

Settlements Report

Total Package Increases for
Union Craft Workers in Construction

JUNE 2024



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 – JUNE 2024

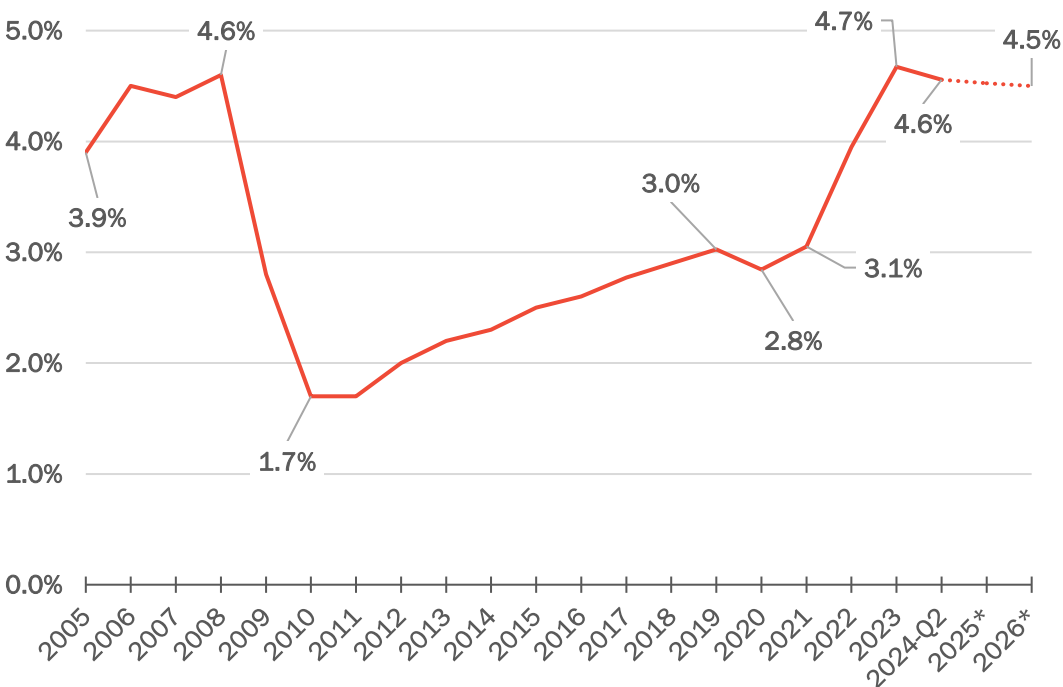
The Construction Labor Research Council (CLRC) reports that *the first year of new settlements reached from January through June of 2024 (2024-Q2) for union craft workers in the construction industry had an average increase of 4.6 percent.* As **Exhibit 1.1** illustrates, from 2020 to 2023, increases rose sharply—by 1.9 percent—going from 2.8 to 4.7 percent in just three years. However, in 2024-Q2—for the first time since 2020—the size of increases declined from the prior year.

The surge in inflation in 2021 and 2022 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 negotiated in 2021 was 3.1 percent per year. When this contract comes up for renewal in 2024, even though inflation has subsided, there may be a larger negotiated increase to “make up” for pay adjustments that were below the peak in the cost of living that fell in the middle of the contract.

The high average increase of 4.6 shows a continued response to high inflation yet the trend of quickly rising increases appears to have ended, as increases begin to level 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 2024-Q2 was \$2.84, as shown in **Exhibit 1.2**, a slight \$0.11 decline from the high of \$2.95 in 2023. Like the percentage increase, this slight decline in

2024-Q2 follows two consecutive years of a rapidly climbing average increase. CLRC projects first-year increases to remain stable in 2025/2026; by then most settlements will reflect the earlier spike in inflation.

