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

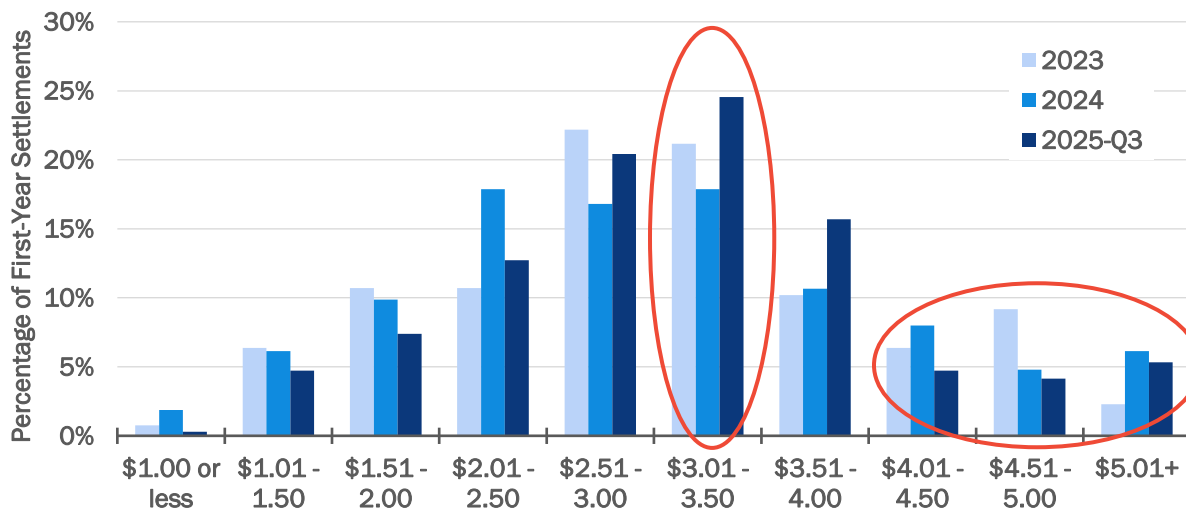


The distributions of first-year increases as dollar amounts for 2023, 2024, and 2025-Q3 are shown in **Exhibit 1.4**. The mode for 2025-Q3 was the same as 2024 (\$3.01–3.50), up

from 2023 (\$2.51–3.00). In the three highest ranges of the distribution (\$4.01 and up), 2025-Q3 had fewer settlements proportionally than 2024.

Exhibit 1.4

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

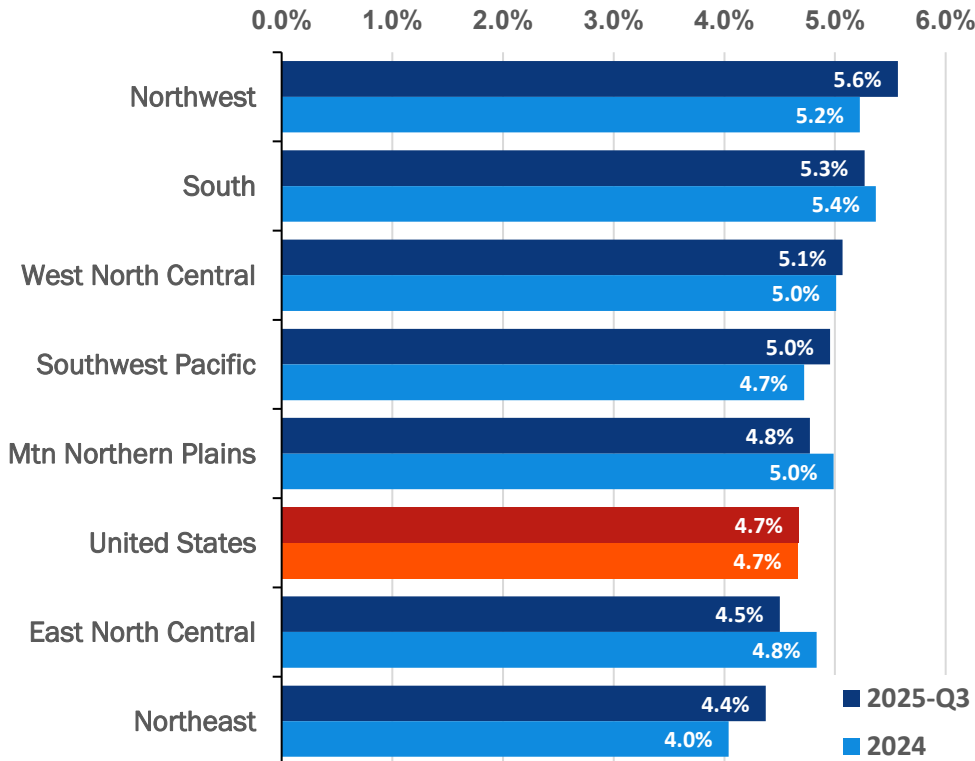


Exhibits 1.5 and 1.6 display the results (percentages and dollar amounts, respectively) for first-year increases for 2024 and 2025-Q3 by region in descending order based on 2025-Q3 data. As shown in **Exhibit 1.5**, the Northwest and South regions

had the largest increases in 2025-Q3, as was the case in 2024. Northeast had the smallest average percentage increase in both years. The U.S. average is off-center because it is an average of the craft averages, not 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

