

Union Labor Costs In Construction 2022

Construction Labor Research Council



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, nine geographic regions, and 18 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.

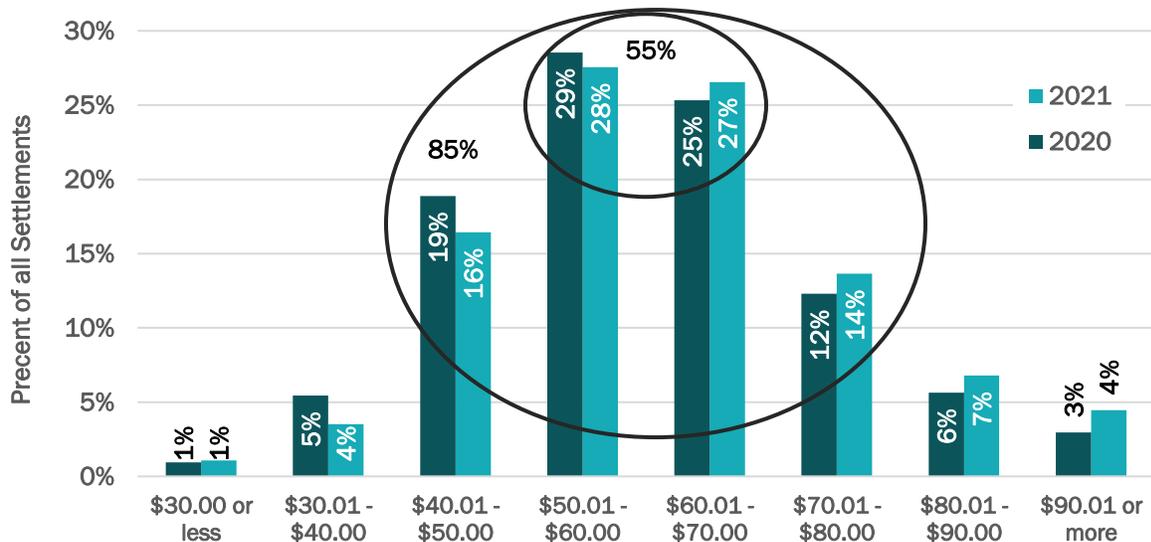
Total Package Rates

Exhibit 1 illustrates how total package rates in 2021 and 2020 are distributed across a range. As the exhibit shows, in 2021, 55

percent of the total package rates fell in the \$50.01–\$70.00 range and 85 percent were from \$40.01 to \$80.00.

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).



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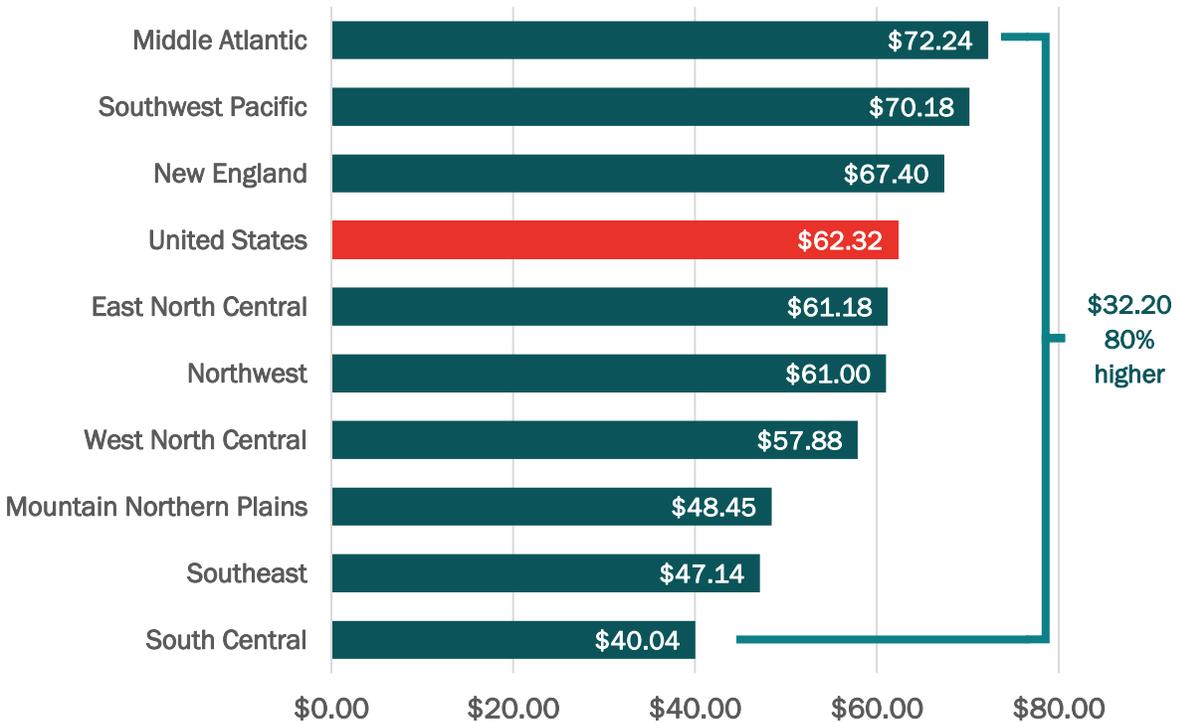
- Associated General Contractors of America (AGC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- Mechanical Contractors Association of America (MCAA)
- National Electrical Contractors Association (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 2 displays results for the total package for 2021 by region. The US average (which is the average of the craft averages) was \$62.32 (up from \$59.10 in 2020). The largest average total package in 2021 was in the Middle Atlantic Region (\$72.24). Last year, the highest average was in the Southwest