Exhibit 1.2

First-year increases, shown as dollar amounts



The following associations sponsor this report:

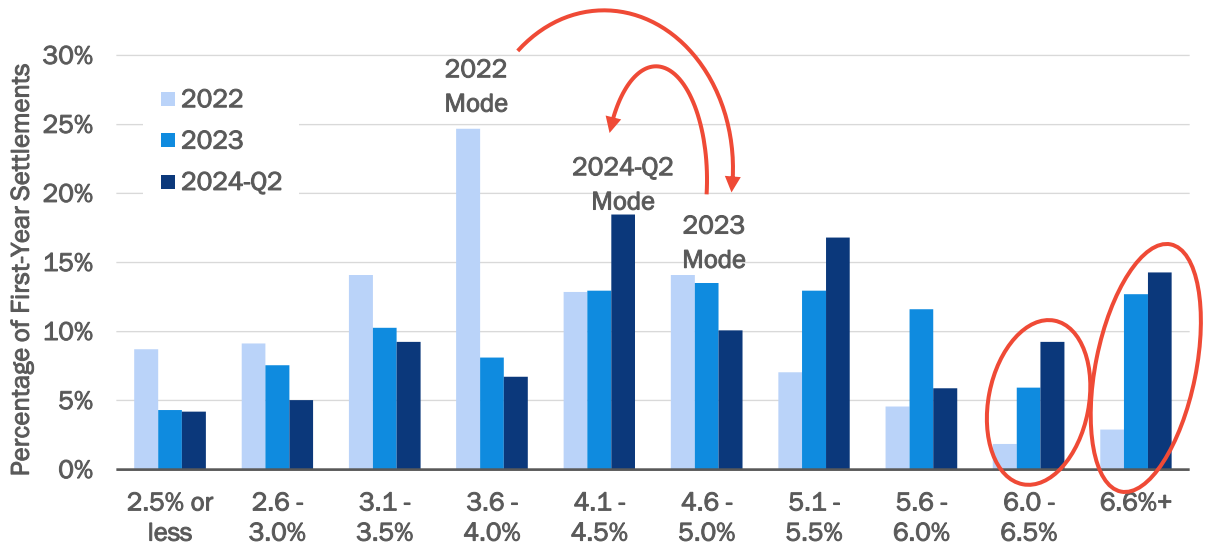
- Associated General Contractors of America (AGC)
- Central States Insulation Association (CSIA)
- FCA International (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- Mechanical Contractors Association of America (MCAA)
- National Architectural Glass and Metal 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-Q2. Three fourths (75%) of the settlements in 2024-Q2 were greater than 4.0 percent. Interestingly, the most common

percentage (the mode) moved slightly lower from 2023 to 2024-Q2—4.6-5.0% to 4.1-4.5%, respectively. There is a trend of rising settlements in the upper end of the range (6.0% and up).

Exhibit 1.3

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

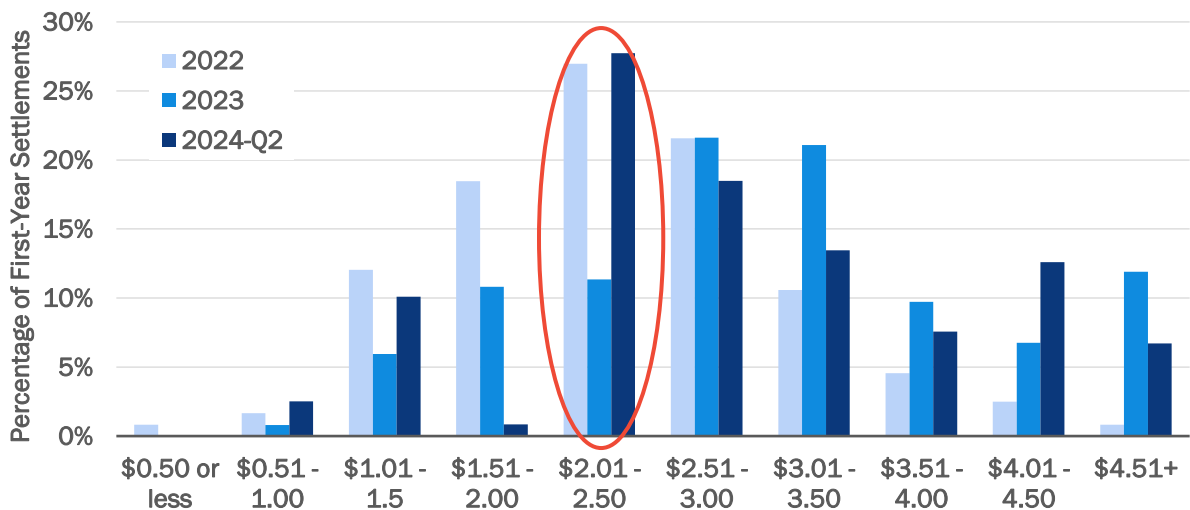


The distribution of first-year increases as dollar amounts for 2022, 2023, and 2024-Q2 are shown in **Exhibit 1.4**. The mode for 2024-Q2 has returned to where it resided in 2022

(\$2.01-2.50), down from the adjacent range of \$2.51-3.00 in 2023. Conversely, there are noticeably more settlements greater than \$3.00 in 2024-Q2 (40%) than 2022 (18%).