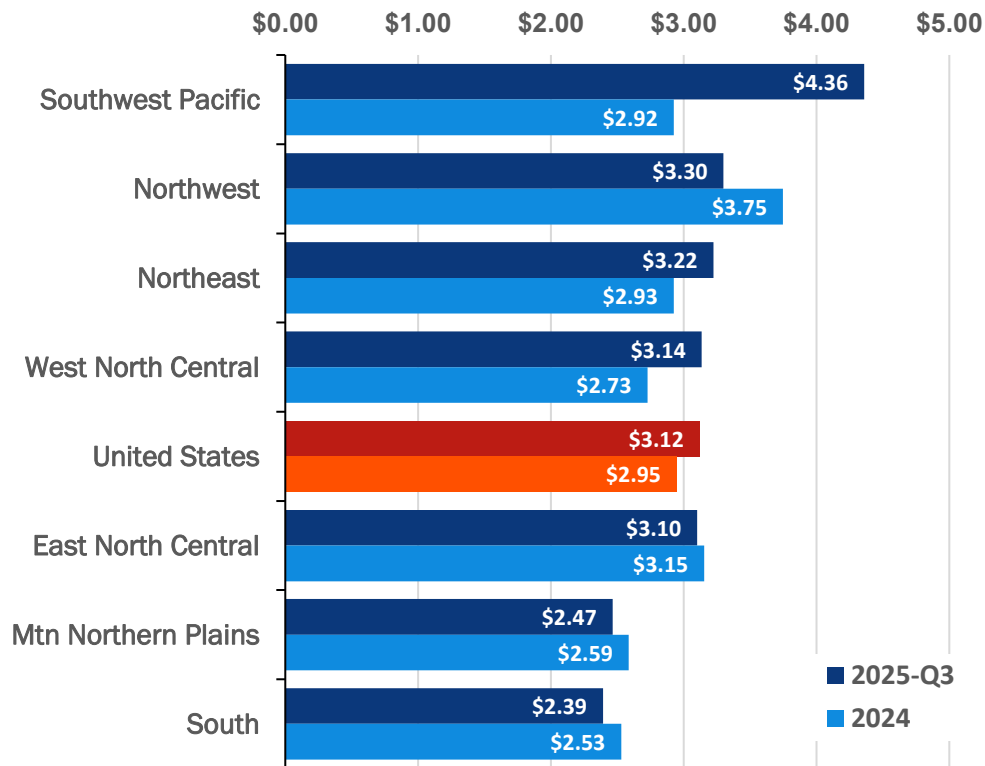
Northwest: AK, ID, OR, WA

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. Though the South was the second highest in the percentage increase, they had the lowest average dollar increase, which was also the case in 2024. This is because their pay is lower than most

regions (i.e., a larger percentage of a smaller pay rate resulted in a lower average dollar increase, compared to other regions). The insightful reader should be aware that fluctuations from one year to the next may be due to spurious reasons such as differing sets of settlements data from year to year as well as actual changes in the data.

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-Q3 by craft in descending order

based on 2025-Q3 data. As displayed in **Exhibit 1.7**, all but three crafts averaged at least 4.0 percent in 2025-Q3.

