Issue Date: October 15, 2026

Settlements Report

Total Package Increases for Union Craft Workers in Construction

SEPTEMBER 2026



CLRC Construction Labor Research Council

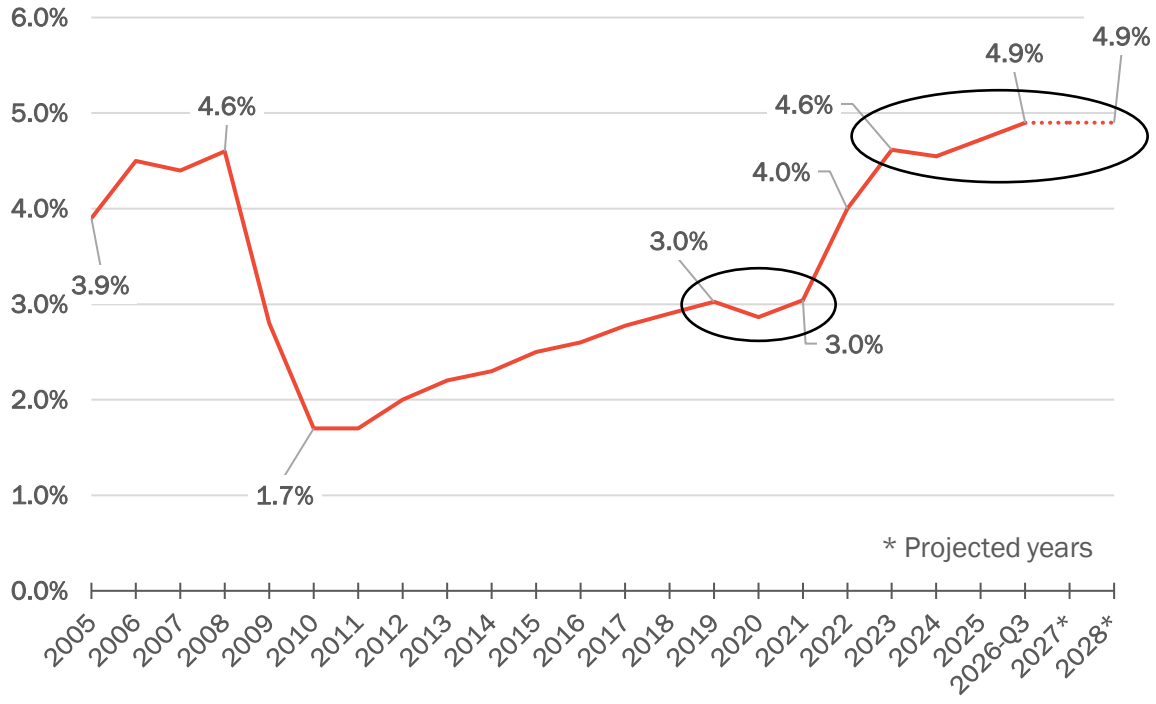
NOTE: **Thank you to those who provide data! We couldn't do it without you.** Our quarterly reports are the result of receiving 100's settlements data from our friends and subscribers. Please continue to provide us with your newly negotiated contracts and wage sheets so that our reports provide a comprehensive 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 – SEPTEMBER 2026

According to the Construction Labor Research Council (CLRC), *first-year total package increases for union craft workers in the construction industry averaged 4.9 percent from January through September of 2026 (2026-Q3).* As illustrated in **Exhibit 1.1**, increases have averaged at least 4.0 percent since 2022. Although the final annual average for 2026 may increase or decrease—by one or two tenths of a percentage point—enough data has been collected to know that the final 2026 average will be approximately 4.9 percent. With the inflation surge now several years in the past, an important question remains: will total package increases near 5.0 percent become the new norm, or will they return to the 3.0 percent levels seen five years ago?

Exhibit 1.1
First-year increases, shown as percentages



The average monetary value for first-year increases in 2026-Q3 was $3.39, as shown in **Exhibit 1.2**. Even when percentage increases remain relatively stable, the dollar value of those increases can continue to rise because each increase builds on a larger total package base.

Exhibit 1.2
First-year increases, shown as dollar amounts



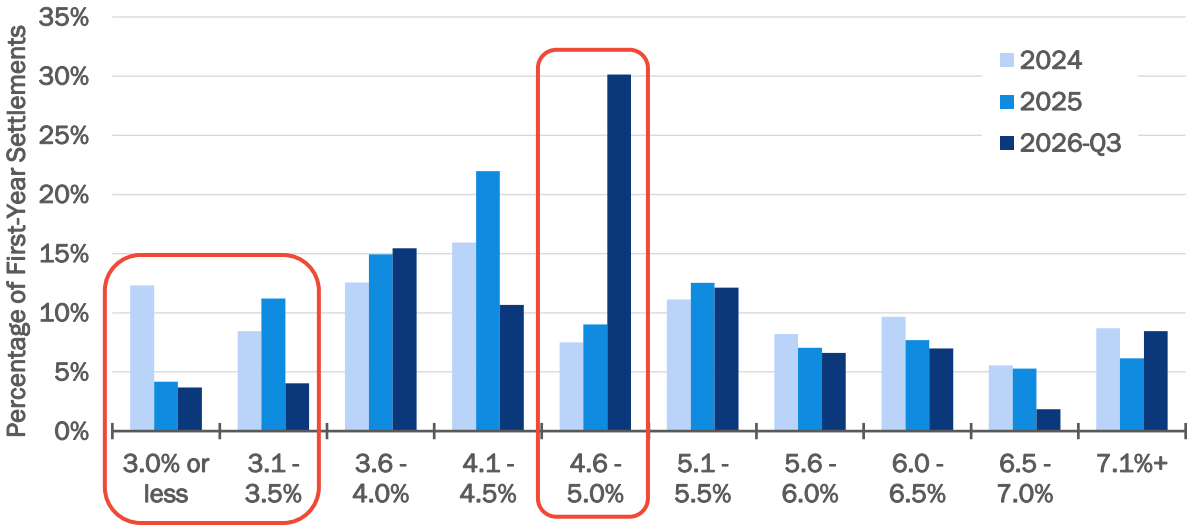
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North American Contractors Association (NACA)
Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)
Signatory Wall and Ceiling Contractors Alliance (SWACCA)
The Association of Union Constructors (TAUC)
Union Masonry Contractors (UMC)

Exhibit 1.3 displays the percentage distribution for first-year increases of new settlements reached in 2024, 2025 and 2026-Q3. Settlements falling in the 4.6–5.0% range were the most common in 2026-Q3. In 2025 and 2026-Q3 there was a pronounced drop in the percentage of smaller settlements—those that were 3.5% or less.

