Issue Date: January 30, 2025

Settlements Report

Total Package Increases for Union Craft Workers in Construction

2024 YEAR END

CLRC Construction Labor Research Council

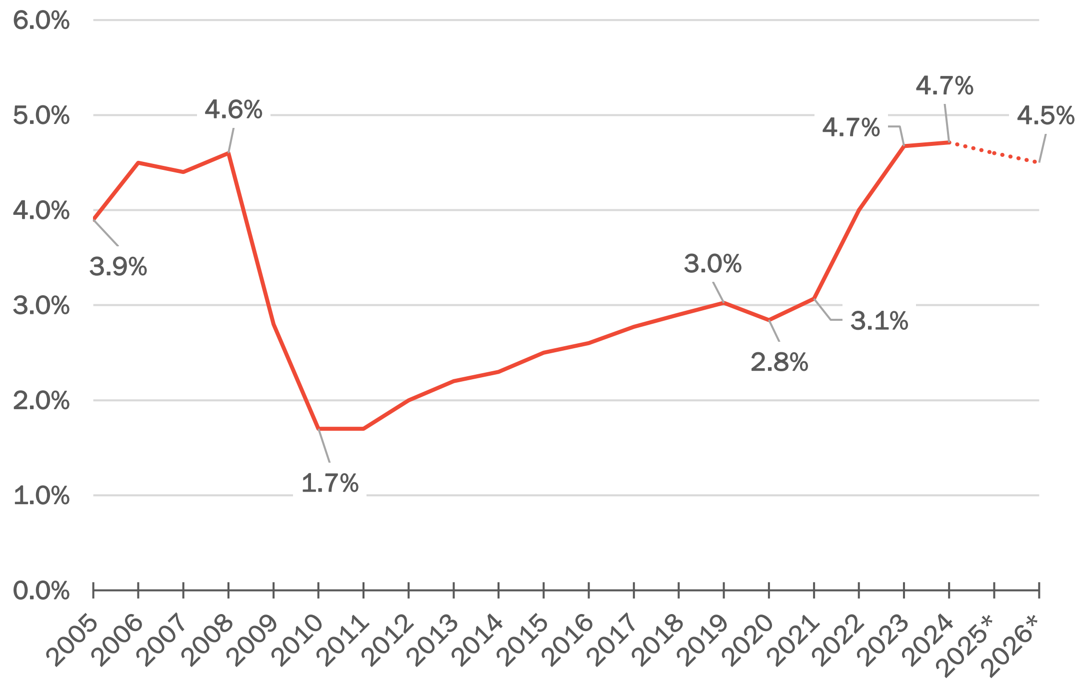
NOTE: **Thank you to those who provide data! We couldn't do it without you.** Our quarterly reports are the result of receiving 100's settlements from our friends and subscribers. Please continue to provide us with your newly negotiated contracts and wage sheets so that our reports provide a comprehensive 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 2024

The Construction Labor Research Council (CLRC) reports that *the first year of new settlements reached in 2024 for union craft workers in the construction industry had an average increase of 4.7 percent, the same as in 2023.*

As **Exhibit 1.1** illustrates, 2023 and 2024 had the largest increases during the timeframe shown. The recent spike in inflation, which reached its pinnacle in 2022, fell between the effective and expiration dates of most labor contracts that expired in 2023 and 2024 (a strong majority of contracts are three years in length). Likely as a delayed reflection of this inflation due to the timing of the contracts, there was a significant increase in compensation rates negotiated in 2023 and 2024. More specifically, from 2010-2021 (11 years) increases grew by 1.4 percent. Then, during a much shorter time—from 2021 to 2023—they grew by more, 1.6 percent.

Exhibit 1.1
First-year increases, shown as percentages



The average monetary value for first-year increases during 2024 was $2.90, just slightly less than in 2023. **Exhibit 1.2** shows that, like the percentage increases, there was a steep jump in the rates paid to union craft workers the past few years. The $1.63 rate in 2020 grew by $1.32, to $2.95 in 2023, an 81 percent increase.

Exhibit 1.2
First-year increases, shown as dollar amounts

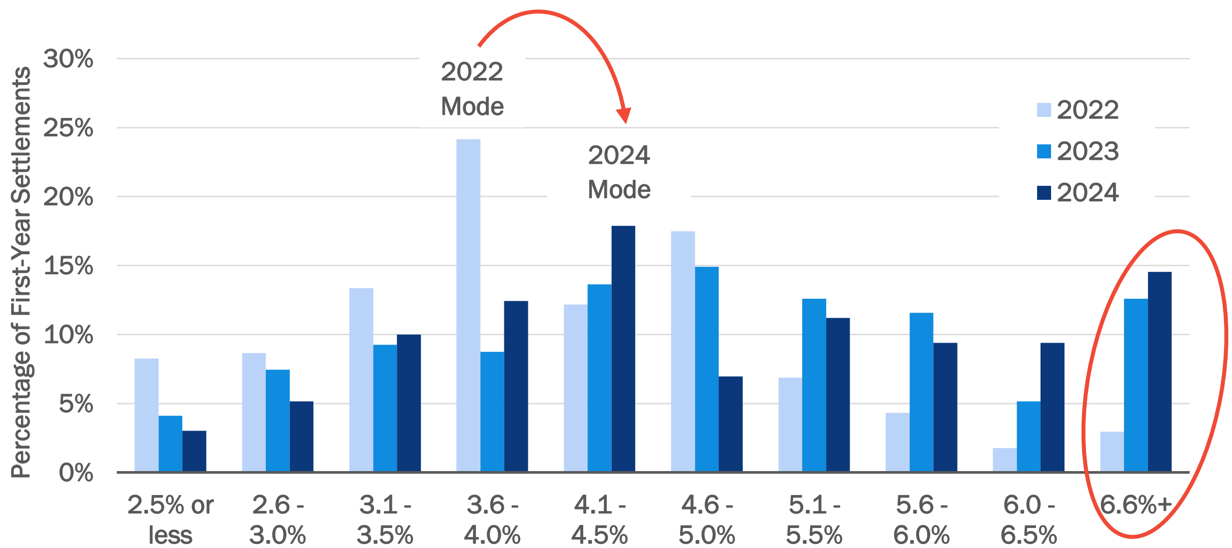
The following associations sponsor this report:

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 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 2022, 2023, and 2024. The mode (most common percentage) moved up to 4.1-4.5% from 3.6-4.0% in 2022.