Exhibit 1.7

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

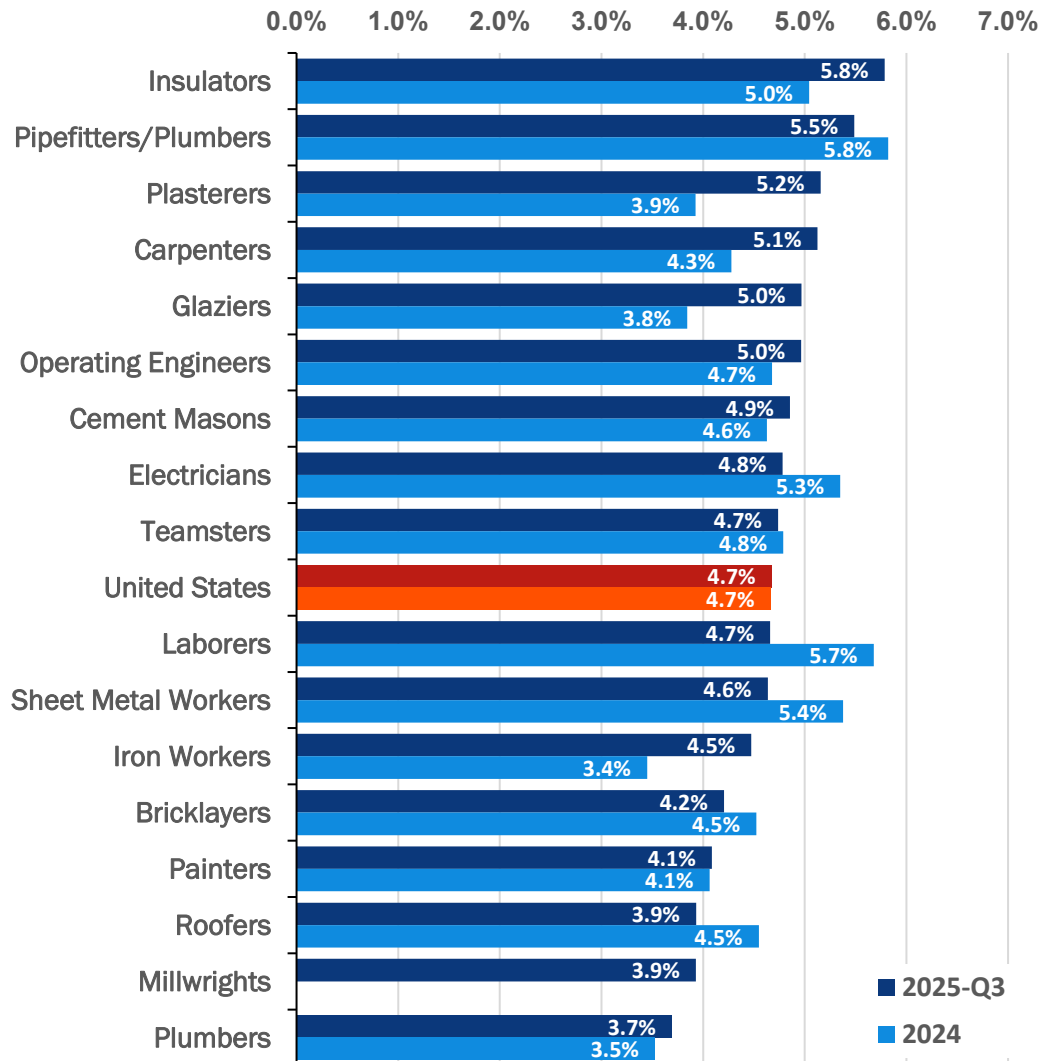
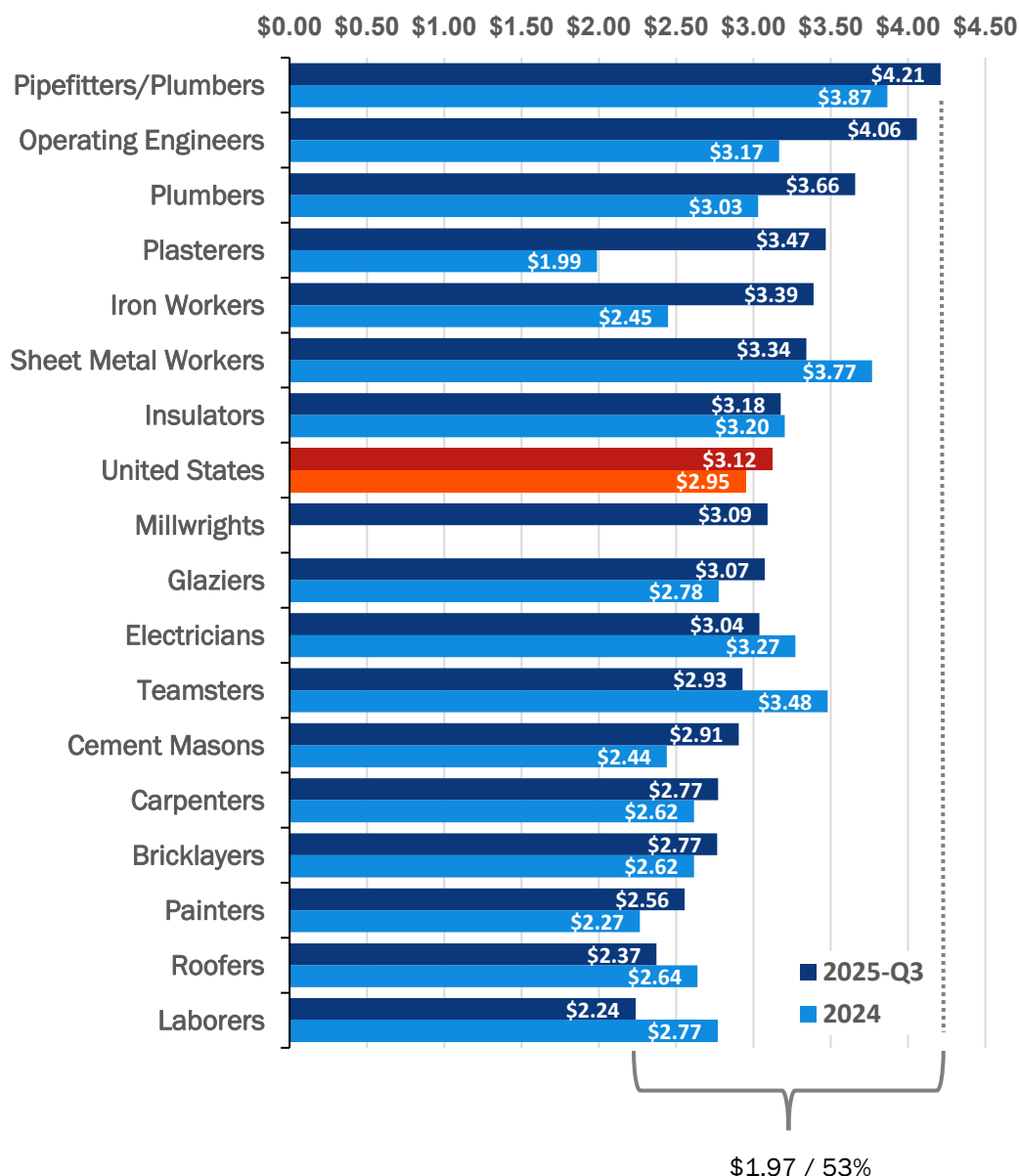


Exhibit 1.8 shows the crafts with the average dollar amount of their first-year increases. Most crafts fell in the \$2.50 – \$4.00 range of average increases. Pipefitters/Plumbers and

Operating Engineers fell above this range while Laborers and Roofers were below. The lowest average was \$1.97 lower than the highest, or 53 percent as large.