Pacific region—it was \$0.06 higher than the Middle Atlantic region. The lowest rate was again in the South Central region (\$40.04). The highest average total package rate is \$32.20 (80 percent) higher than the smallest. This range is greater than it was last year.

Exhibit 2

Total package average rates by region in descending order



Regions

New England: CT, MA, ME, NH, RI, VT

Middle Atlantic: DC, DE, MD, NJ, NY, PA

Southeast: AL, FL, GA, KY, MS, NC, SC, TN, VA

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

West North Central: IA, KS, MO, NE

South Central: AR, LA, NM, OK, TX

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

Southwest Pacific: AZ, CA, HI, 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 2021 are illustrated in **Exhibit 3**. The data ranged from \$49.05 for Laborers to \$79.68 for Boilermakers. The highest rate was \$17.36 (28 percent) higher than the average, and the lowest rate was \$13.27 (21 percent) lower. Four crafts had a total package that was at least \$70.00 and one craft was below

\$50.00. The difference between the lowest and highest rate was \$30.63 (62 percent). Thus, the spread as a percentage is greater for the geographic data cut than for the craft data cut, which suggests that geography may play a slightly larger role in union craft compensation than craft affiliation.

Exhibit 3

Total package average rates by craft in descending order

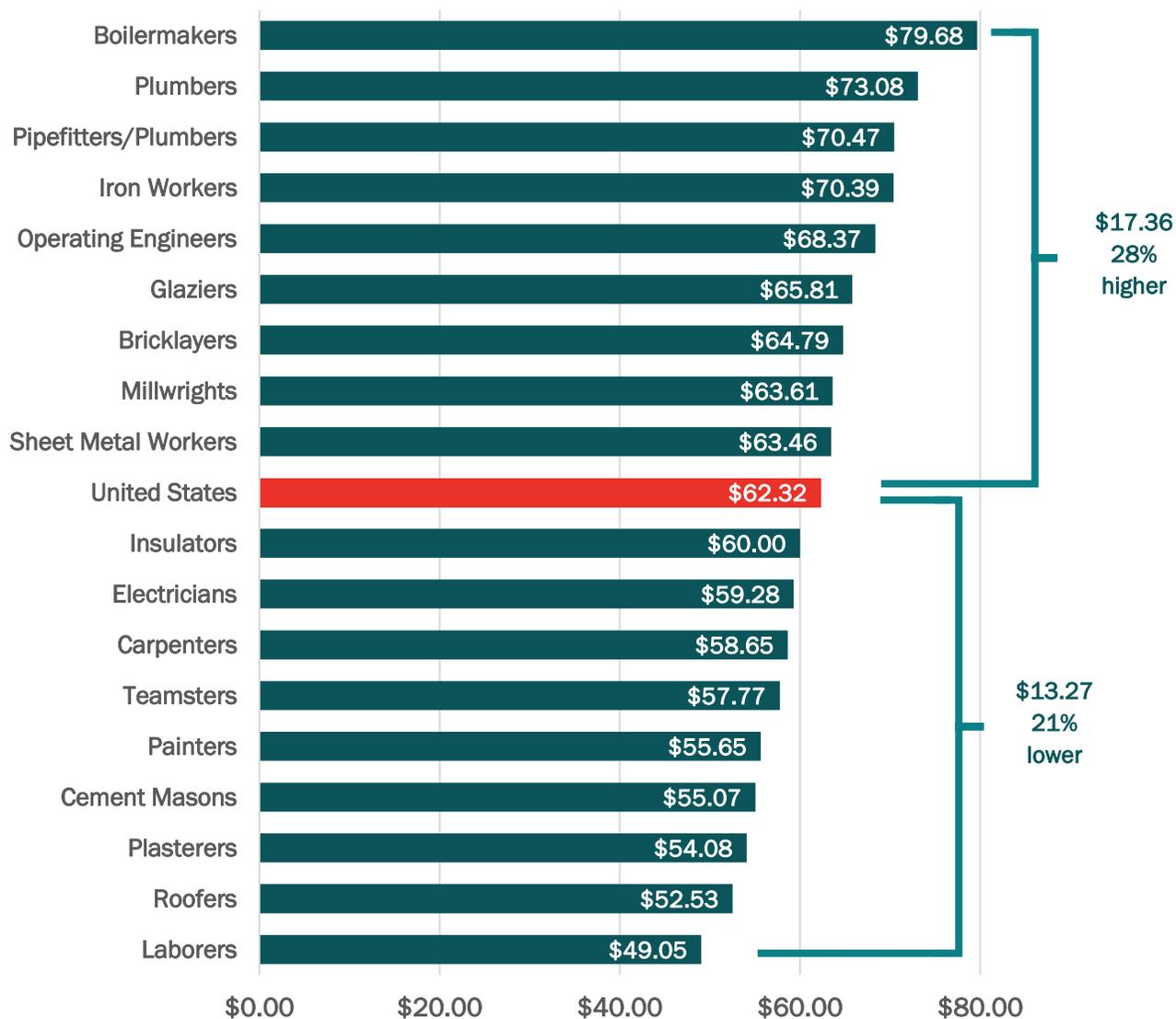


Exhibit 4 gives a detailed look at union craft rates in construction in 2021 using a craft by region matrix. It shows the total package rate,

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

Exhibit 4

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

United States	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$67.40	\$72.24	\$47.14	\$61.18	\$57.88	\$40.04	\$48.45	\$70.18	\$61.00	\$62.32
Wage Rate	\$38.38	\$41.18	\$29.71	\$35.18	\$34.84	\$28.16	\$31.09	\$41.74	\$39.07	\$36.75
Fringe Benefits & Other	\$29.02	\$31.06	\$17.43	\$26.00	\$23.04	\$11.88	\$17.36	\$28.44	\$21.93	\$25.57
Boilermakers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	-	\$91.35	-	-	\$72.22	-	-	-	-	\$79.68
Wage Rate	-	\$47.08	-	-	\$40.48	-	-	-	-	\$43.51