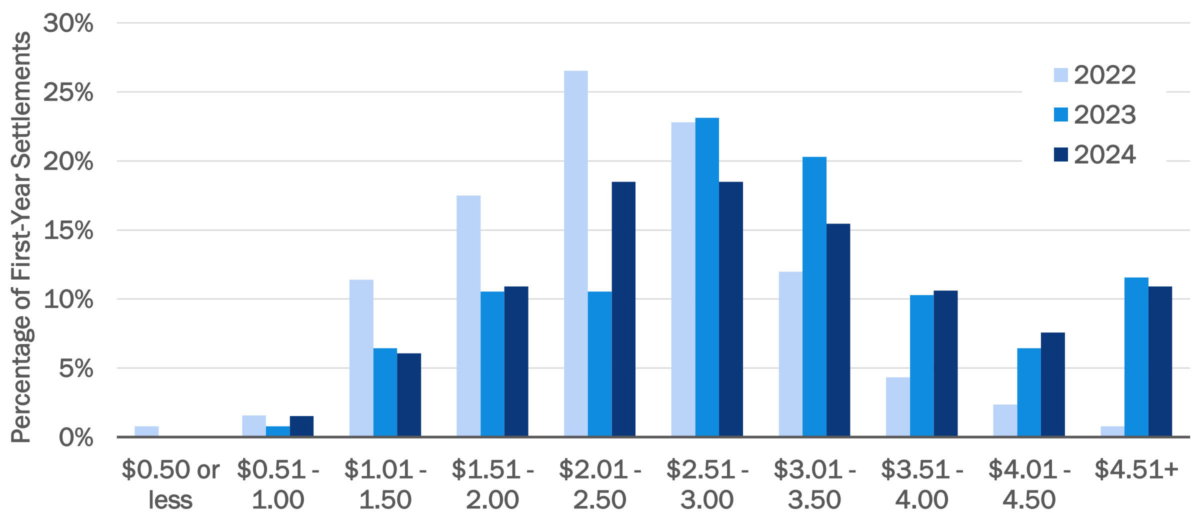
As the oval highlights, the fastest growing range was the one with the largest increases. In 2022, three percent of the settlements were 6.6 percent or higher. In 2024, almost 15 percent were in this category.

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



The distribution of first-year increases as dollar amounts for 2022, 2023, and 2024 is shown in **Exhibit 1.4**. As expected, there were noticeably more increases in 2023 and 2024 in the higher ranges (right side of the exhibit) and fewer in the lower ranges.

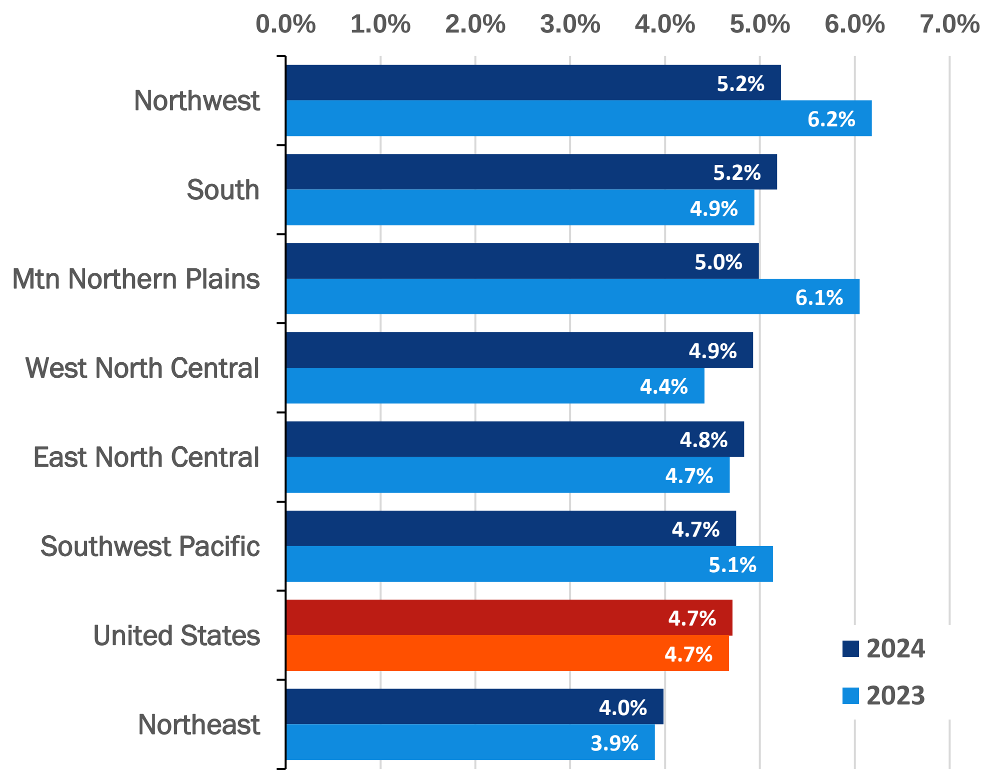
Exhibit 1.4
Distribution of first-year increases in new settlements, shown as dollar amounts



Exhibits 1.5 and 1.6 display the results (percentages and dollar amounts, respectively) for first-year increases for 2023 and 2024 by region in descending order based on 2024 data. As shown in **Exhibit 1.5**, the largest increases in 2024 were in the Northwest and South regions, both at 5.2 percent. Like last year, the smallest increases were in the Northeast.

The U.S. average is off-center because it is an average of the *craft averages*, not the regions. Moreover, although six of the seven regions had higher average increases than the U.S. average, the differences between the U.S. and the highest and lowest region averages were nearly the same at 0.5 and 0.7 percent, respectively.