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-Q3 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

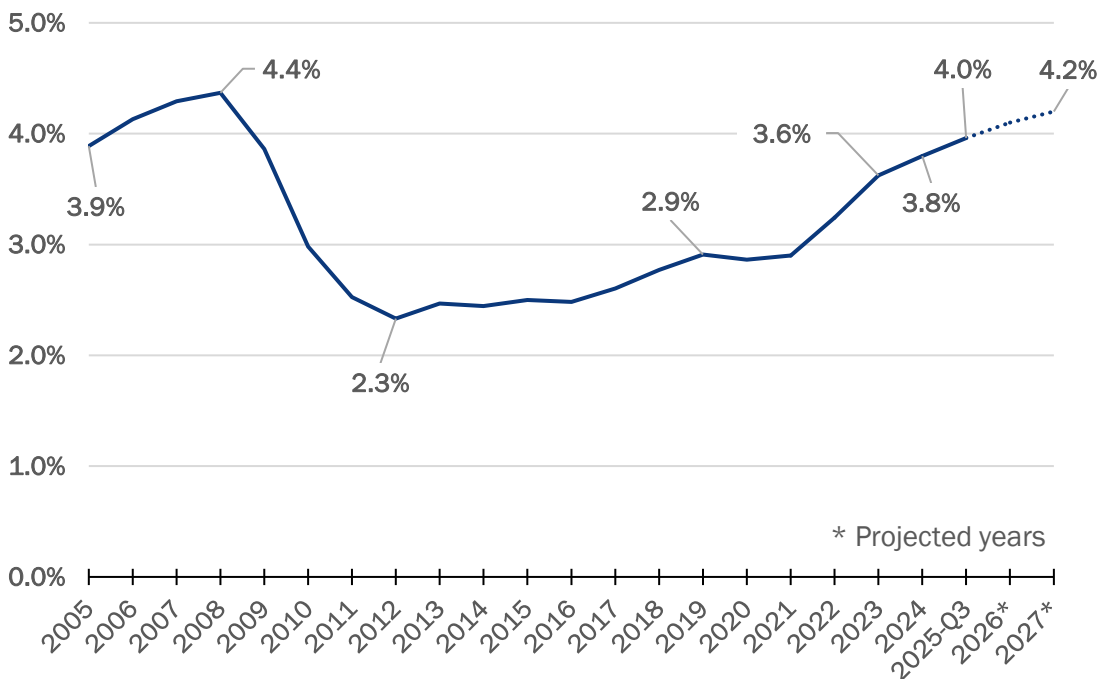


Exhibit 2.2 shows an increase of \$0.20 from 2024 to 2025-Q3. The \$2.68 value for 2025-Q3 reflects the average of what contractors are paying across *all* years of settlements

whereas the \$3.12 average for first year settlements (see **Exhibit 1.2**) reflects just those agreed upon in 2025-Q3.

