

Union Labor Costs In Construction 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 data for 100's of 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.

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, seven geographic regions, and 17 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.

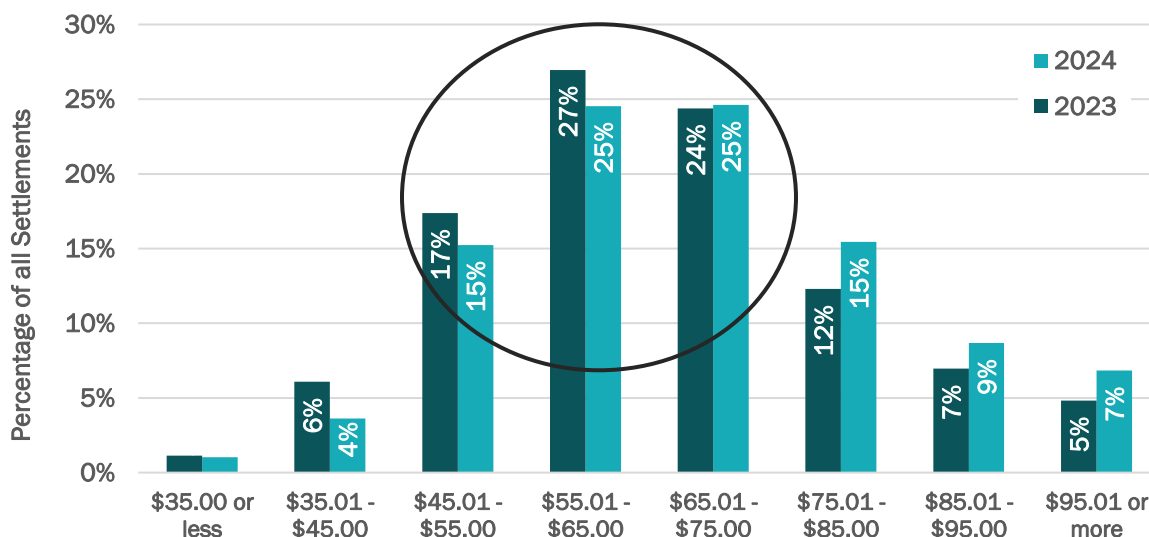
Total Package Rates

Exhibit 1 illustrates how total package rates in 2024 and 2023 are distributed across a range. As the exhibit shows, in both 2023 and 2024, around two thirds of the total package

rates fell in the \$45.01-\$75.00 range. The proportion of total package rates in the higher pay ranges (right side of the chart) continues to rise in 2024.

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).



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)

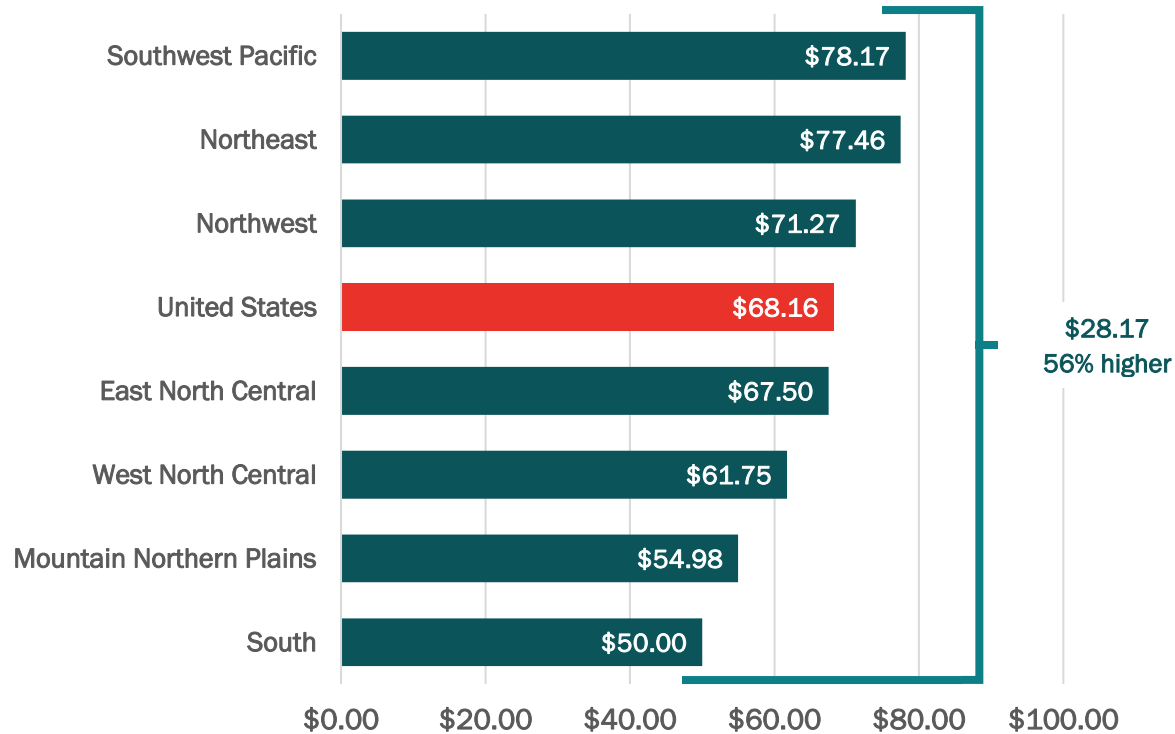
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Exhibit 2 displays results for the total package for 2024 by region. The U.S. average (which is the average of the craft averages) was \$68.16 (up 3.5% from \$65.83 in 2023). The Southwest Pacific region had the largest average total package rate in 2024 (\$78.17),