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



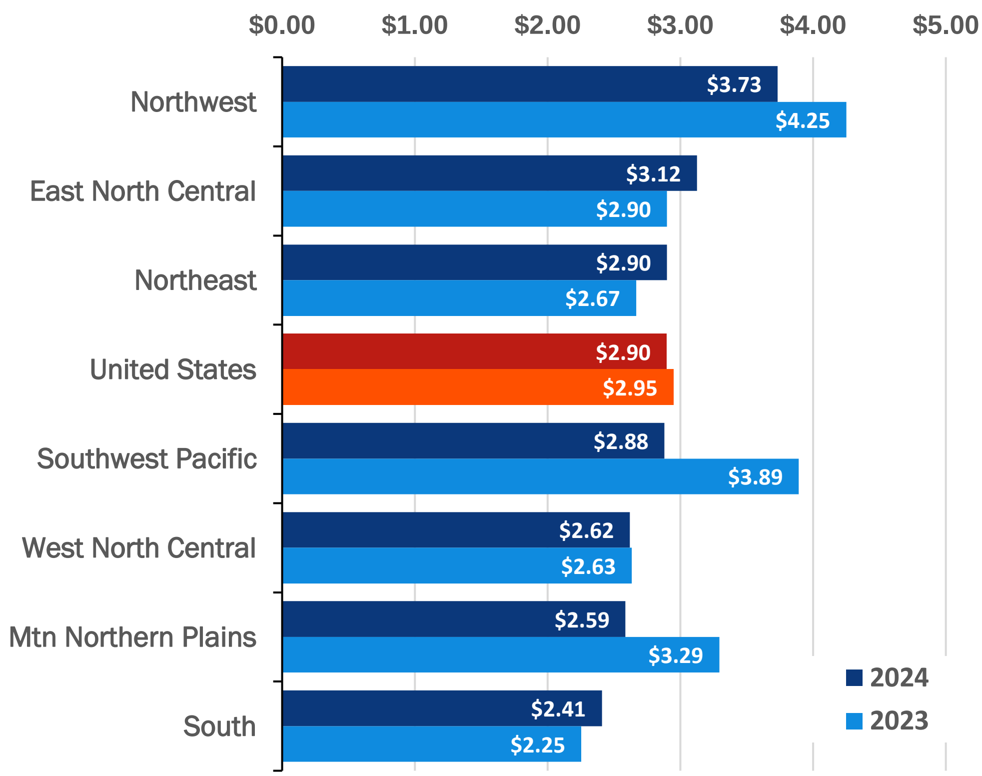
Regions

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

Note: In order to maintain CLRC's high-quality standards, we have made adjustments to some regions. The New England and Middle Atlantic regions have been combined to form a new region called **Northeast,** the Southeast and South Central regions have been combined to form a new region called **South,** and New Mexico has been moved from the South Central to the Southwest Pacific region.

Exhibit 1.6 shows the CLRC regions with the average dollar amount of their first-year increases. Once again, the largest average increase in 2024 was in the Northwest region, even though its average was noticeably less than in 2023. The Southwest Pacific and Mountain Northern Plains regions saw some regression to the mean with significant reductions in the size of their monetary increases.

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 2023 and 2024 by craft in descending order based on 2024 data. Pipefitters/Plumbers had the largest average increase in 2024 at 6.0 percent.

As displayed in **Exhibit 1.7**, half of the crafts had a larger increase in 2024 than in 2023, half had a smaller increase, and one craft saw no change. All but two crafts averaged at least 4.0 percent in 2024.