Exhibit 1.4

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

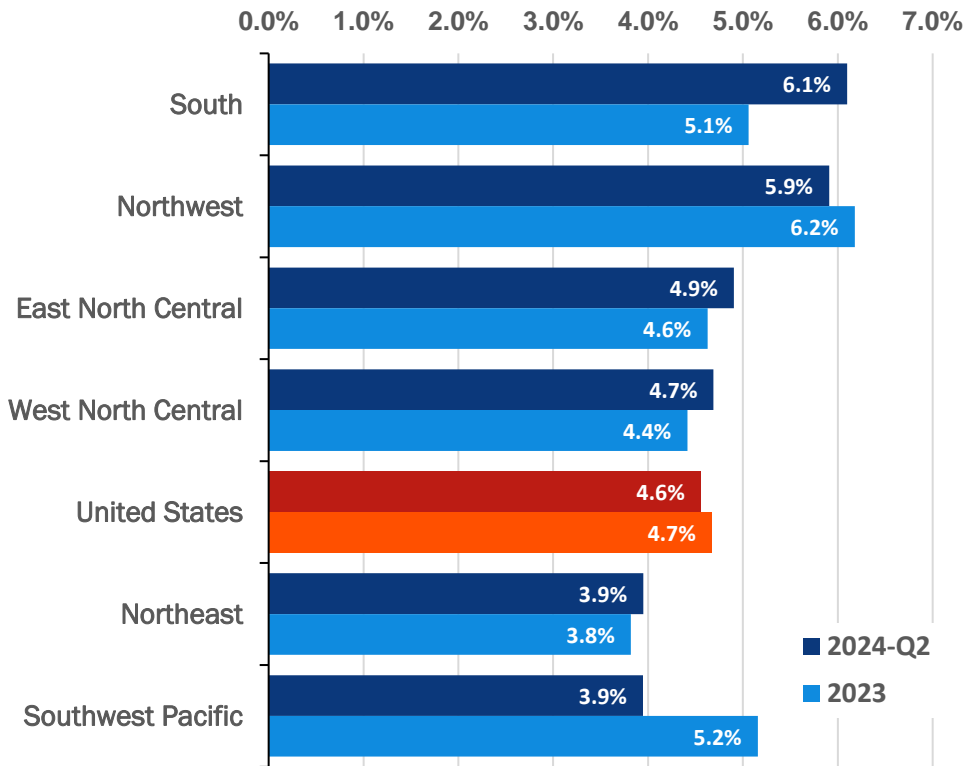


Exhibits 1.5 and 1.6 display the results (percentages and dollar amounts, respectively) for first-year increases for 2023 and 2024-Q2 by region in descending order based on 2024-Q2 data. As shown in Exhibit 1.5, The South had the largest increases in 2024-Q2, with a one percent jump from 2023. Interestingly, Southwest Pacific had the lowest

average increase in 2024-Q2 and was significantly lower than 2023. This is largely due to a change in sample. That is, in 2023 a vast majority of the first year settlements occurred in California (a higher-paying state), whereas in 2024-Q2, most of the first year settlements occurred in New Mexico (a lower-paying state).

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, 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