Exhibit 1.3

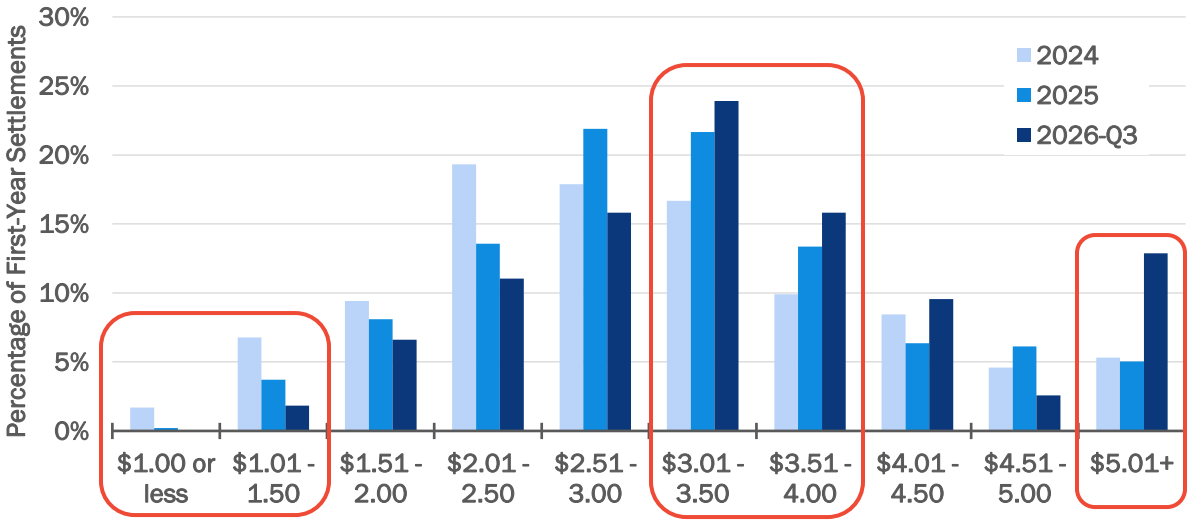
Distribution of first-year increases in new settlements, shown as percentages



The distributions of first-year increases as dollar amounts for 2024, 2025, and 2026-Q3 are shown in **Exhibit 1.4**. The distribution of monetary increases has shifted to the right. For example, the proportion of increases in the $3.01–3.50 and $3.51–4.00 ranges grew each successive year in the exhibit. Additionally, the percentage of settlements at $1.50 or less declined while the those at $5.01 or more increased. The most common settlement range (the mode) in 2026-Q3 was $3.01–3.50.

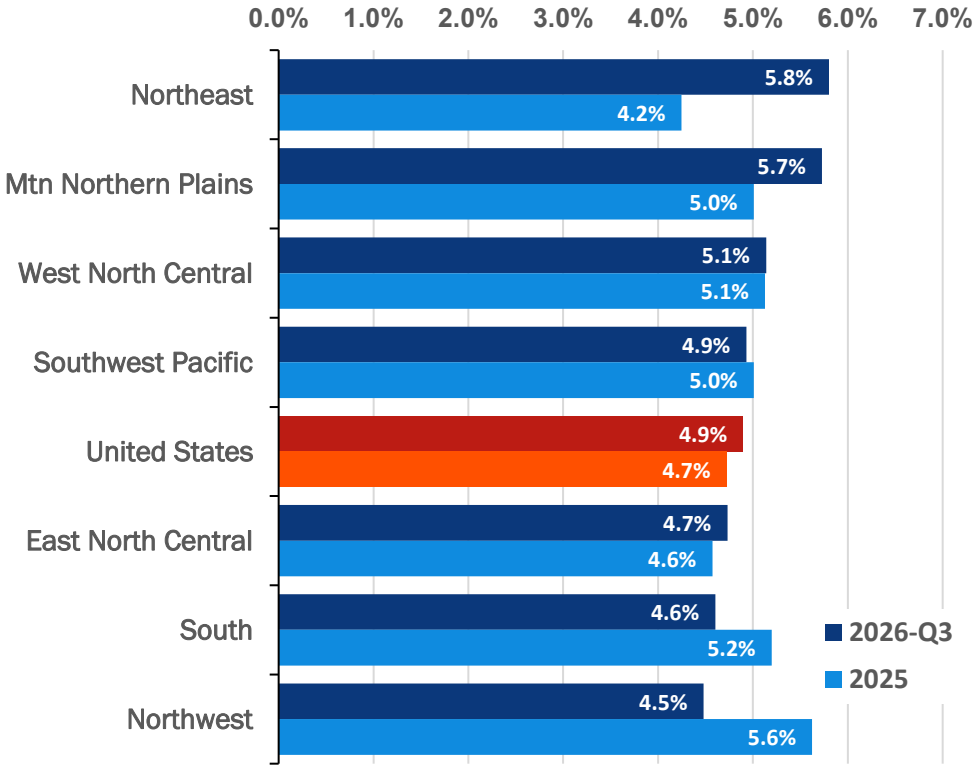
Exhibit 1.4

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



Exhibits 1.5 and 1.6 present first-year increase results by region for 2025 and 2026-Q3, expressed as percentages and dollar amounts, respectively. Regions are ranked in descending order based on 2026-Q3 results. The Northeast and Mountain Northern Plains regions recorded the largest increases, both relative to other regions and compared with their 2025 results. In contrast, the South and Northwest regions experienced a moderation in total package increases following stronger growth in 2025. Results for the remaining regions were generally consistent between 2025 and 2026-Q3.