Exhibit 1.7

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

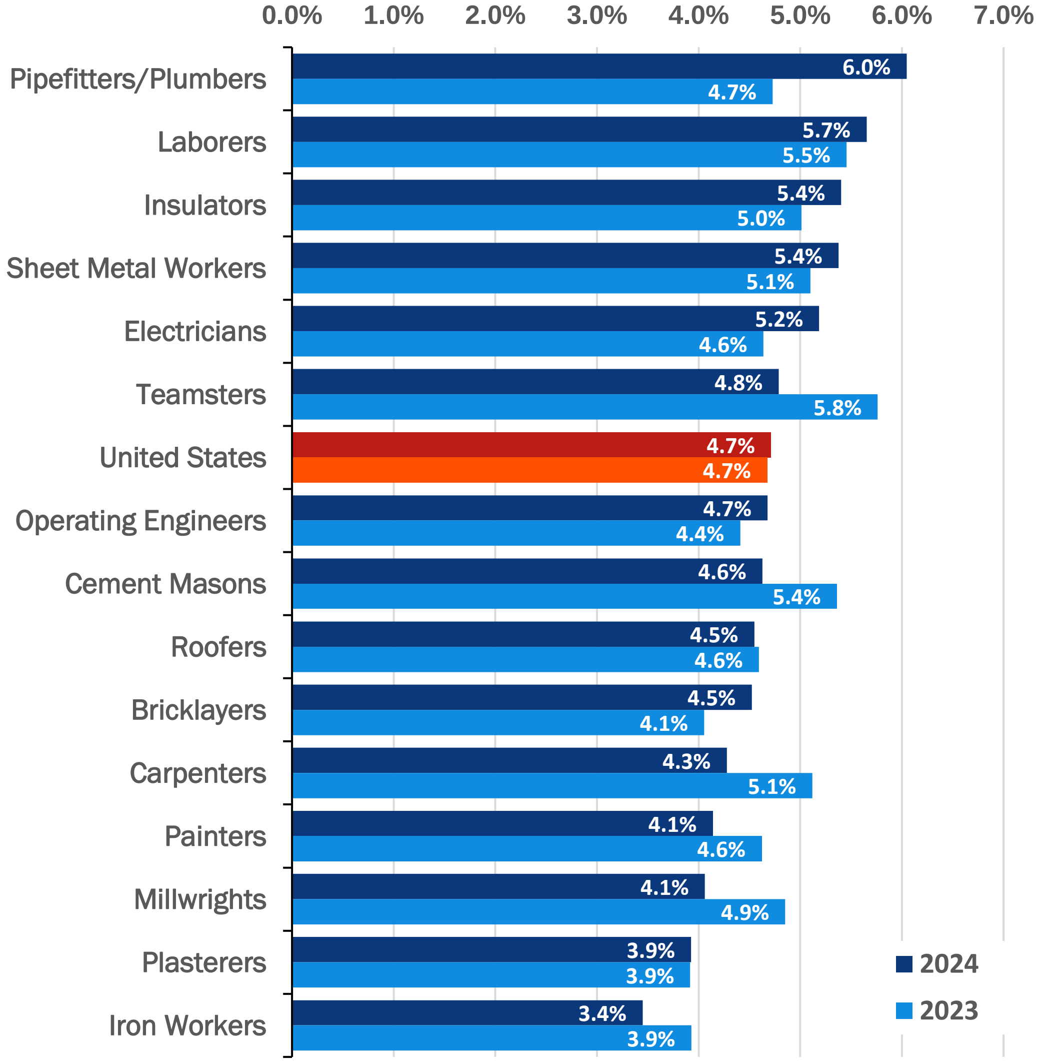
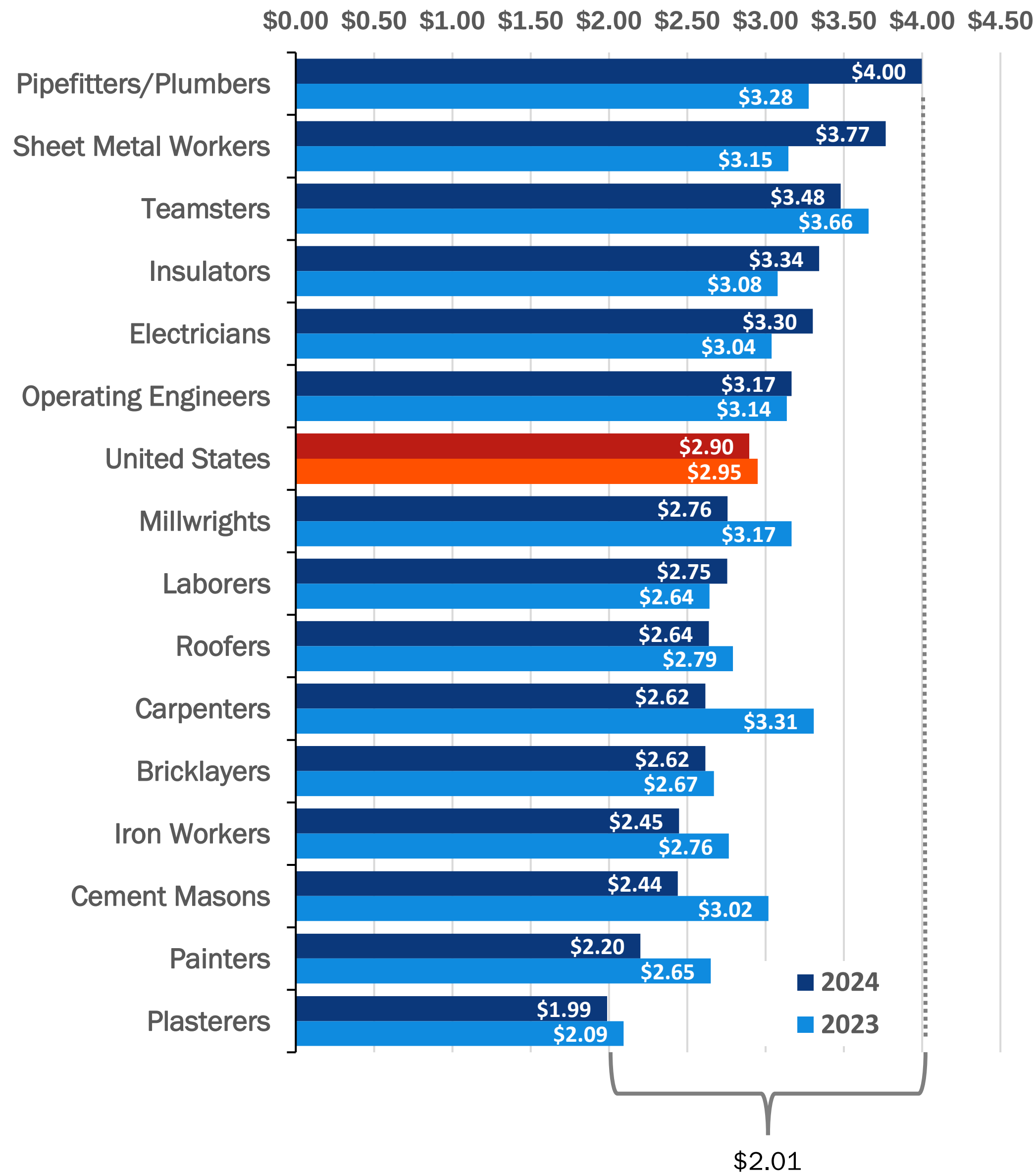


Exhibit 1.8 shows the crafts with the average dollar amount of their first-year increases. Pipefitters/Plumbers was the only craft to average at least $4.00. Almost all other crafts averaged at least $2.00 for their total package increase in 2024. The highest average was just over twice the size of the lowest, a $2.01 difference.

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 2024, the 2nd year of settlements reached in 2023, the 3rd year of settlements from 2022, 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 2024).

SECTION II. TOTAL PACKAGE INCREASES FOR ALL CONTRACT YEARS

The average total package increase in 2024 for all contract years for union craft workers in construction was 3.8 percent. These results include data from all years of active settlements (e.g., previous years such as 2022 and 2023 as well as future years).