Fringe Benefits & Other	-	\$44.27	-	-	\$31.74	-	-	-	-	\$36.16
Bricklayers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$77.43	\$70.41	-	\$60.72	\$56.58	-	\$51.60	\$74.63	-	\$64.79
Wage Rate	\$41.07	\$41.51	-	\$34.36	\$34.33	-	\$29.79	\$44.09	-	\$37.25
Fringe Benefits & Other	\$36.36	\$28.90	-	\$26.36	\$22.25	-	\$21.81	\$30.54	-	\$27.54
Carpenters	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$62.70	\$70.52	\$44.98	\$58.59	\$54.37	\$36.31	\$40.58	\$67.68	\$60.39	\$58.65
Wage Rate	\$34.50	\$43.78	\$26.38	\$32.95	\$32.04	\$25.25	\$26.52	\$41.56	\$40.85	\$35.28
Fringe Benefits & Other	\$28.20	\$26.74	\$18.60	\$25.64	\$22.33	\$11.06	\$14.06	\$26.12	\$19.54	\$23.37
Cement Masons	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	-	\$70.22	-	\$54.14	\$49.13	\$34.41	\$50.75	\$64.52	\$57.10	\$55.07
Wage Rate	-	\$40.30	-	\$32.07	\$28.75	\$24.04	\$33.88	\$35.58	\$35.55	\$32.81
Fringe Benefits & Other	-	\$29.92	-	\$22.07	\$20.38	\$10.37	\$16.87	\$28.94	\$21.55	\$22.26
Electricians	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$72.68	\$75.15	\$43.46	\$65.13	\$60.32	\$39.28	\$54.73	\$67.76	\$68.00	\$59.28
Wage Rate	\$38.77	\$43.70	\$29.43	\$39.08	\$37.48	\$27.92	\$37.07	\$43.45	\$41.68	\$36.77
Fringe Benefits & Other	\$33.91	\$31.45	\$14.03	\$26.05	\$22.84	\$11.36	\$17.66	\$24.31	\$26.32	\$22.51
Glaziers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$62.31	\$62.97	-	\$66.70	\$59.93	-	-	\$72.01	\$68.68	\$65.81
Wage Rate	\$37.37	\$35.67	-	\$40.10	\$36.43	-	-	\$45.09	\$43.84	\$39.70
Fringe Benefits & Other	\$24.94	\$27.30	-	\$26.60	\$23.50	-	-	\$26.92	\$24.84	\$26.11
Insulators	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	-	\$66.48	\$52.46	\$60.41	\$67.17	\$43.25	\$48.63	\$68.03	\$65.88	\$60.00
Wage Rate	-	\$38.62	\$29.94	\$35.59	\$37.17	\$31.19	\$31.94	\$45.45	\$40.69	\$36.54
Fringe Benefits & Other	-	\$27.86	\$22.52	\$24.82	\$30.00	\$12.06	\$16.69	\$22.58	\$25.19	\$23.47
Iron Workers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$103.99	\$79.74	-	\$65.29	\$63.46	\$44.84	\$66.34	\$77.31	-	\$70.39
Wage Rate	\$66.96	\$42.40	-	\$33.91	\$32.20	\$27.35	\$32.55	\$43.36	-	\$37.86
Fringe Benefits & Other	\$37.03	\$37.34	-	\$31.38	\$31.26	\$17.49	\$33.79	\$33.95	-	\$32.52