Exhibit 2.2

All increases, shown as dollar amounts

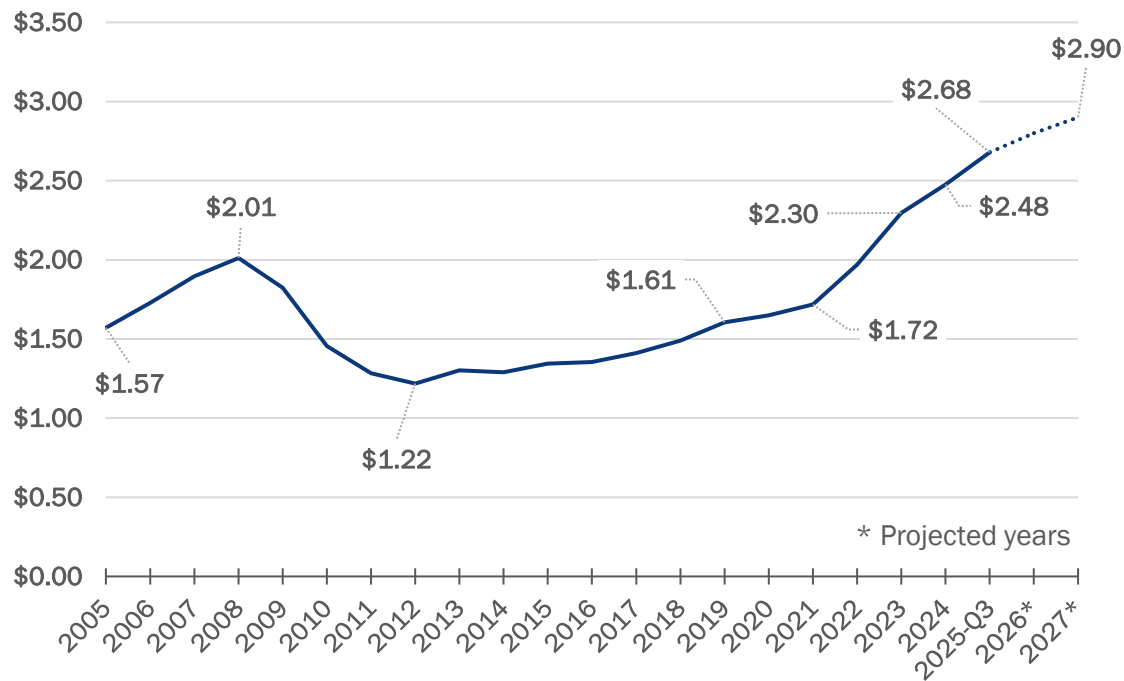


Exhibit 2.3 illustrates how increases, as a percentage, are distributed across a range. Consistent with the larger increases from the past few years, the most common range for all increases has increased to 3.6–4.0% for

2024 and 2025-Q3, up from 2.6–3.0% in 2023. The growth in settlements in 2025-Q3 that are greater than 3.5 percent is due to the influence of new, larger settlements covered in **Section I**.

Exhibit 2.3

Distribution of all increases, shown as percentages

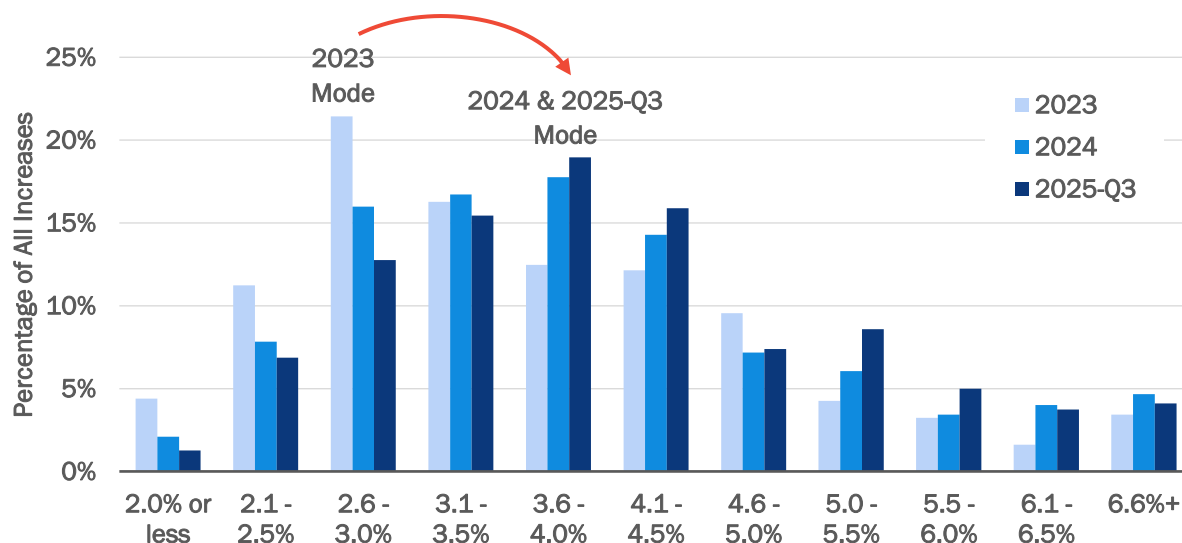
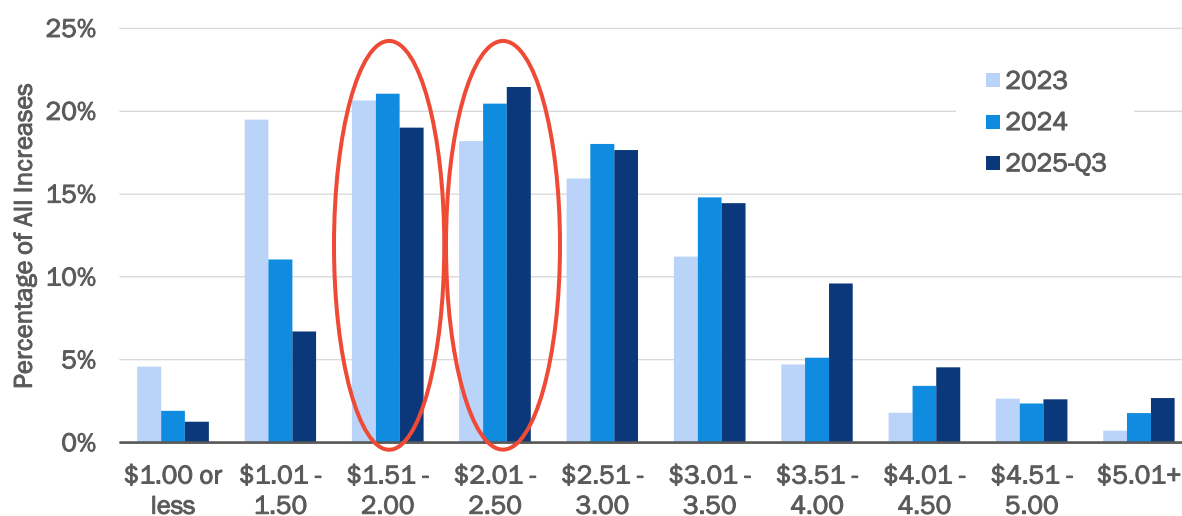