followed closely by the Northeast region (\$77.46). The lowest rate was the South region (\$50.00). The highest average total package rate is \$28.17 (56 percent) higher than the smallest.

Exhibit 2

Total package average rates 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 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 2024 are illustrated in **Exhibit 3**. The data ranged from \$54.03 for Laborers to \$80.38 for Plumbers. The highest rate was \$12.22 (18 percent) higher than the U.S. average, and

the lowest rate was \$14.13 (21 percent) lower. The range from highest to lowest was \$26.35 (49%). Eight crafts had a total package that was at least \$70.00 and three crafts had an average total below \$60.00.

Exhibit 3

Total package average rates by craft in descending order

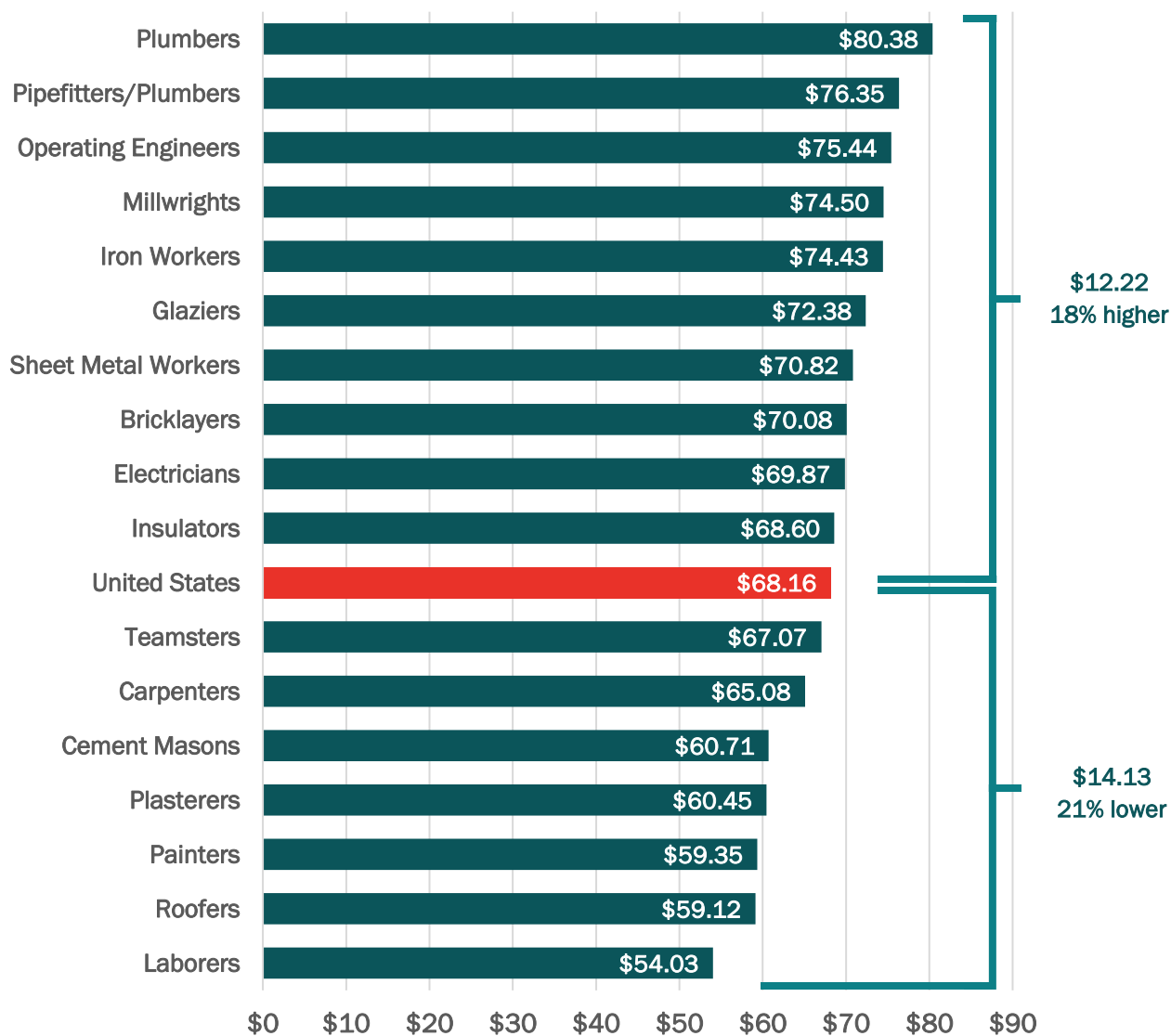


Exhibit 4 gives a detailed look at union craft rates in construction in 2024 using a craft by region matrix. It shows the total package rate,

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

Exhibit 4

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

United States	NE	SO	ENC	WNC	MNP	SWP	NW	US
Total Package	\$77.46	\$50.00	\$67.50	\$61.75	\$54.98	\$78.17	\$71.27	\$68.16
Wage Rate	\$43.64	\$32.56	\$38.35	\$37.31	\$35.25	\$47.02	\$46.48	\$41.56
Fringe Benefits & Other	\$33.82	\$17.44	\$29.15	\$24.45	\$19.73	\$31.15	\$24.79	\$26.60
Bricklayers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$77.94	-	\$67.50	\$60.62	-	\$77.26	-	\$70.08