Exhibit 2.1

All increases, shown as percentages

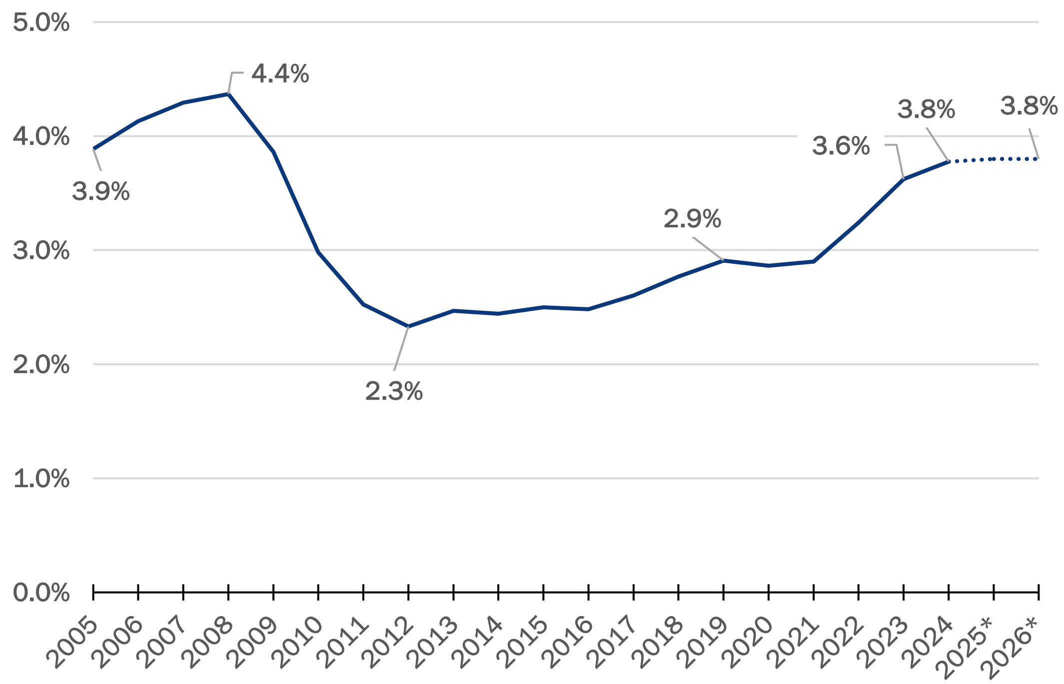


Exhibit 2.2 shows an increase of $0.16 from 2023 to 2024. The 2024 value of $2.46 reflects the average of what contractors are paying across *all years* of settlements whereas the $2.90 average for first year settlements (see **Exhibit 1.2**) reflects just those agreed upon in 2024.

Exhibit 2.2

All increases, shown as dollar amounts

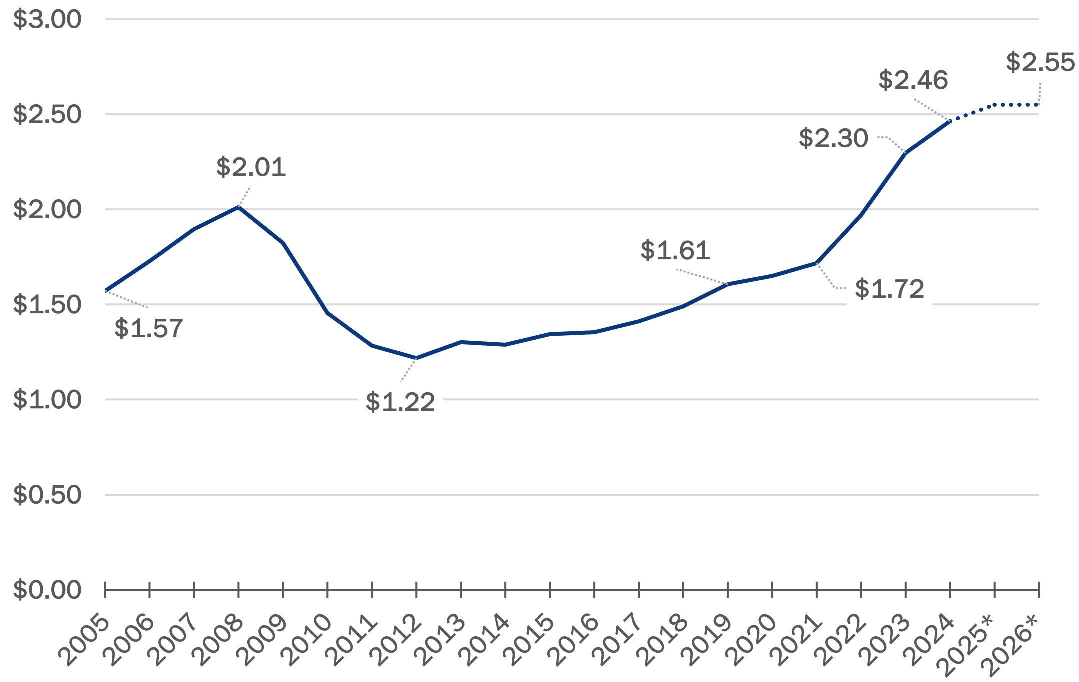


Exhibit 2.3 illustrates how increases, as a percentage, are distributed across a range. For 2024 the most common range for all increases was 3.6-4.0%, up from 2.6–3.0% in 2022 and 2023. The growth in the percentage of settlements in 2024 that are greater than 3.0 percent is due to the influence of new larger settlements covered in **Section I.**

Exhibit 2.3
Distribution of all increases, shown as percentages

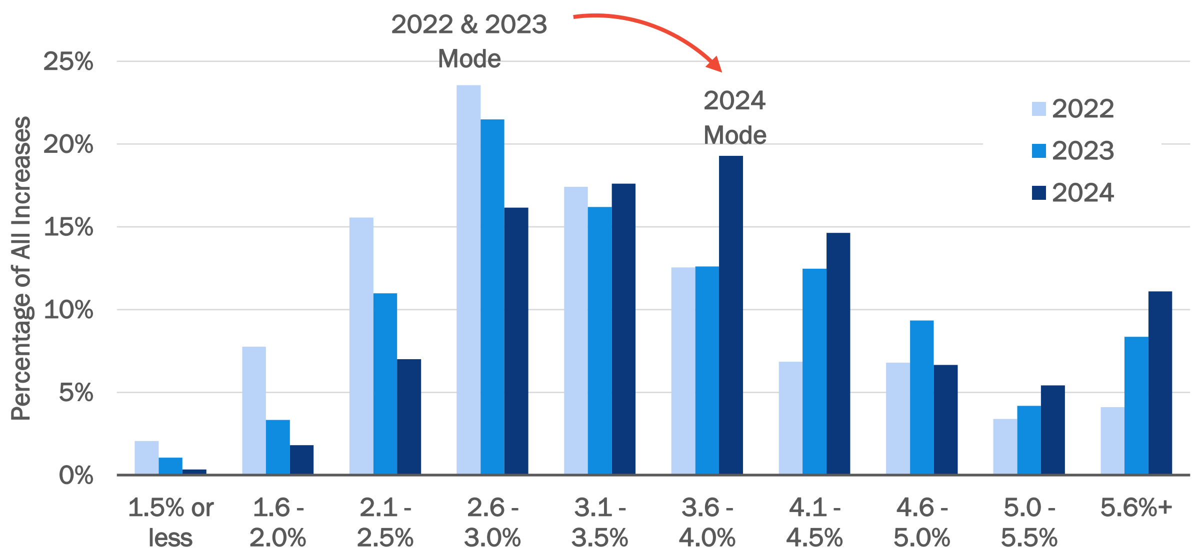
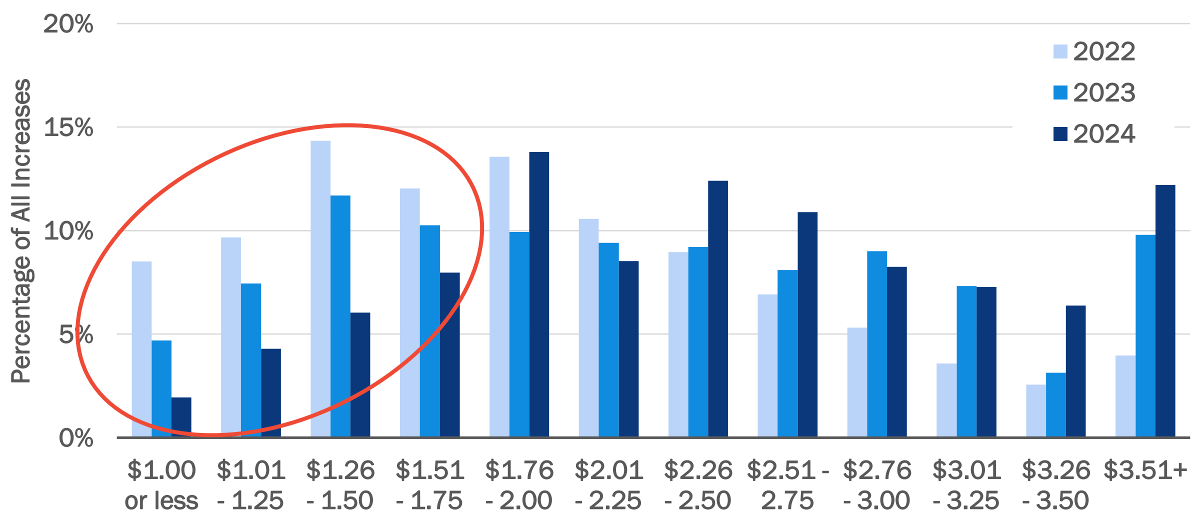