Exhibit 2.4 shows that the most common range, conveyed in monetary values, for 2025-Q3 was \$2.01–2.50. The mode for 2023 and 2024 was lower—\$1.51–2.00. Additionally, for

2025-Q3 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

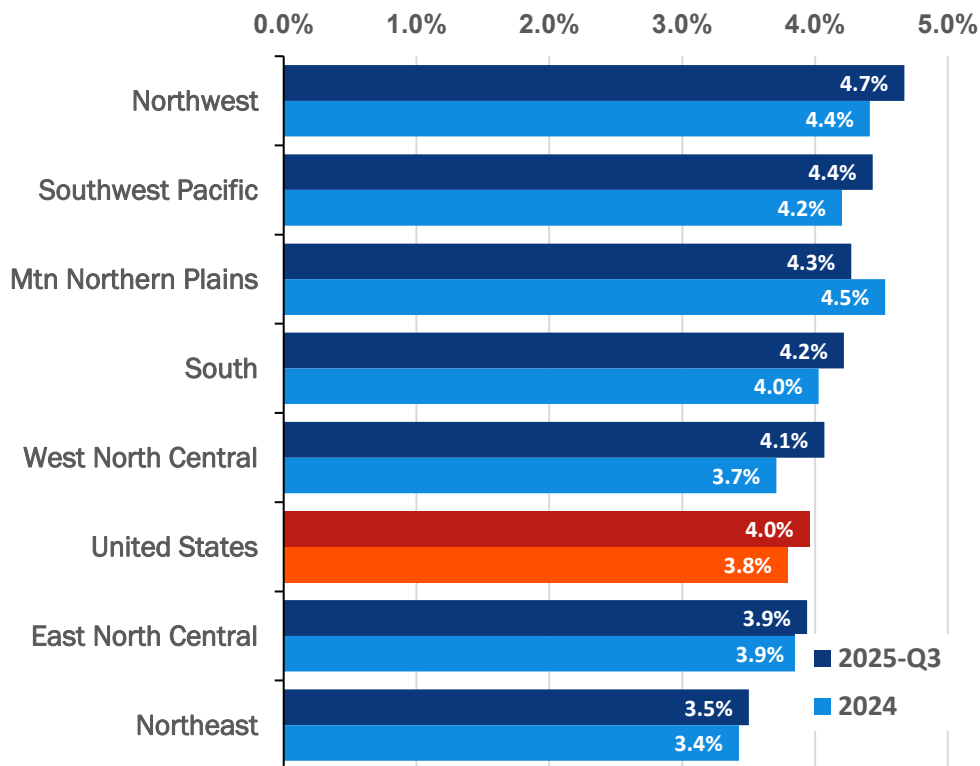


Exhibits 2.5 and 2.6 display the results for all increases for 2024 and 2025-Q3 (percentages and dollar amounts, respectively) by region in descending order based on 2025-Q3 data. As shown in

Exhibit 2.5, the largest average increases in 2025-Q3 were in the western part of the U.S., with the three westernmost regions yielding the highest averages. The smallest increase was in the Northeast region.