See page 2 for a detailed legend defining the geographic regions.

NE	New England	ENC	East North Central	MNP	Mountain Northern Plains
MA	Middle Atlantic	WNC	West North Central	SWP	Southwest Pacific
SE	Southeast	SC	South Central	NW	Northwest

Exhibit 4 (continued)*Total package, wage rate, and fringe benefits & other: craft by region*

Laborers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$60.67	\$56.32	\$34.62	\$49.99	\$45.56	\$26.01	\$33.06	\$60.98	\$54.04	\$49.05
Wage Rate	\$33.77	\$27.95	\$21.38	\$27.80	\$28.82	\$18.89	\$22.09	\$31.75	\$33.74	\$27.96
Fringe Benefits & Other	\$26.90	\$28.37	\$13.24	\$22.19	\$16.74	\$7.12	\$10.97	\$29.23	\$20.30	\$21.09
Millwrights	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$61.23	\$66.01	\$50.32	\$61.40	\$51.39	-	\$53.84	\$83.67	\$65.49	\$63.61
Wage Rate	\$33.77	\$39.76	\$29.97	\$32.84	\$30.03	-	\$34.00	\$51.35	\$43.04	\$37.03
Fringe Benefits & Other	\$27.46	\$26.25	\$20.35	\$28.56	\$21.36	-	\$19.84	\$32.32	\$22.45	\$26.59
Operating Engineers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$74.79	\$81.26	-	\$66.74	\$58.19	\$40.15	\$55.50	\$83.49	\$61.96	\$68.37
Wage Rate	\$47.94	\$49.64	-	\$39.25	\$36.39	\$31.51	\$34.85	\$50.54	\$42.07	\$42.46
Fringe Benefits & Other	\$26.85	\$31.62	-	\$27.49	\$21.80	\$8.64	\$20.65	\$32.95	\$19.89	\$25.91
Painters	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$61.26	\$59.46	\$60.29	\$56.00	\$51.52	-	-	\$56.94	\$43.17	\$55.65
Wage Rate	\$36.03	\$34.27	\$31.50	\$32.63	\$32.68	-	-	\$36.16	\$28.67	\$33.33
Fringe Benefits & Other	\$25.23	\$25.19	\$28.79	\$23.37	\$18.84	-	-	\$20.78	\$14.50	\$22.32
Pipefitters/Plumbers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$83.34	\$88.18	\$53.07	\$68.16	\$64.52	\$46.75	\$54.77	\$78.04	\$83.53	\$70.47
Wage Rate	\$49.04	\$49.01	\$34.32	\$40.70	\$40.30	\$33.11	\$33.06	\$45.85	\$46.09	\$41.89
Fringe Benefits & Other	\$34.30	\$39.17	\$18.75	\$27.46	\$24.22	\$13.64	\$21.71	\$32.19	\$37.44	\$28.59
Plumbers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	-	\$87.93	-	\$73.98	\$65.12	\$48.54	\$58.65	-	-	\$73.08
Wage Rate	-	\$52.36	-	\$41.31	\$41.30	\$34.30	\$36.78	-	-	\$43.84
Fringe Benefits & Other	-	\$35.57	-	\$32.67	\$23.82	\$14.24	\$21.87	-	-	\$29.24