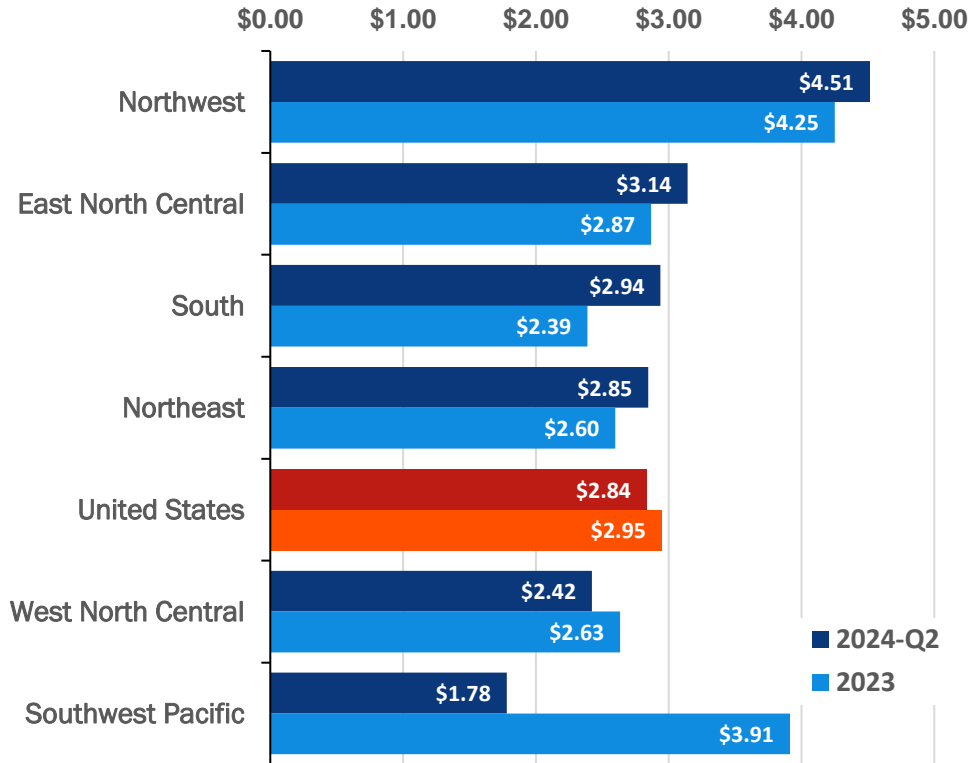
Note: In order to maintain our high-quality standards, we have made adjustments to some regions. The New England and Middle Atlantic regions have been combined to form a new region called **Northeast**, the Southeast and South Central regions have been combined to form a new region called **South**,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

Exhibit 1.6 shows the CLRC regions with the average dollar amount of their first-year increases. The largest average increases by a wide margin were in the Northwest region,

commensurate with historical trends. Like **Exhibit 1.5**, the Southwest Pacific region was the lowest, due to the differing sample of settlements from 2023 to 2024-Q2.

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-Q2 by craft in descending order based on 2024-Q2 data. As displayed in

Exhibit 1.7, all but two crafts averaged at least 4.0 percent in 2024-Q2. About half of the crafts had an increase in their average from 2023 to 2024-Q2.