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

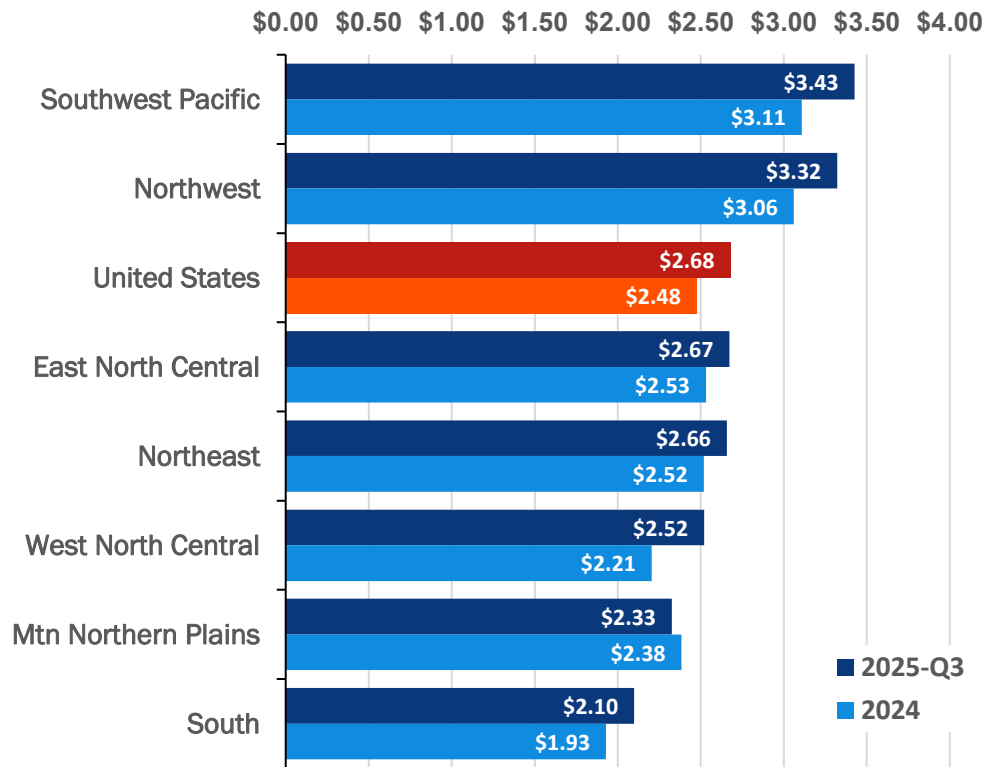
Northwest: AK, ID, OR, WA

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 bigger 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. All regions 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-Q3 by craft (percentages and dollar amounts, respectively) in descending order based on the 2025-Q3 data. **Exhibit 2.7** shows that the

largest average increases in 2025-Q3 belonged to Insulators, while Bricklayers had the lowest average increase. Sixteen of 17 crafts were half a percentage or less from the U.S. average.

Exhibit 2.7

All increases as percentages, by craft in descending order

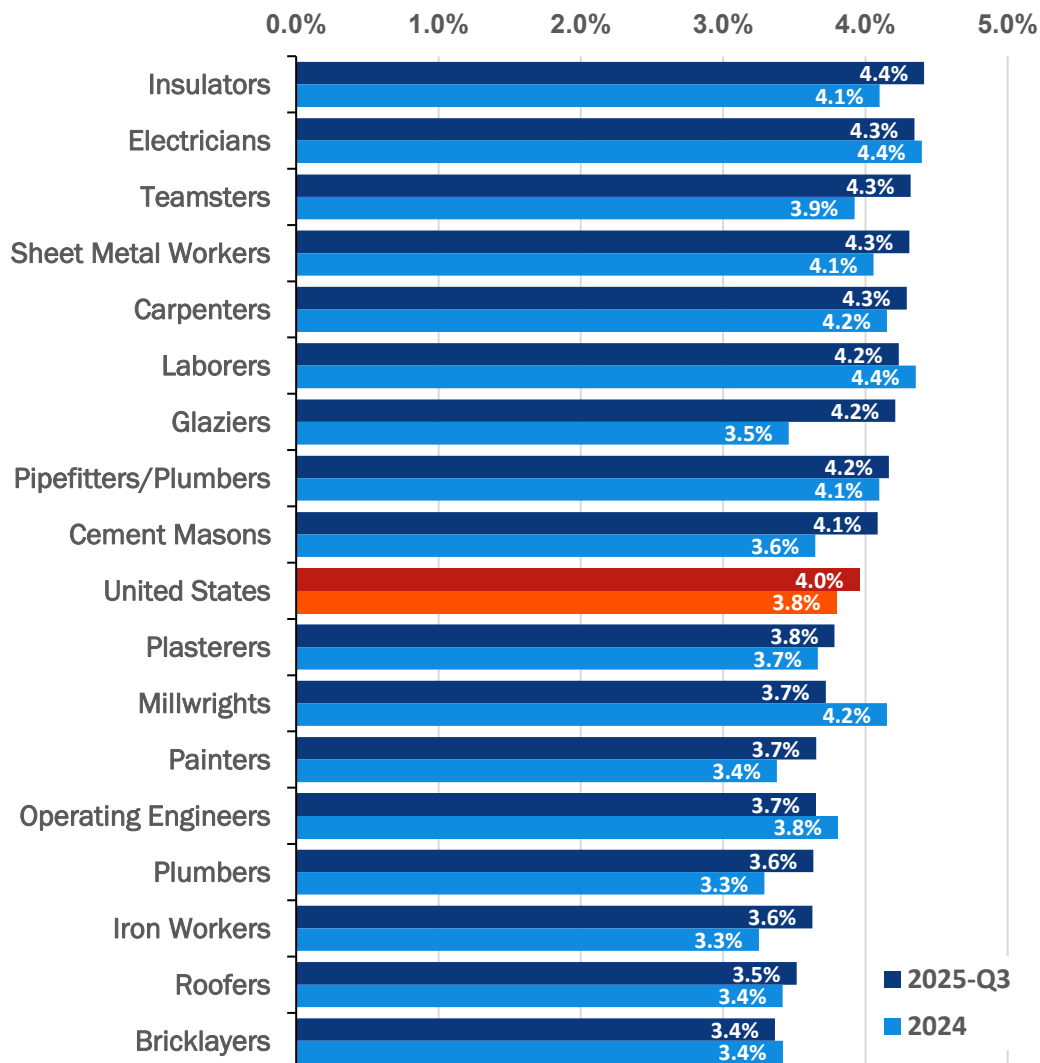


Exhibit 2.8 presents the crafts with the dollar amount of their increases. Every craft had an average of at least \$2.00 in 2025-Q3. The

range is small, with every craft within \$0.57 of the U.S. average.