Exhibit 1.5
First-year increases in new settlements as percentages, by region in descending order

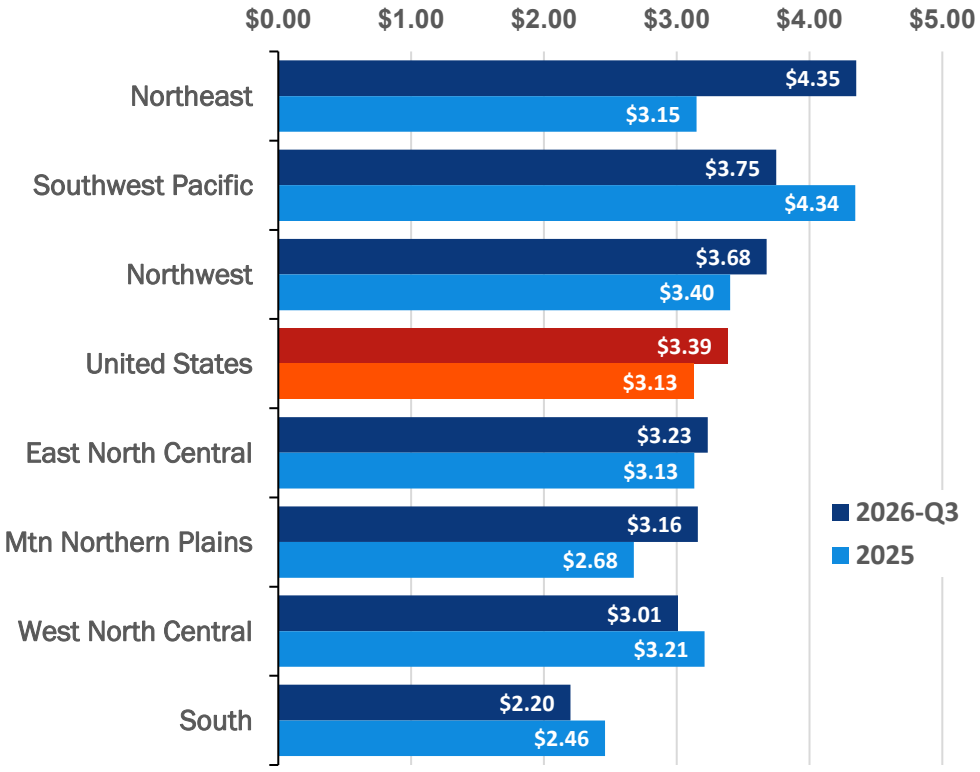


Regions

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 decreased and aligned more closely with those of the other regions in 2026-Q3.

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-Q3 by craft in descending order based on 2026-Q3 data. After typical increases in 2025, Carpenters, Plumbers, and Sheet Metal Workers recorded notable growth in their average total package increases during 2026-Q3, as shown in **Exhibit 1.7**. Most other crafts experienced fairly consistent increase rates across the two periods. The primary exceptions were Plasterers and Roofers, whose average increases declined noticeably. These trends may evolve as CLRC continues to collect and incorporate additional settlement data throughout the year.