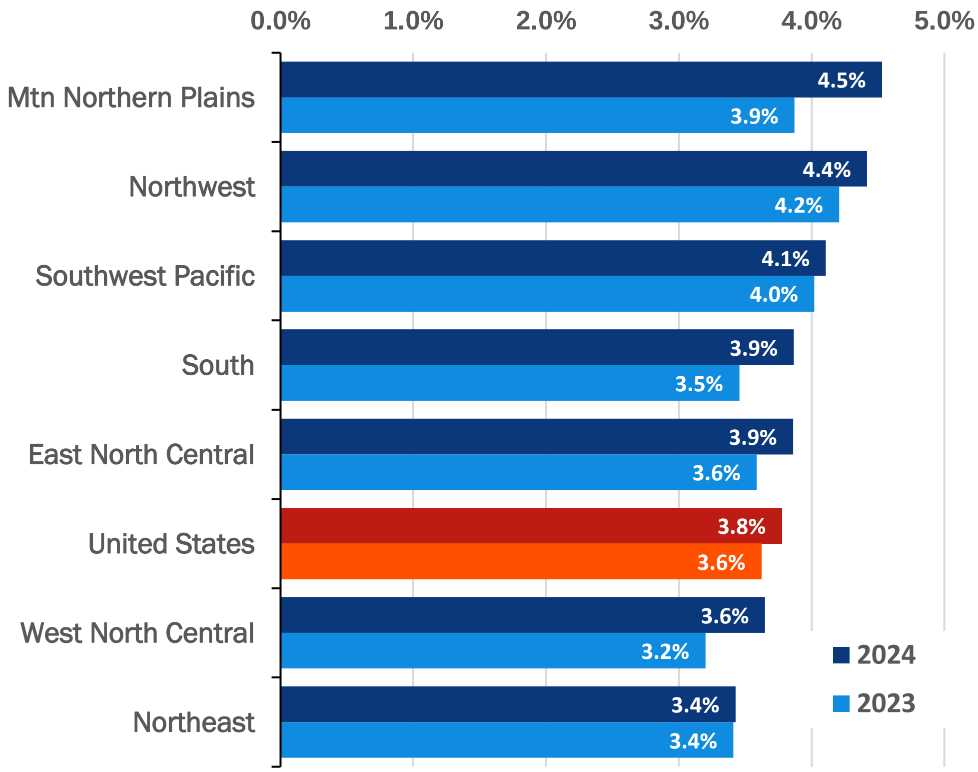
Exhibit 2.4 shows that the most common range, conveyed in monetary values, for 2024 was $1.76-2.00. As highlighted by the oval, the percentage of increases falling in the lower ranges (left side of the exhibit) was fewer in 2024 than in the recent past.

Exhibit 2.4
Distribution of all increases, shown as dollar amounts



Exhibits 2.5 and 2.6 display the results for all increases for 2023 and 2024 (percentages and dollar amounts, respectively) by region in descending order based on 2024 data. As shown in **Exhibit 2.5**, the largest average increases in 2024 were in the western part of the U.S., with the three westernmost regions averaging over 4.0 percent. The smallest increase was in the Northeast region.