Wage Rate	\$41.31	-	\$37.32	\$37.07	-	\$45.34	-	\$41.26
Fringe Benefits & Other	\$36.63	-	\$30.18	\$23.55	-	\$31.92	-	\$28.82
Carpenters	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$73.06	\$43.93	\$65.63	\$61.36	\$50.14	\$75.66	\$66.30	\$65.08
Wage Rate	\$43.33	\$29.63	\$36.19	\$36.59	\$32.57	\$46.11	\$48.24	\$40.61
Fringe Benefits & Other	\$29.73	\$14.30	\$29.44	\$24.77	\$17.57	\$29.55	\$18.06	\$24.47
Cement Masons	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$69.52	\$42.57	\$60.78	\$53.10	\$56.60	\$63.25	\$64.70	\$60.71
Wage Rate	\$39.29	\$29.18	\$34.60	\$30.31	\$36.83	\$37.97	\$41.23	\$37.76
Fringe Benefits & Other	\$30.23	\$13.39	\$26.18	\$22.79	\$19.77	\$25.28	\$23.48	\$22.95
Electricians	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$82.40	\$45.55	\$72.42	\$66.38	\$60.11	\$77.36	\$78.11	\$69.87
Wage Rate	\$46.58	\$31.59	\$43.22	\$41.62	\$40.12	\$50.81	\$50.16	\$44.09
Fringe Benefits & Other	\$35.81	\$13.96	\$29.20	\$24.76	\$20.00	\$26.54	\$27.95	\$25.78
Glaziers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$67.98	-	\$69.88	\$63.50	-	\$84.36	\$82.16	\$72.38
Wage Rate	\$37.23	-	\$42.00	\$38.97	-	\$50.62	\$58.89	\$43.97
Fringe Benefits & Other	\$30.75	-	\$27.88	\$24.53	-	\$33.74	\$23.27	\$28.41
Insulators	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$62.86	\$55.32	\$66.03	\$74.93	\$53.25	\$81.19	\$77.08	\$68.60
Wage Rate	\$35.22	\$31.44	\$38.53	\$40.93	\$34.90	\$55.27	\$51.41	\$45.15
Fringe Benefits & Other	\$27.64	\$23.88	\$27.50	\$34.00	\$18.35	\$25.92	\$25.67	\$23.45