Exhibit 1.7

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

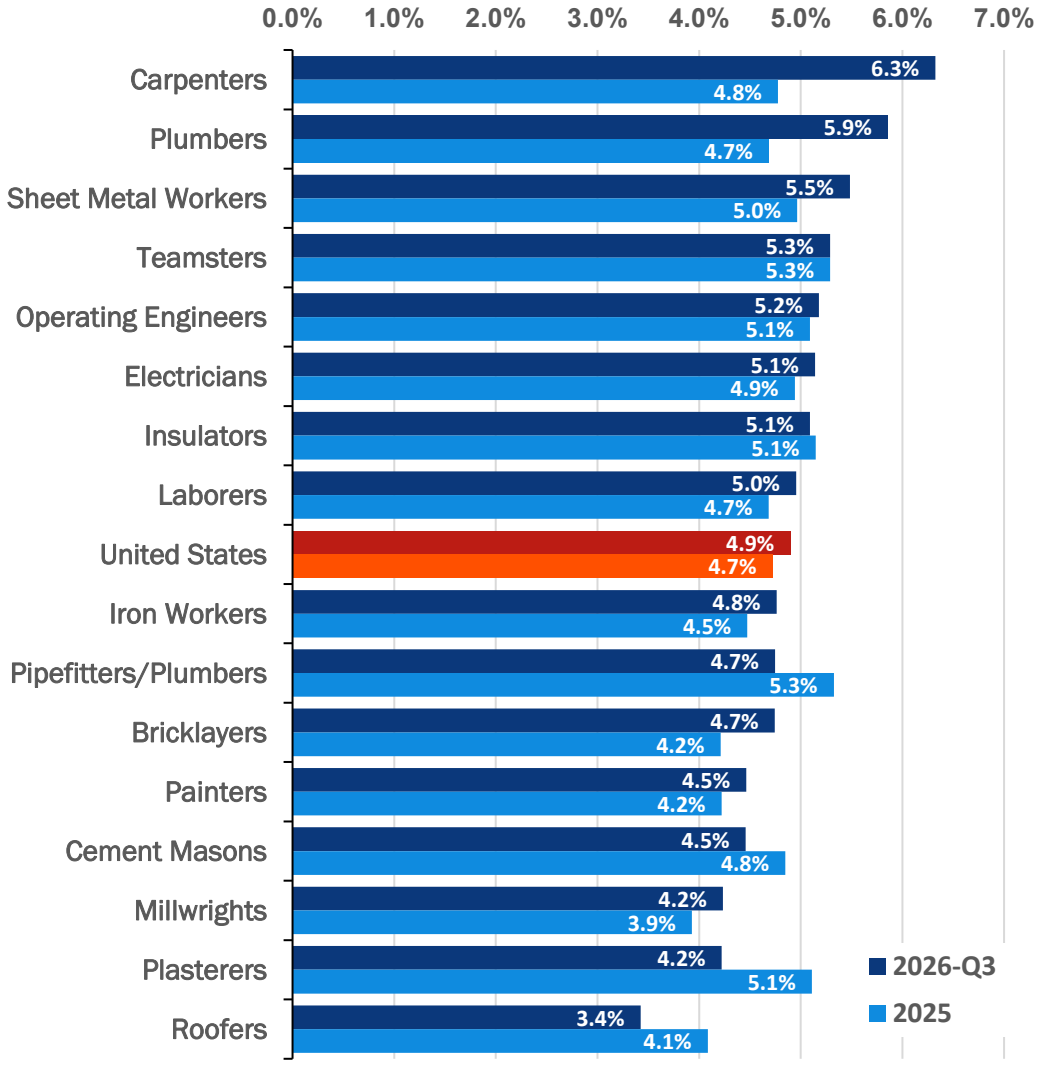
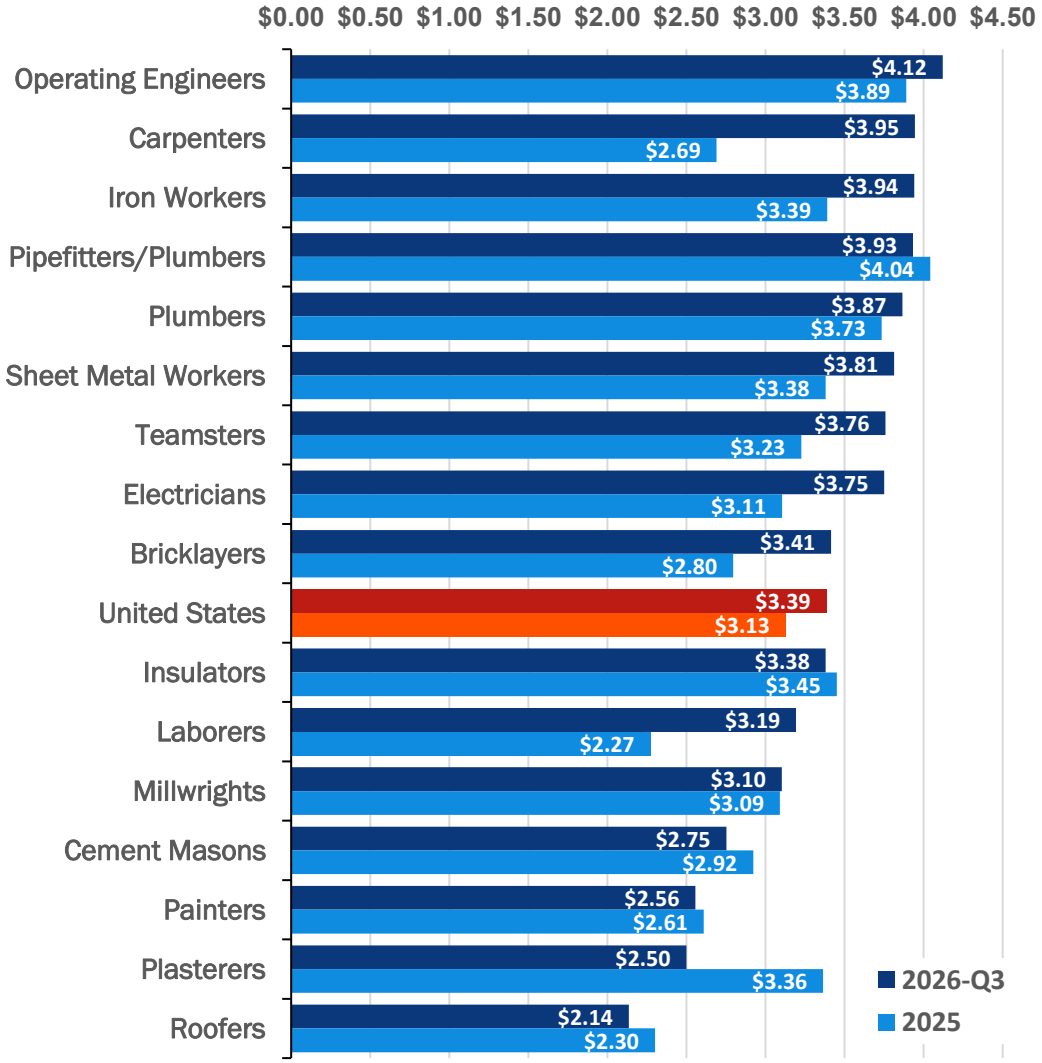


Exhibit 1.8 shows the crafts with the average dollar value of first-year increases.
As shown in **Exhibit 1.8**, all but four crafts received an average increase of at least $3.00 in 2026-Q3, with Operating Engineers averaging more than $4.00. The highest average increase was nearly double the lowest, highlighting the variation in settlement outcomes across crafts.

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.

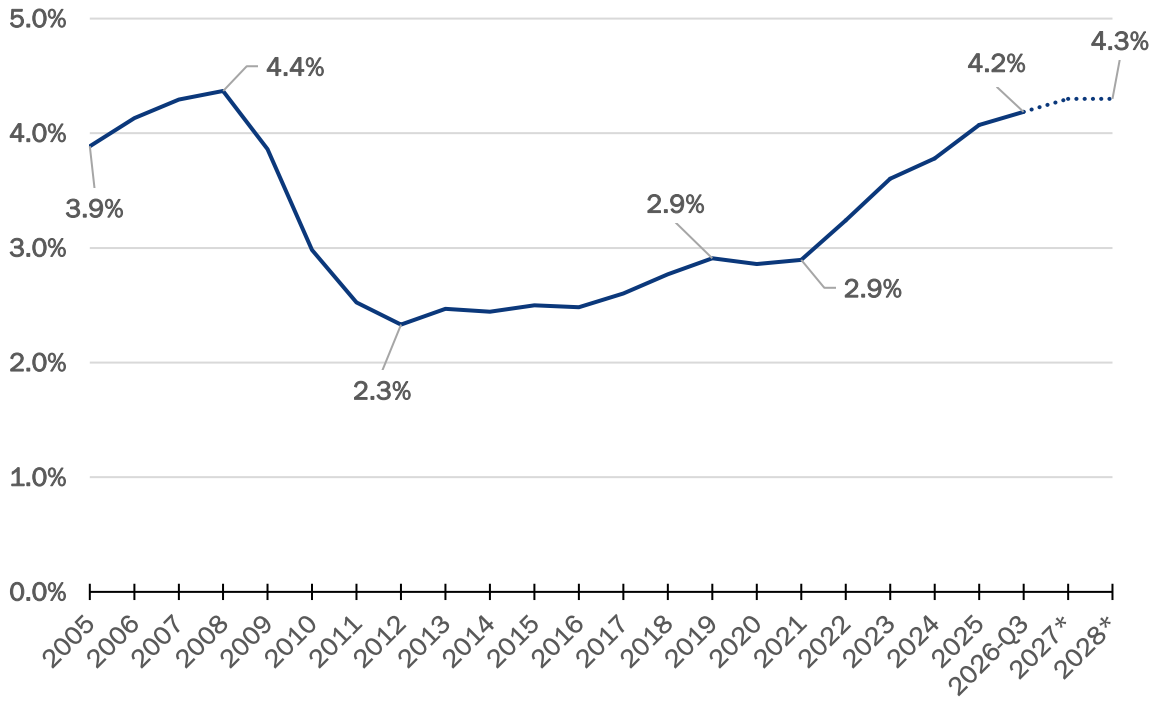
Section II – All Years
Section II of this report covers all years of negotiated settlements. It includes not only the first year of new settlements from Section I, but also the ensuing years (all years after the first year). For example, it includes data from newly negotiated settlements in 2026, the 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 4.2 percent in 2026-Q3. 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 was $2.98 in 2026-Q3. This represents the average contractor payment across *all years* of all settlements. In contrast, the $3.39 average in **Exhibit 1.2** is based solely on first-year settlements from January through September 2026.