Plasterers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	-	\$69.57	\$43.88	\$54.50	\$46.86	-	\$42.90	\$60.45	\$61.41	\$54.08
Wage Rate	-	\$40.05	\$27.39	\$31.43	\$27.11	-	\$29.20	\$35.61	\$39.38	\$32.34
Fringe Benefits & Other	-	\$29.52	\$16.49	\$23.07	\$19.75	-	\$13.70	\$24.84	\$22.03	\$21.74
Roofers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$54.27	\$53.87	-	\$50.68	\$49.69	-	-	-	\$62.25	\$52.53
Wage Rate	\$30.05	\$31.53	-	\$31.43	\$30.49	-	-	-	\$44.62	\$32.67
Fringe Benefits & Other	\$24.22	\$22.34	-	\$19.25	\$19.20	-	-	-	\$17.63	\$19.86
Sheet Metal Workers	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$85.48	\$76.74	\$49.13	\$68.58	\$61.15	\$46.86	\$50.90	\$86.79	\$63.05	\$63.46
Wage Rate	\$40.11	\$39.72	\$30.01	\$37.14	\$37.52	\$30.64	\$33.72	\$47.20	\$37.24	\$36.28
Fringe Benefits & Other	\$45.37	\$37.02	\$19.12	\$31.44	\$23.63	\$16.22	\$17.18	\$39.59	\$25.81	\$27.19
Teamsters	NE	MA	SE	ENC	WNC	SC	MNP	SWP	NW	US
Total Package	\$57.43	\$63.60	\$46.30	\$57.77	\$48.20	-	-	\$66.66	\$55.13	\$57.77
Wage Rate	\$30.27	\$31.60	\$33.79	\$35.89	\$31.73	-	-	\$35.99	\$34.96	\$34.03
Fringe Benefits & Other	\$27.16	\$32.00	\$12.51	\$21.88	\$16.47	-	-	\$30.67	\$20.17	\$23.75

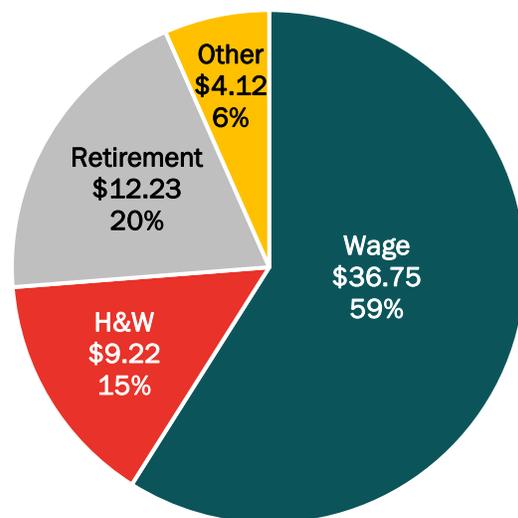
Exhibit 5*Defined contribution retirement and vacation prevalence by craft*

Craft	Defined Contribution	Vacation
Boilermakers	0%	24%
Bricklayers	7%	21%
Carpenters	24%	8%
Cement Masons	4%	31%
Electricians	4%	17%
Glaziers	20%	11%
Insulators	7%	9%
Iron Workers	29%	27%
Laborers	10%	25%
Millwrights	19%	9%
Operating Engineers	18%	21%
Painters	8%	12%
Pipefitters/Plumbers	23%	28%
Plumbers	20%	37%
Plasterers	3%	21%
Roofers	0%	0%
Sheet Metal Workers	24%	4%
Teamsters	2%	21%
United States	12%	18%

Exhibit 5 shows the prevalence of two nonstandard fringe benefits (defined contribution retirement and vacation) for all crafts and the US. Iron Workers had the largest prevalence of defined contribution payments at 29 percent, meaning that 29 percent of all Iron Worker wage sheets had a line item for defined contribution retirement payments. The largest prevalence for vacation was with the Plumbers at 37 percent. On average, 12 percent of total compensation packages for union crafts in construction in the US had defined contribution retirement payments and 18 percent had vacation pay.