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 4 (continued)

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

Iron Workers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$82.57	\$49.95	\$71.80	\$71.00	\$75.34	\$74.52	\$84.41	\$74.43
Wage Rate	\$43.26	\$31.16	\$37.02	\$36.79	\$35.95	\$39.64	\$44.99	\$41.10
Fringe Benefits & Other	\$39.30	\$18.79	\$34.78	\$34.22	\$39.39	\$34.89	\$39.42	\$33.33
Laborers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$58.13	\$36.68	\$55.81	\$49.55	\$37.52	\$57.34	\$59.87	\$54.03
Wage Rate	\$29.44	\$23.26	\$30.94	\$31.04	\$25.57	\$32.47	\$39.43	\$32.29
Fringe Benefits & Other	\$28.69	\$13.42	\$24.87	\$18.51	\$11.95	\$24.87	\$20.43	\$21.74
Millwrights	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$86.41	\$54.78	\$71.82	\$59.85	\$76.63	\$94.62	-	\$74.50
Wage Rate	\$54.59	\$34.60	\$37.89	\$35.36	\$38.65	\$59.89	-	\$43.28
Fringe Benefits & Other	\$31.83	\$20.18	\$33.93	\$24.49	\$37.98	\$34.72	-	\$31.22
Operating Engineers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$84.83	\$49.49	\$72.97	\$64.56	-	\$82.99	\$73.48	\$75.44
Wage Rate	\$53.08	\$34.71	\$42.73	\$39.61	-	\$52.76	\$50.28	\$48.01
Fringe Benefits & Other	\$31.75	\$14.78	\$30.24	\$24.94	-	\$30.22	\$23.20	\$27.43
Painters	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$64.09	\$45.56	\$59.16	\$54.95	-	\$62.05	\$54.71	\$59.35
Wage Rate	\$36.00	\$28.40	\$34.51	\$33.67	-	\$40.89	\$40.22	\$37.03
Fringe Benefits & Other	\$28.09	\$17.17	\$24.65	\$21.28	-	\$21.17	\$14.49	\$22.32
Pipefitters/Plumbers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$89.35	\$55.60	\$75.01	\$70.05	\$61.86	\$95.29	\$95.32	\$76.35
Wage Rate	\$50.29	\$37.70	\$44.45	\$42.85	\$40.12	\$55.94	\$57.16	\$47.70
Fringe Benefits & Other	\$39.06	\$17.90	\$30.56	\$27.20	\$21.74	\$39.36	\$38.16	\$28.65
Plumbers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$91.34	\$57.36	\$79.73	\$70.59	\$65.86	\$87.74	-	\$80.38
Wage Rate	\$55.24	\$37.73	\$44.46	\$47.72	\$41.33	\$46.03	-	\$50.70
Fringe Benefits & Other	\$36.11	\$19.63	\$35.27	\$22.87	\$24.53	\$41.71	-	\$29.68
Plasterers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$69.51	\$48.23	\$59.14	\$50.64	\$47.05	\$69.01	\$71.66	\$60.45
Wage Rate	\$39.20	\$29.89	\$33.75	\$30.94	\$32.55	\$38.80	\$46.46	\$37.19
Fringe Benefits & Other	\$30.31	\$18.34	\$25.39	\$19.70	\$14.50	\$30.20	\$25.20	\$23.26
Roofers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$62.19	-	\$55.64	\$54.64	-	-	\$68.25	\$59.12
Wage Rate	\$37.58	-	\$35.01	\$33.35	-	-	\$49.62	\$37.37
Fringe Benefits & Other	\$24.61	-	\$20.63	\$21.29	-	-	\$18.63	\$21.75
Sheet Metal Workers	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$83.58	\$51.41	\$74.15	\$65.58	\$58.15	\$91.47	\$84.39	\$70.82
Wage Rate	\$42.74	\$30.54	\$40.93	\$40.28	\$36.33	\$47.74	\$47.46	\$42.17
Fringe Benefits & Other	\$40.84	\$20.87	\$33.23	\$25.31	\$21.82	\$43.74	\$36.93	\$28.65
Teamsters	NE	SE	ENC	WNC	MNP	SWP	NW	US
Total Package	\$72.78	-	\$62.90	\$51.80	-	\$75.66	\$62.72	\$67.07
Wage Rate	\$36.31	-	\$38.46	\$33.63	-	\$40.45	\$39.22	\$39.45
Fringe Benefits & Other	\$36.47	-	\$24.44	\$18.18	-	\$35.21	\$23.50	\$27.62