Exhibit 2.2

All increases, shown as dollar amounts

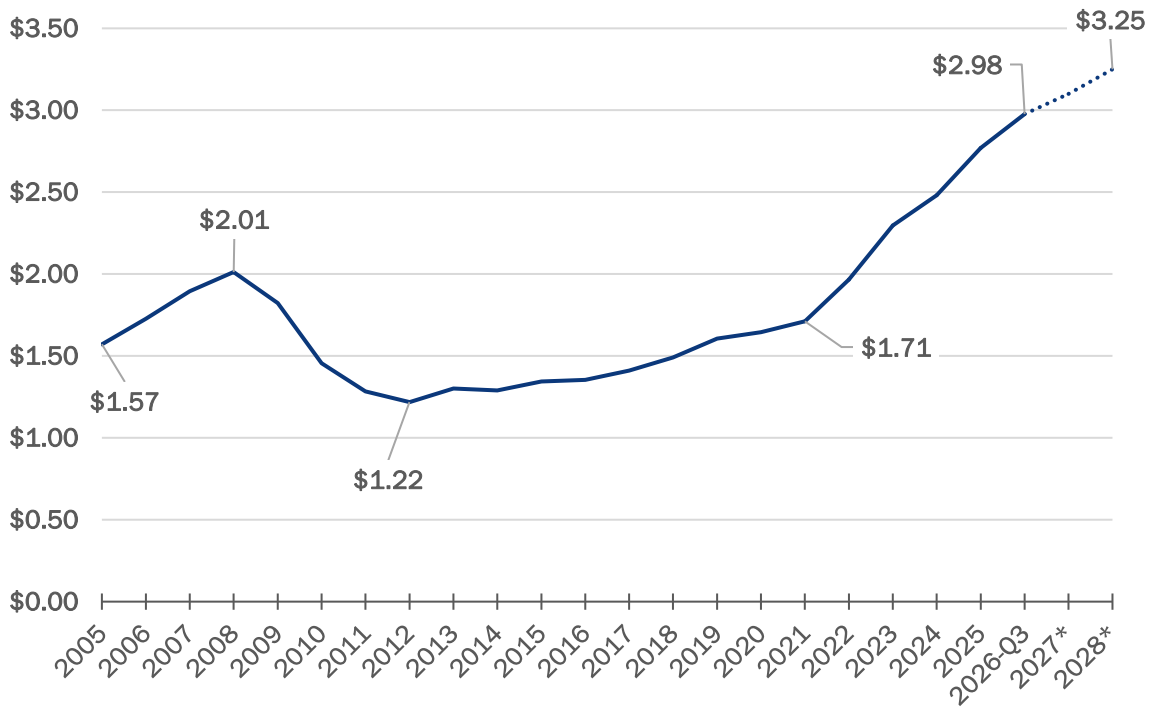


Exhibit 2.3 illustrates the distribution of increases as percentages. These results mirror those in **Exhibit 1.3** with the mode being 4.6–5.0% and many fewer settlements landing in the lower ranges.