Exhibit 6*US average rates and proportions*

Exhibit 6 addresses the average US distribution of wages, health & welfare, retirement, and other costs. Both the dollar amount and proportion of the average US total package are shown. Wages made up the majority of the total package at \$36.75 (59%). Of the fringe benefits, retirement was the largest category at \$12.23 (20%), followed by health & welfare at \$9.22 (15%). The “Other” category, which includes vacation, apprenticeship, unallocated and all other payments, was \$4.12 (6%).

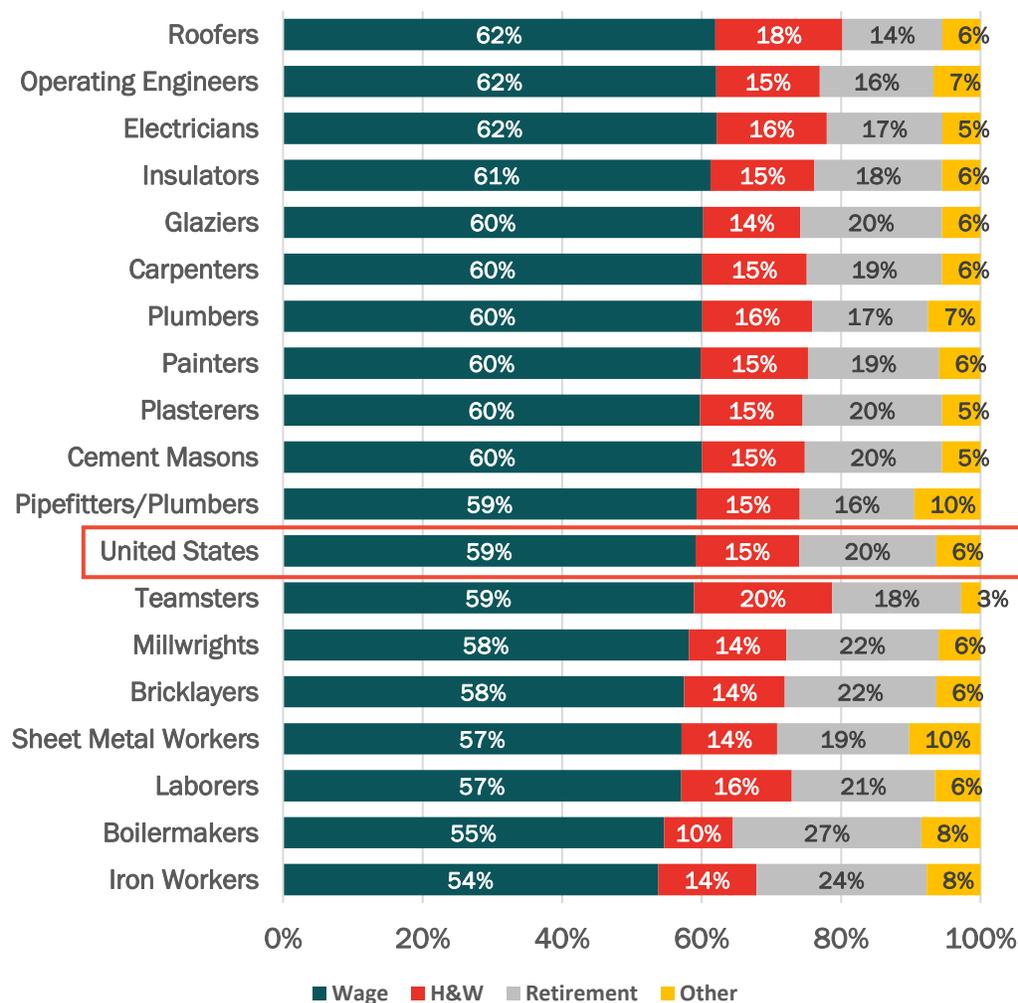


The stacked bar chart in **Exhibit 7** is similar to the pie chart in **Exhibit 6**, showing the proportion of each category in the total package (wage rate, health & welfare, retirement, and other) for the US and each craft. The crafts are listed in descending order based on the wage percentage. Roofers, Operating Engineers and Electricians had the largest proportion of the total package in wages (62 percent). Teamsters had the

largest proportion for health & welfare (20 percent). Boilermakers led all crafts in the proportion of their total package funding retirement (27 percent). Note that **Exhibit 7** 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 is distributed across the four categories.