Exhibit 1.7

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

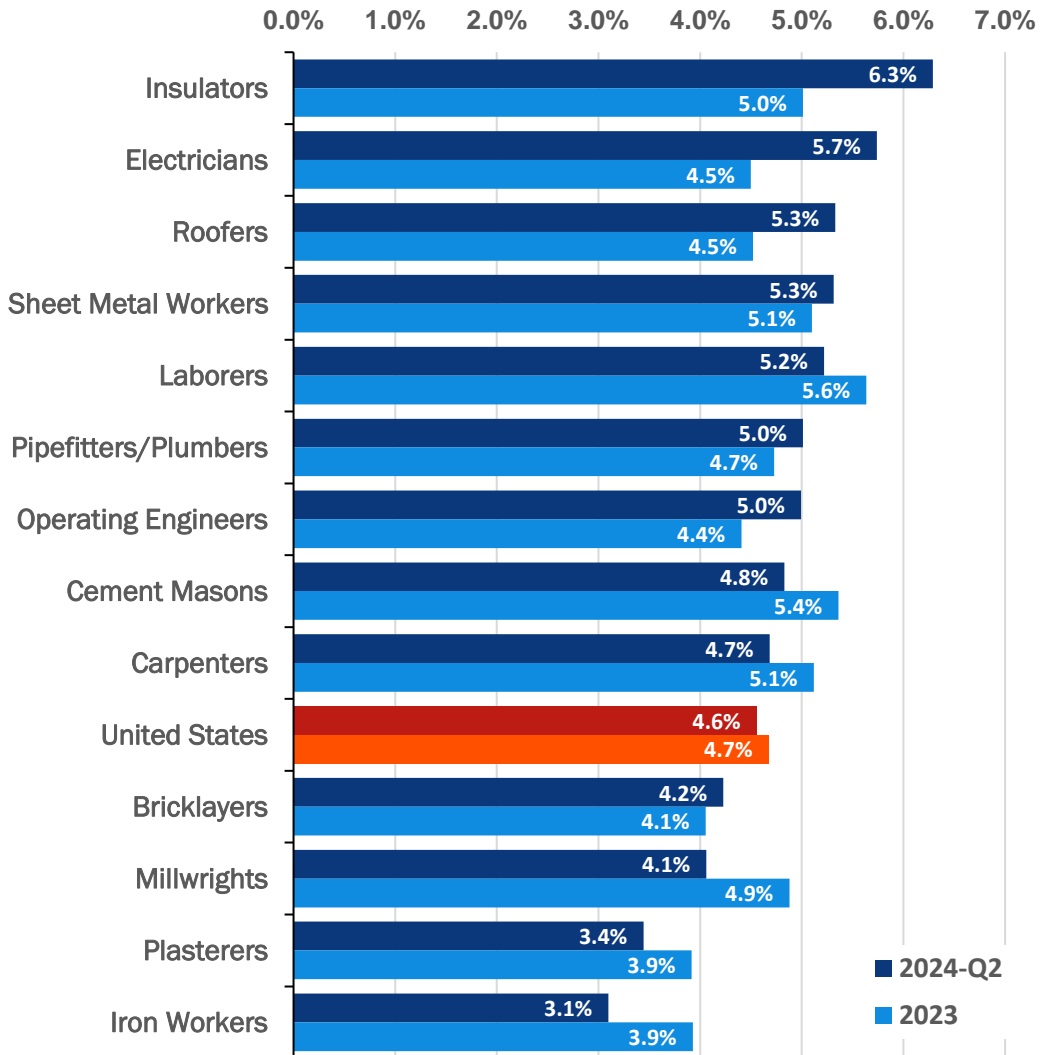
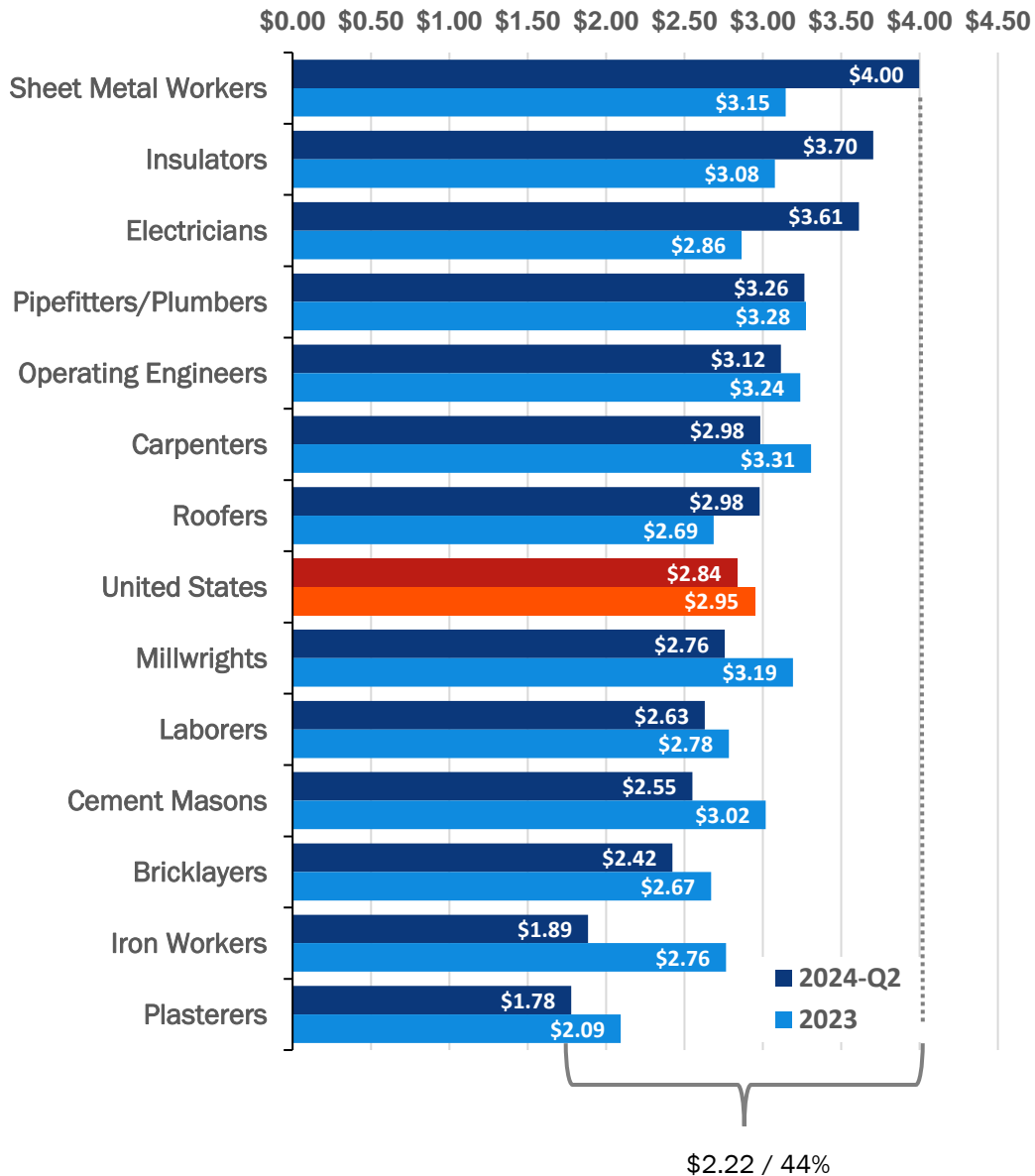