Exhibit 2.3
Distribution of all increases, shown as percentages

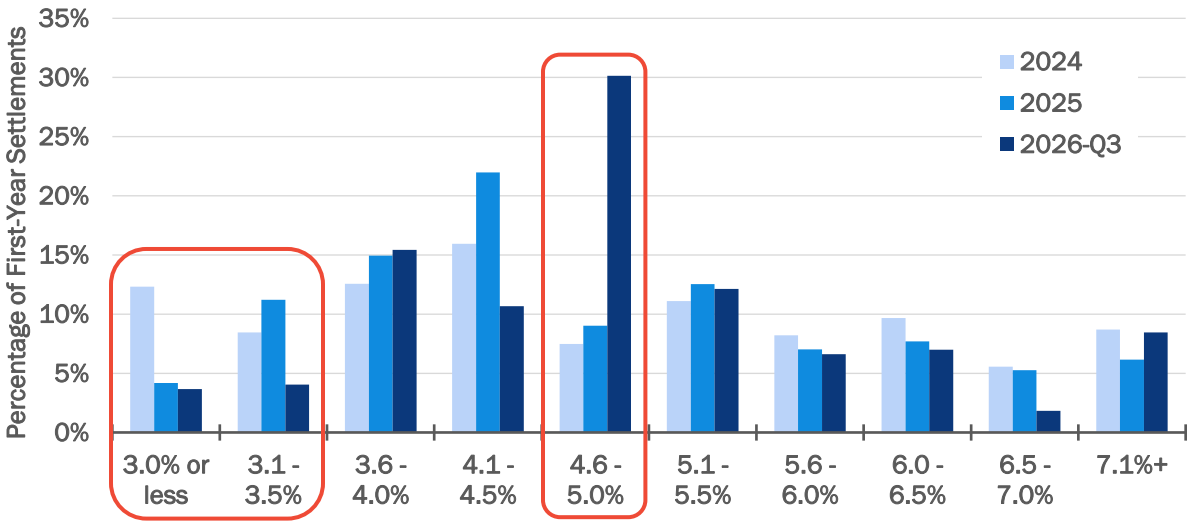
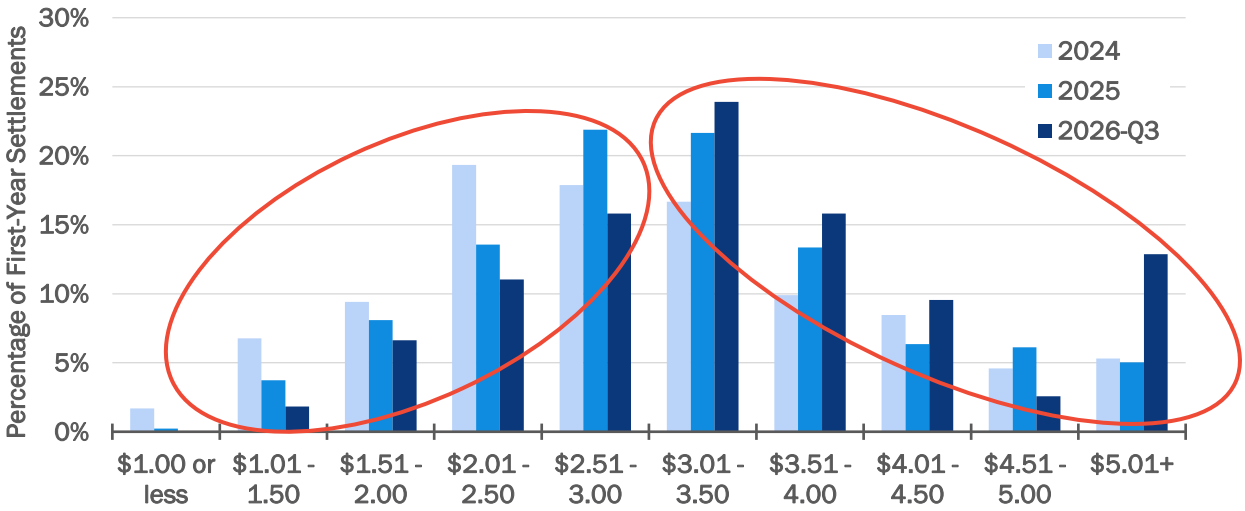


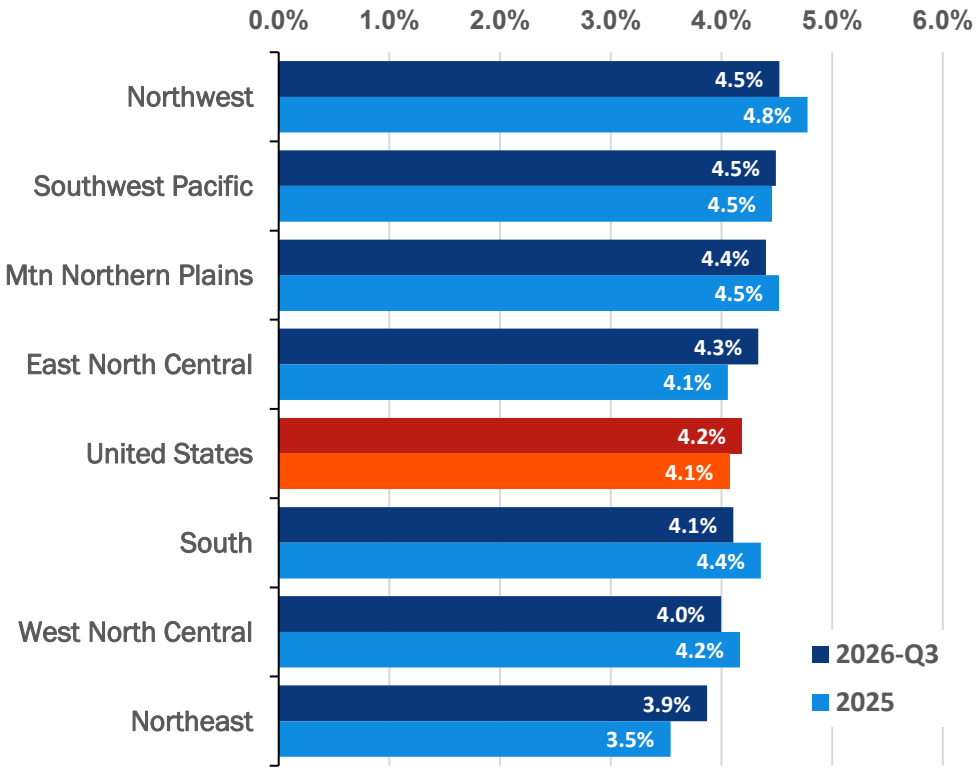
Exhibit 2.4 illustrates the shift in settlement distributions as nominal values from 2024 to 2025 and through the third quarter of 2026. The percentage of settlements in the lower payment categories declined over this period while the share in the higher amounts increased. In other words, settlement activity has shifted away from smaller increases and toward larger increases.

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-Q3 (percentages and dollar amounts, respectively) by region in descending order based on 2026-Q3 data. As shown in **Exhibit 2.5**, the largest average increases in 2026-Q3 were in the western part of the U.S. The Northeast was the only region with an average below 4.0%.