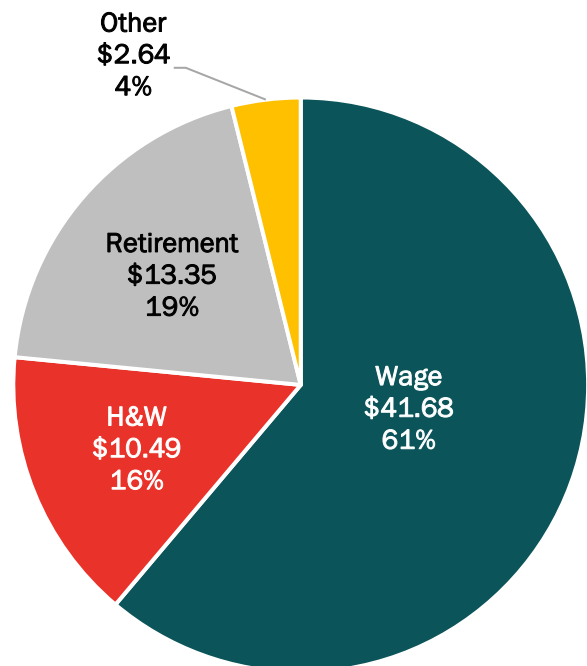
Exhibit 5*Defined contribution retirement and vacation prevalence by craft*

Craft	Defined Contribution	Vacation
Bricklayers	2%	15%
Carpenters	26%	17%
Cement Masons	10%	29%
Electricians	8%	19%
Glaziers	17%	7%
Insulators	11%	7%
Iron Workers	36%	30%
Laborers	14%	30%
Millwrights	13%	20%
Operating Engineers	21%	21%
Painters	14%	15%
Pipefitters/Plumbers	25%	27%
Plumbers	22%	24%
Plasterers	7%	17%
Roofers	10%	0%
Sheet Metal Workers	28%	6%
Teamsters	2%	24%
United States	16%	18%

Exhibit 5 shows the prevalence of two nonstandard fringe benefits (defined contribution retirement and vacation) for all crafts and the U.S. Iron Workers had the largest prevalence of defined contribution payments at 36 percent, meaning that 36 percent of all Iron Worker wage sheets had a line item for defined contribution retirement payments. Interestingly, Iron Workers also had the largest prevalence for vacation—along with Laborers—at 30 percent each. On average, 16 percent of total compensation packages for union crafts in construction in the U.S. had defined contribution retirement payments and 18 percent had vacation pay.

Exhibit 6*U.S. average rates and proportions*

Exhibit 6 addresses the average U.S. distribution of wages, health & welfare, retirement, and other costs. Both the dollar amount and proportion of the average U.S. total package are shown. Wages made up the majority of the total package at \$41.68 (61%). Of the fringe benefits, retirement was the largest category at \$13.35 (20%), followed by health & welfare at \$10.49 (15%). The “Other” category, which includes vacation, apprenticeship, and all other payments, was \$2.64 (4%).