Exhibit 7

Proportions of total package by craft



Total Package Increases

This section contains charts showing the total package increases from the 2021 year end CLRC *Settlements Report*. See that report for additional information on total package increases for union craft workers in construction.

First Year Increases in 2021

Exhibit 8

First year increases in new settlements, shown as percentages

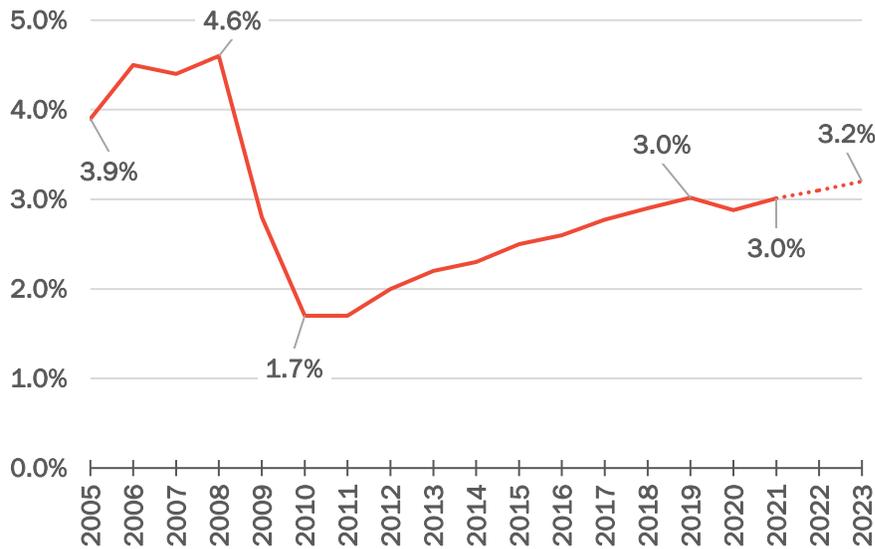


Exhibit 9

First year increases in new settlements, shown as dollars



Increases for All Contract Years

Exhibit 10

All increases, shown as percentages

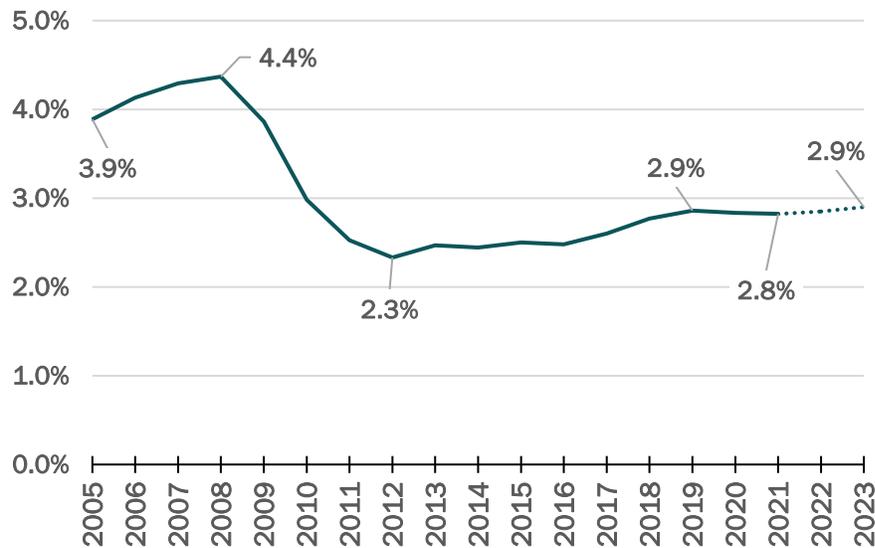


Exhibit 11

All increases, shown as dollars



The first year increases section is useful for understanding current trends. The all contract years data 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 2022 – 2025 increases).

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