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

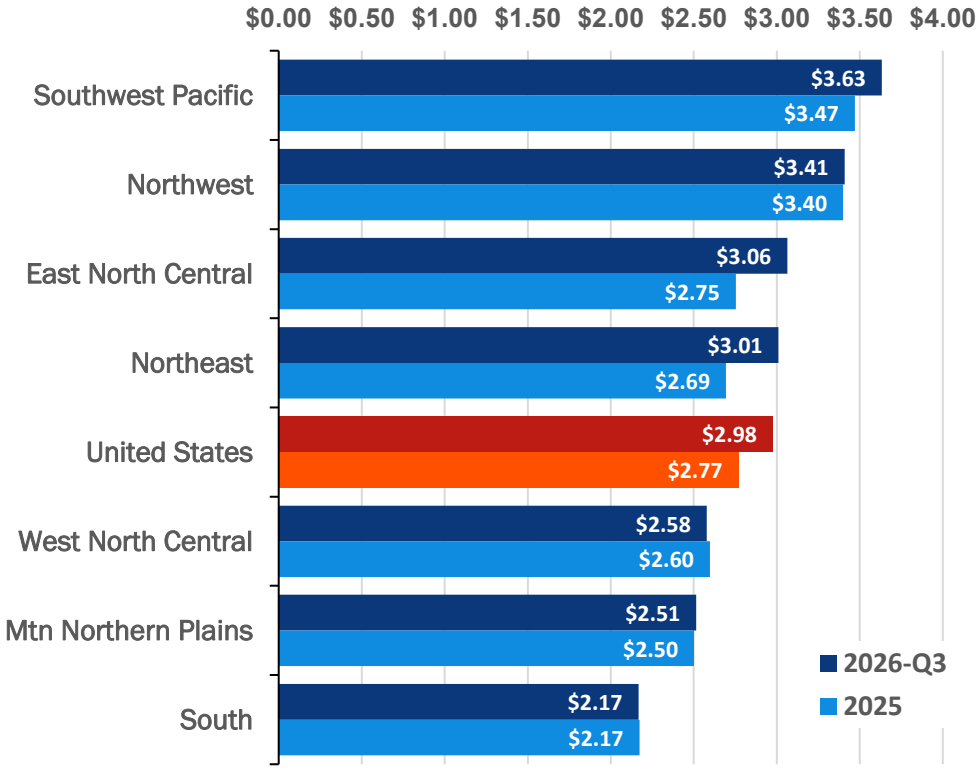


Regions

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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. The South region experienced the smallest monetary increases, reflecting its lower overall total package and pay increase 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-Q3 by craft (percentages and dollar amounts, respectively) in descending order based on the 2026-Q3 data. As shown in **Exhibit 2.7**, the highest average increase was 1.1 percent higher than the lowest in 2026-Q3. In 2025 the range was similar at 1.2 percent. All crafts were within 0.6% of the U.S. average.

Exhibit 2.7

All increases as percentages, by craft in descending order

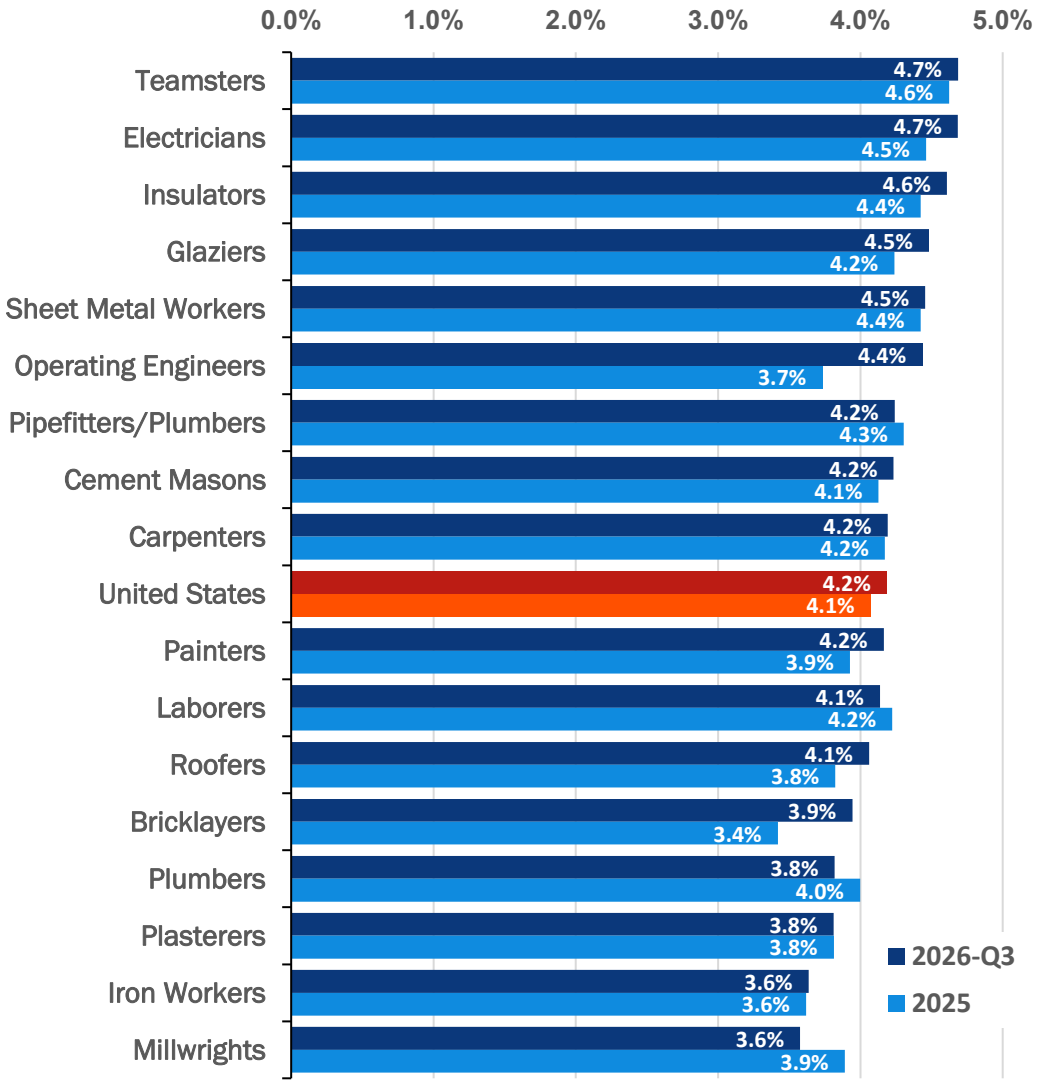


Exhibit 2.8 shows each craft and the corresponding dollar amount of its increase. Operating Engineers had the highest average dollar increase, while Plasterers received the lowest. As expected, the average rate in 2026-Q3 was higher than in 2025 for nearly every craft.