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 U.S. and each craft. The crafts are listed in descending order based on the wage percentage. Insulators had the largest proportion of the total package in wages (66 percent).

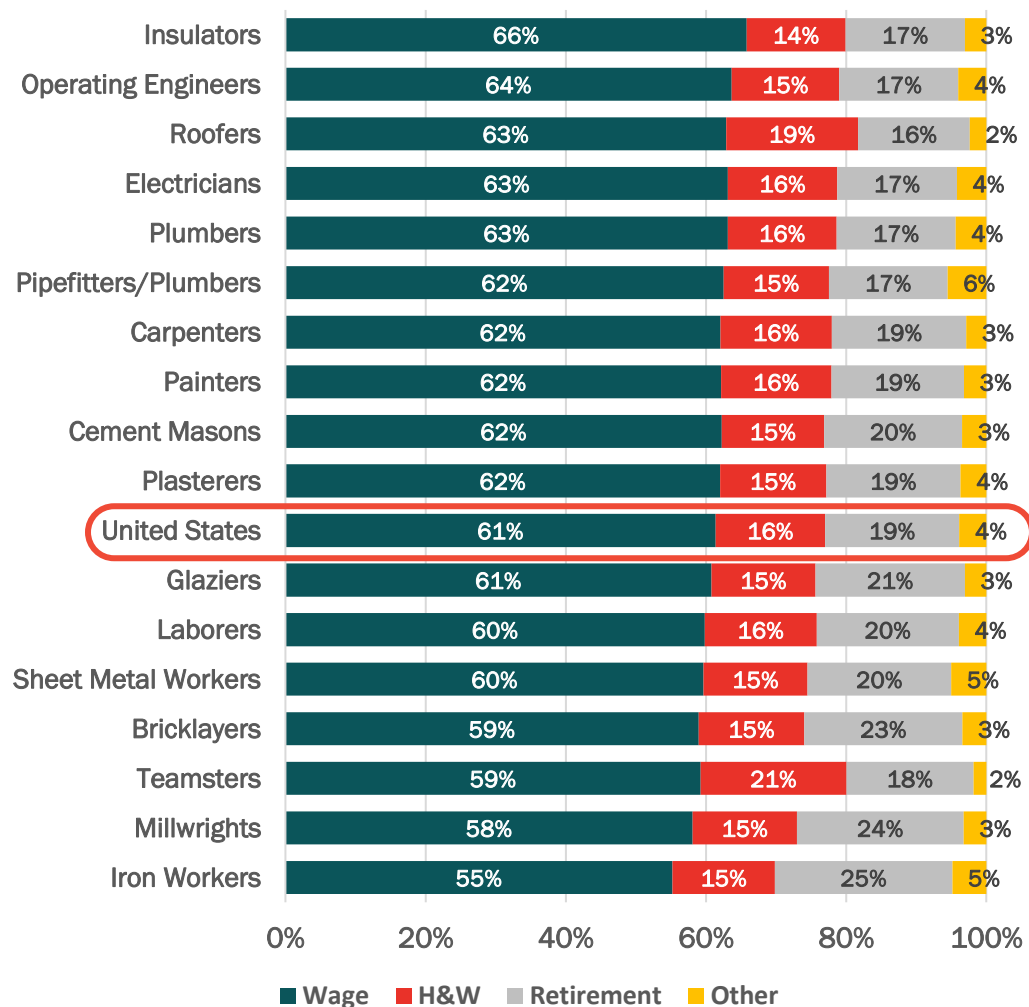
Teamsters had the largest proportion for health & welfare (21 percent) and consequently, one of the lowest proportions in wages (59%). Iron Workers led all crafts in the

proportion of their total package funding retirement (25 percent); and as a result, they had the lowest proportion of their total package in wages (55%). Since each craft must sum to 100%, as the proportion of the total package increases in one category, the sum of the other categories must decrease by an equal amount.