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



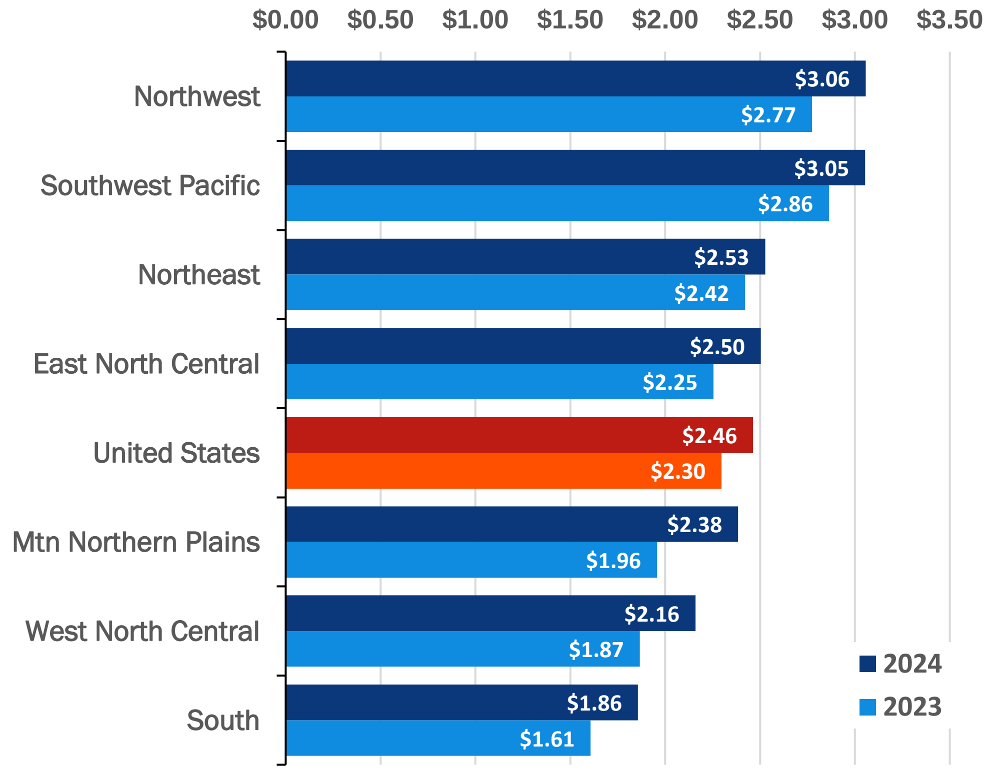
Regions

Northeast: CT, DC, DE, MA, MD, ME, NH, NJ, 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, NM, NV
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 with the Northwest and Southwest Pacific regions slightly above $3.00. 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. All other 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. The next issue will be published in April 2025.

Exhibits 2.7 and 2.8 display the results for all increases for 2023 and 2024 by craft (percentages and dollar amounts, respectively) in descending order based on the 2024 data. **Exhibit 2.7** shows that the largest average increases in 2024 belonged to Laborers and Insulators. Nearly all crafts (16 of 17) were half a percentage or less from the U.S. average.

Exhibit 2.7
All increases as percentages, by craft in descending order

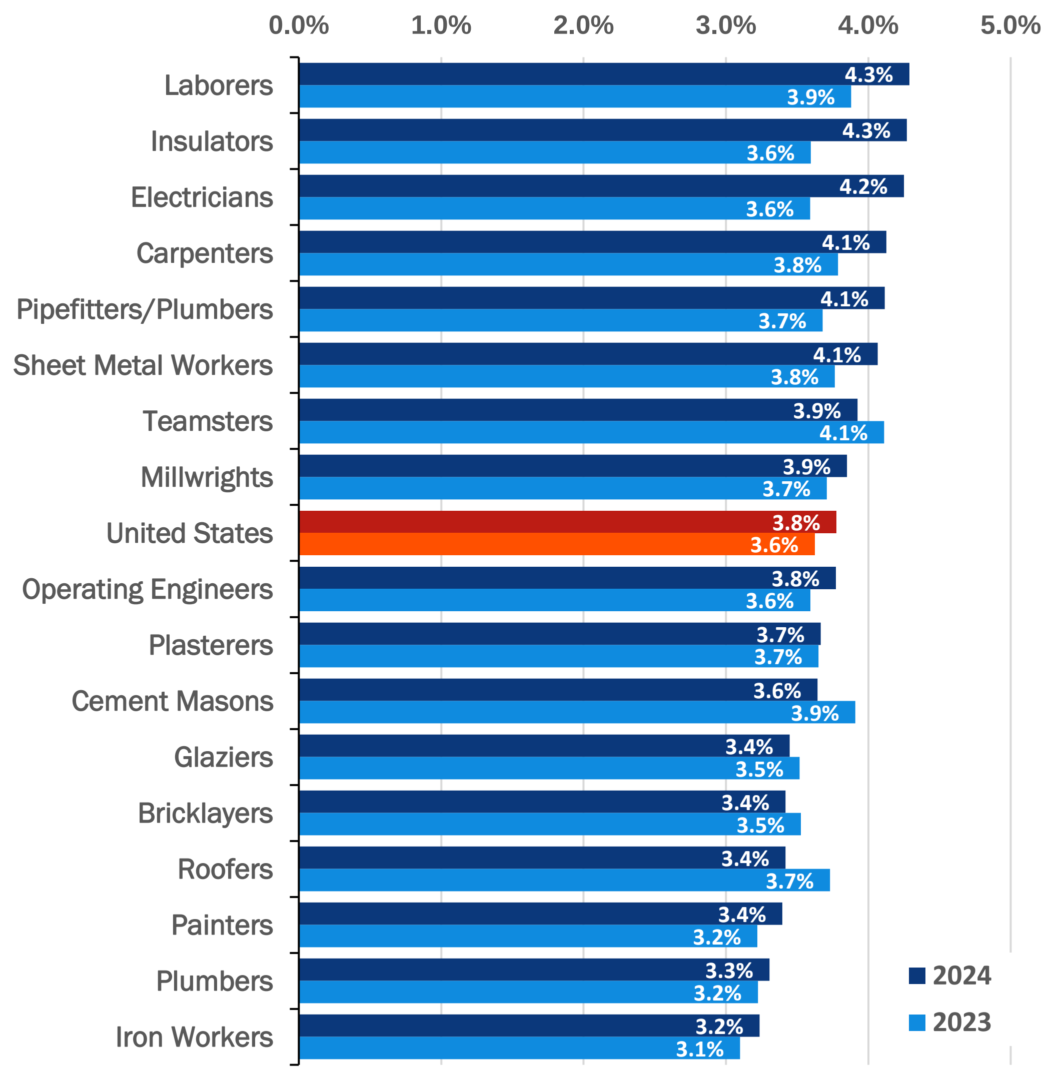


Exhibit 2.8 presents the crafts with the dollar amount of their increases. Nearly every craft averaged at least $2.00 in 2024 (15 of 17). The range is small, with every craft within $0.55 of the U.S. average.