Exhibit 2.8

All increases as dollar amounts, by craft in descending order

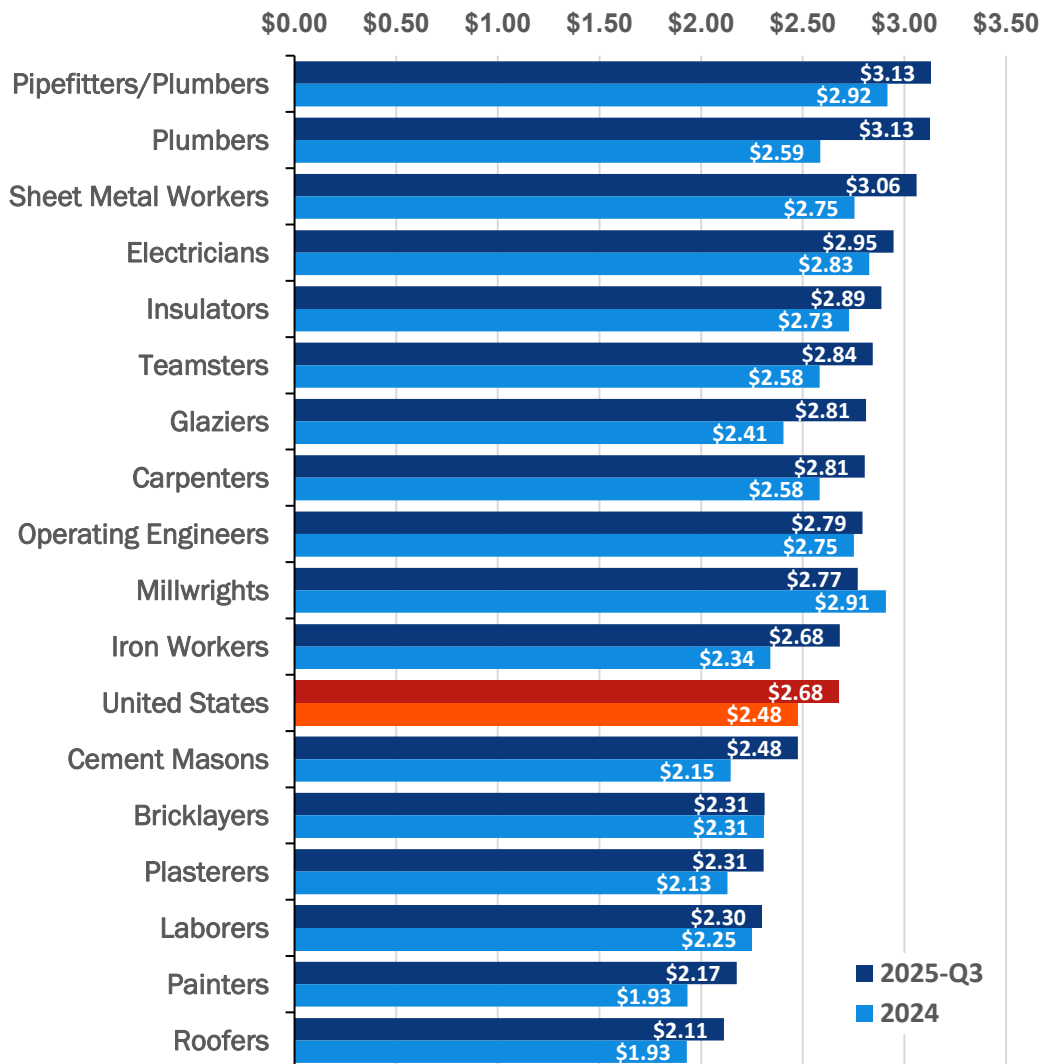


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information

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 \$	\$2.66	\$2.10	\$2.67	\$2.52	\$2.33	\$3.43	\$3.32
Increase %	3.5%	4.2%	3.9%	4.1%	4.3%	4.4%	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	\$2.74	\$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	\$2.03	\$3.04	\$3.63	\$1.77	\$3.64	\$3.69
Increase %	4.5%	4.1%	4.3%	5.7%	3.1%	4.9%	4.4%
Glaziers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$3.05	-	\$2.25	\$2.51	-	\$3.08	-
Increase %	4.7%	-	3.4%	4.2%	-	3.6%	-
Insulators	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.13	\$2.97	\$2.96	\$3.02	\$2.64	\$3.07	\$3.09
Increase %	2.9%	5.4%	4.6%	4.0%	5.0%	4.0%	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	\$3.33
Increase %	3.2%	4.2%	3.5%	3.4%	-	4.4%	4.3%
Painters	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.37	\$1.94	\$2.26	\$1.63	-	-	\$1.38
Increase %	3.9%	4.3%	3.7%	3.1%	-	-	2.5%
Pipefitters/Plumbers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$3.26	\$2.00	\$3.25	\$3.19	\$2.49	\$3.84	\$3.94
Increase %	3.6%	3.7%	4.3%	4.7%	4.1%	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	\$2.14	\$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	-	\$2.22	\$1.88	-	-	\$2.73
Increase %	3.2%	-	4.0%	3.1%	-	-	4.0%
Sheet Metal Workers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.99	\$2.30	\$3.33	\$2.68	\$2.87	\$3.55	\$4.40
Increase %	3.6%	4.5%	4.5%	4.2%	4.8%	3.8%	5.3%
Teamsters	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$3.39	-	\$2.01	-	-	\$2.58	\$3.19
Increase %	5.0%	-	3.1%	-	-	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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