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 2024 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 2024

Exhibit 8

First year increases in new settlements, shown as percentages

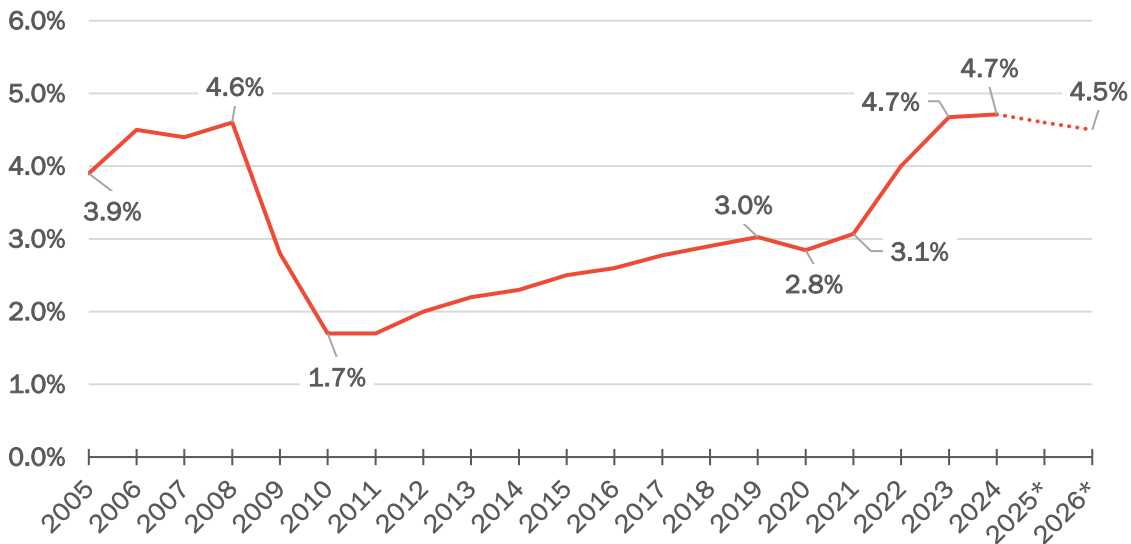
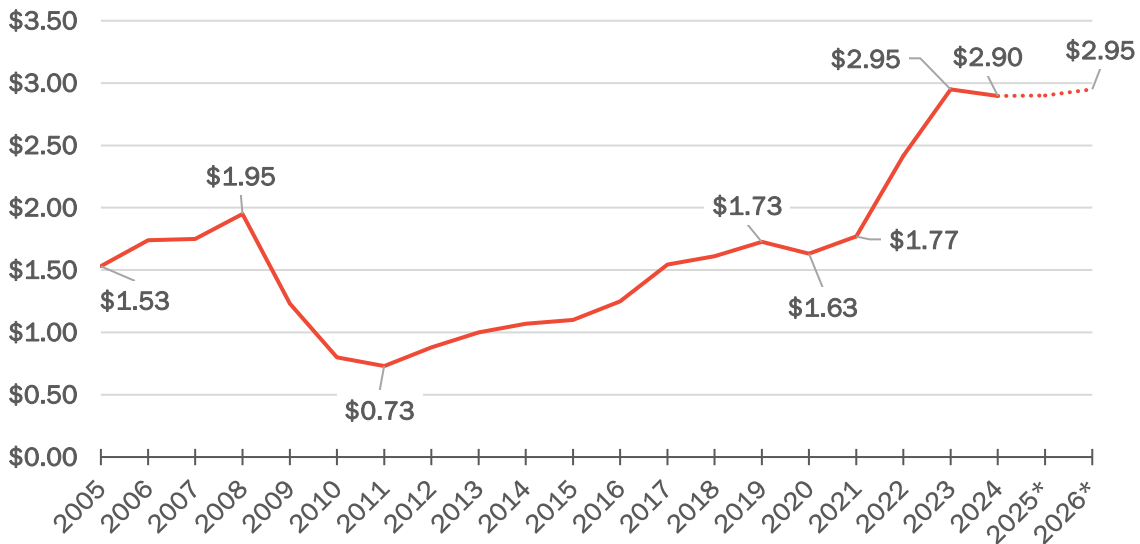