Exhibit 2.8

All increases as dollar amounts, by craft in descending order

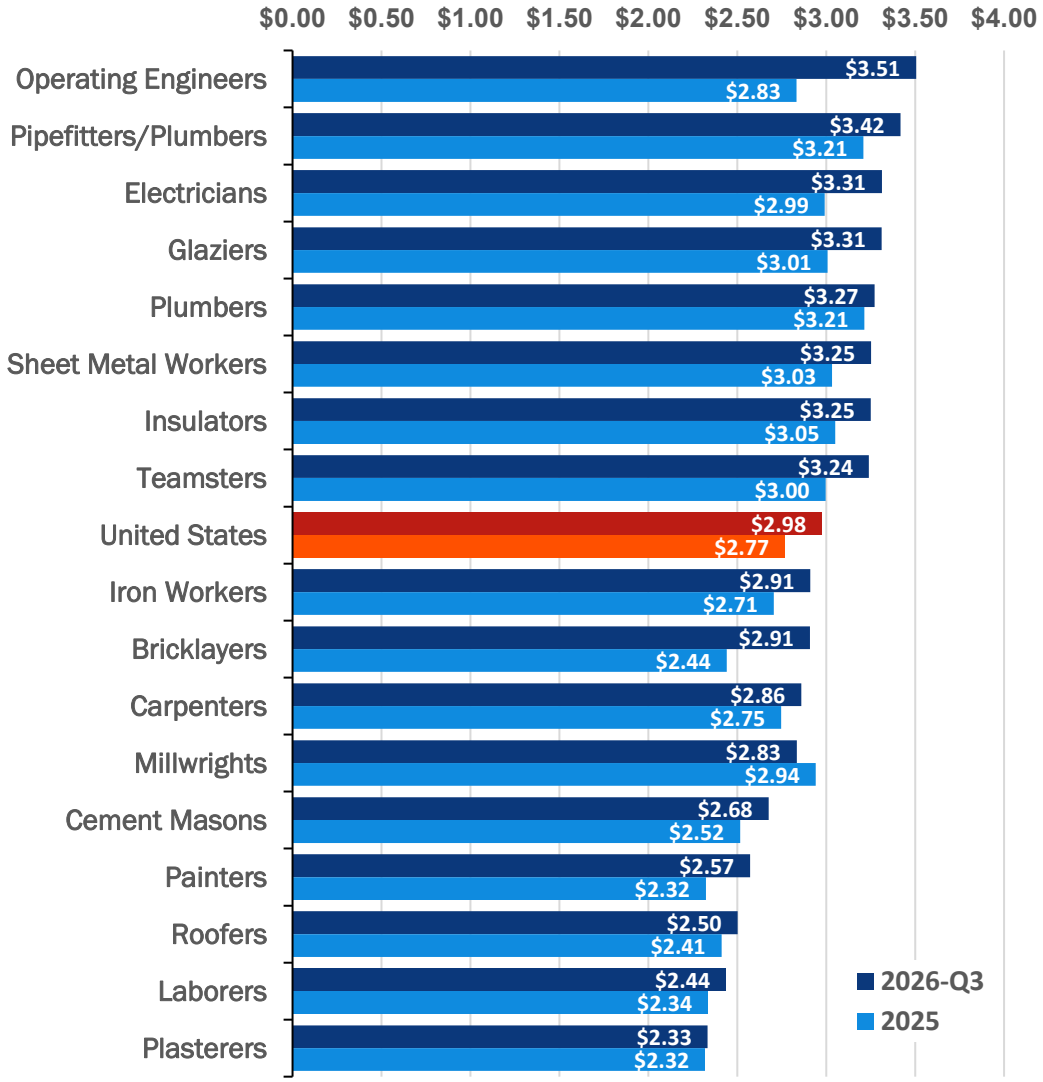


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information will help users of this report 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 $	$3.01	$2.17	$3.06	$2.58	$2.51	$3.63	$3.41
Increase %	3.9%	4.1%	4.3%	4.0%	4.4%	4.5%	4.5%
Bricklayers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.83	-	$3.19	$1.98	-	$2.43	-
Increase %	3.3%	-	4.5%	3.2%	-	2.9%	-
Carpenters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.67	$1.43	$2.89	$2.15	$2.33	$3.89	$3.32
Increase %	4.0%	3.0%	4.2%	3.4%	4.4%	4.9%	4.6%
Cement Masons	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.40	$2.12	$2.80	$2.25	$2.55	$2.86	$3.09
Increase %	1.9%	4.7%	4.4%	4.0%	4.3%	4.2%	4.5%
Electricians	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.90	$2.27	$3.61	$3.88	$2.11	$3.70	$4.10
Increase %	5.0%	4.4%	4.7%	5.3%	3.4%	4.8%	4.6%
Glaziers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.21	-	$2.82	$4.00	-	$3.81	$3.25
Increase %	4.9%	-	3.7%	6.4%	-	4.4%	3.8%
Insulators	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.55	$2.84	$3.24	-	$3.20	$4.05	$3.51
Increase %	3.4%	5.2%	4.6%	-	5.8%	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	$2.62	$2.11	$1.71	$2.60	$2.89
Increase %	3.6%	4.1%	4.3%	4.0%	4.3%	4.3%	4.6%
Millwrights	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.36	$1.70	$2.77	$1.90	$3.20	$4.79	$3.55
Increase %	3.1%	3.0%	3.6%	3.1%	4.0%	4.8%	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 $	$3.98	$2.25	$3.27	$2.31	-	$4.00	$3.66
Increase %	4.9%	3.8%	4.2%	3.5%	-	4.5%	4.8%
Painters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.50	$2.40	$2.53	$2.44	-	$3.13	$2.75
Increase %	3.7%	4.5%	4.1%	4.2%	-	5.1%	4.9%
Pipefitters/Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.76	$2.42	$3.37	$2.98	$2.29	$3.93	$5.14
Increase %	4.1%	4.1%	4.4%	4.1%	3.6%	4.3%	5.2%
Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.83	$1.45	$3.96	$3.08	$2.00	-	-
Increase %	3.8%	2.6%	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	$2.39	$2.50	-	$4.00	$1.40
Increase %	4.0%	4.2%	4.2%	4.0%	-	4.9%	2.0%
Sheet Metal Workers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.38	$1.98	$3.61	$3.07	$3.28	$3.43	$4.92
Increase %	3.9%	3.8%	4.7%	4.8%	5.2%	3.9%	6.0%
Teamsters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.75	-	$2.32	$1.68	-	$3.95	$3.10
Increase %	5.3%	-	3.6%	3.1%	-	5.0%	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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