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

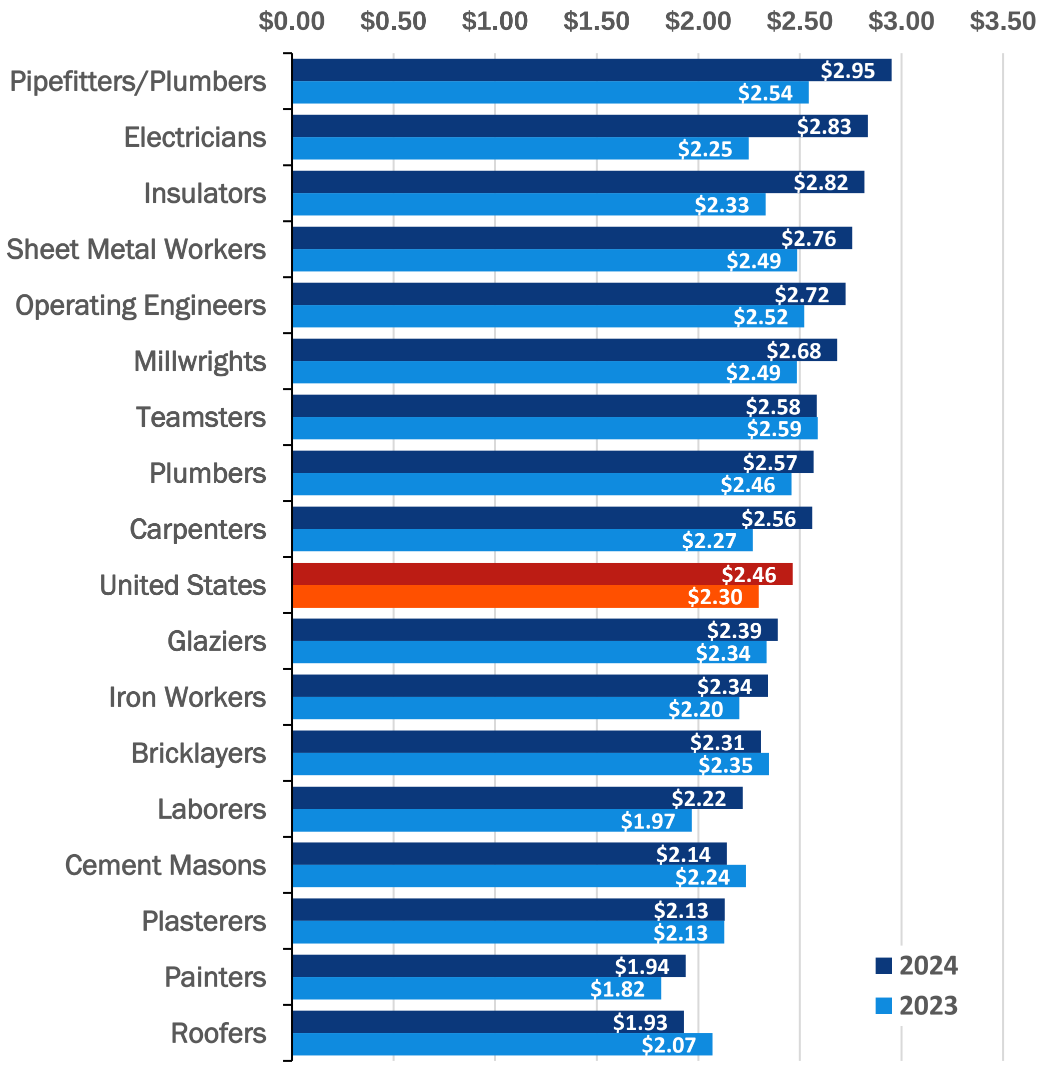


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information will help users of this report 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 $	$2.53	$1.86	$2.50	$2.16	$2.38	$3.05	$3.06
	Increase %	3.4%	3.9%	3.9%	3.6%	4.5%	4.1%	4.4%
Bricklayers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.12	-	$2.38	$2.22	-	$2.73	-
	Increase %	2.8%	-	3.6%	3.8%	-	3.7%	-
Carpenters		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$1.99	$1.84	$2.58	$2.48	$2.49	$3.63	$2.46
	Increase %	2.8%	4.2%	4.1%	4.3%	5.3%	5.0%	3.8%
Cement Masons		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.18	$1.66	$2.04	$1.65	$2.85	$2.52	$2.41
	Increase %	3.2%	4.0%	3.5%	3.4%	5.3%	4.1%	3.8%
Electricians		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.96	$1.76	$2.97	$2.71	$1.44	$3.57	$4.30
	Increase %	3.8%	4.0%	4.3%	4.3%	2.5%	5.1%	5.7%
Glaziers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.25	-	$2.62	$1.53	-	$2.44	$3.00
	Increase %	3.5%	-	3.8%	2.4%	-	3.0%	3.8%
Insulators		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.00	$1.87	$2.98	$3.15	$2.18	$3.31	$3.03
	Increase %	3.3%	3.4%	4.9%	4.3%	4.2%	4.1%	4.1%
Iron Workers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.67	$1.31	$2.39	$1.90	$3.00	$1.76	$3.60
	Increase %	3.4%	2.7%	3.4%	2.8%	4.1%	2.3%	4.5%
Laborers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.13	$1.99	$2.04	$1.75	$1.73	$2.37	$3.12
	Increase %	3.8%	5.6%	3.9%	3.6%	4.7%	4.3%	5.5%
Millwrights		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.39	$1.60	$2.68	$3.10	$3.05	$3.57	-
	Increase %	2.8%	3.0%	4.0%	5.6%	4.1%	3.9%	-

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 $	$2.69	$2.46	$2.55	$2.37	-	$3.52	$2.96
	Increase %	3.3%	5.1%	3.6%	3.8%	-	4.5%	4.2%
Painters		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.05	$1.67	$1.88	$1.28	-	$2.48	$3.00
	Increase %	3.3%	3.8%	3.3%	2.4%	-	4.2%	5.9%
Pipefitters/Plumbers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.89	$2.16	$2.94	$2.45	$3.10	$3.88	$4.71
	Increase %	3.4%	4.1%	4.1%	3.7%	5.3%	4.5%	5.2%
Plumbers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.75	$1.47	$2.95	$2.55	$2.25	-	-
	Increase %	3.1%	2.5%	3.8%	3.7%	3.5%	-	-
Plasterers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.14	$1.60	$1.96	$1.81	$1.65	$3.16	$2.57
	Increase %	3.2%	3.4%	3.4%	3.8%	3.6%	4.9%	3.7%
Roofers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$1.92	-	$1.76	$2.03	-	-	$2.00
	Increase %	3.2%	-	3.2%	3.9%	-	-	3.0%
Sheet Metal Workers		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$2.85	$1.67	$3.06	$2.38	$2.70	$3.36	$4.67
	Increase %	3.6%	3.4%	4.4%	3.9%	4.8%	3.7%	5.8%
Teamsters		NE	SO	ENC	WNC	MNP	SWP	NW
	Increase $	$3.26	-	$1.77	$1.20	-	$2.84	$2.48
	Increase %	4.8%	-	2.8%	2.4%	-	3.9%	3.9%

Regions

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

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