Exhibit 9

First year increases in new settlements, shown as dollars



Increases for All Contract Years

Exhibit 10

All increases, shown as percentages

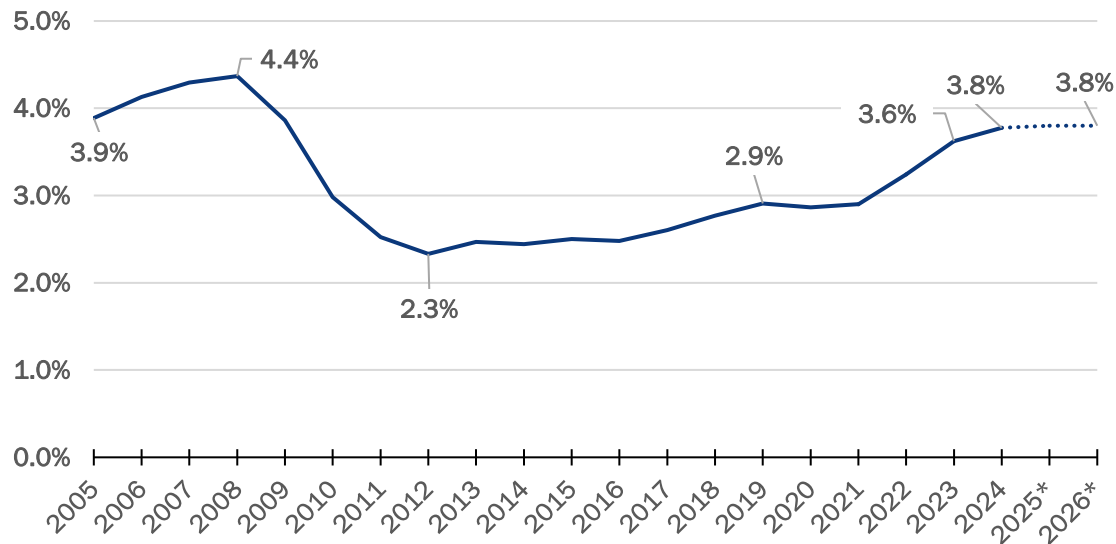
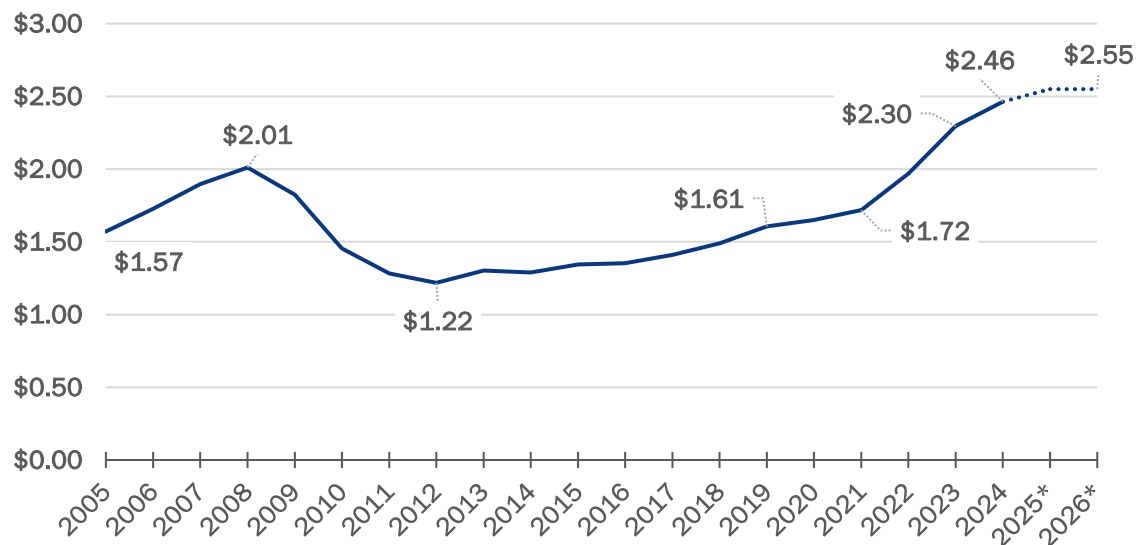


Exhibit 11

All increases, shown as dollars



The first year increases section is useful for understanding current trends. The data for all contract years 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 the years after 2023).

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