Exhibit 1.8 shows the crafts with the average dollar amount of their first-year increases. As is reflected by the US average, all but four crafts had a decrease in their average

increase from 2023 to 2024-Q2. The lowest average was \$2.22 lower than the highest, or 44 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 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-Q2 for all contract years for union crafts in construction was 3.6 percent. CLRC projects increases to reach approximately 3.9 percent by

2026. These results include those 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

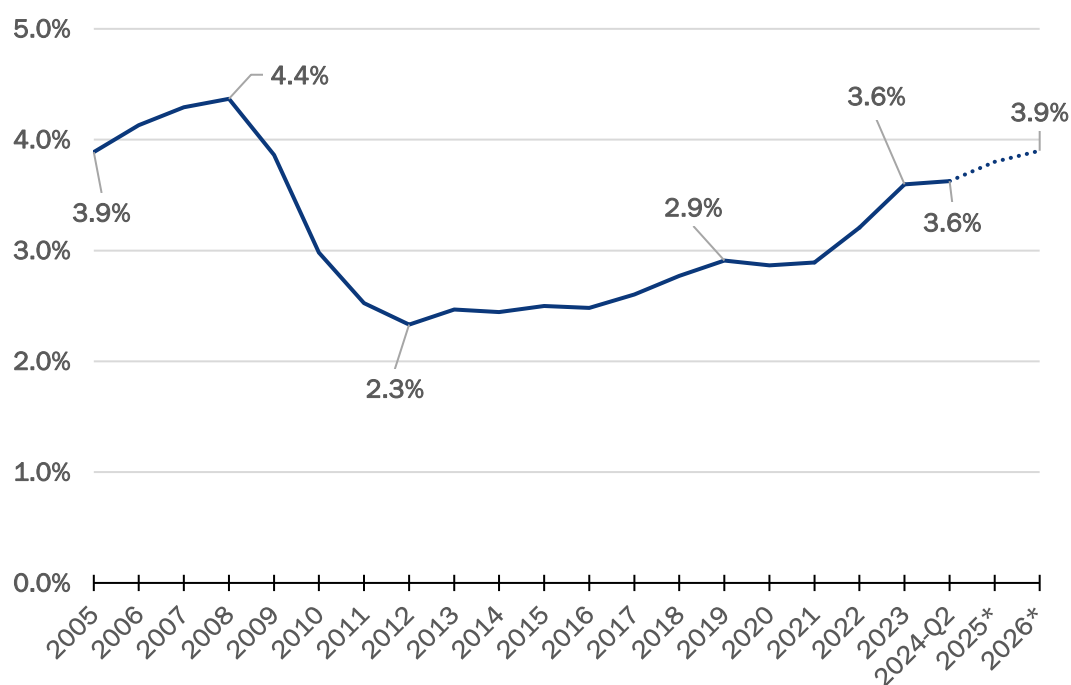


Exhibit 2.2 shows a slowing increase of \$0.09 from 2023 to 2024-Q2. The \$2.37 value for 2024-Q2 reflects the average of what contractors are paying across *all* years of

settlements whereas the \$2.84 average for first year settlements (see **Exhibit 1.2**) reflects just those agreed upon in 2024-Q2.

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 (3.1-3.5%) for

2024-Q2, up from the previous two years (2.6–3.0%). The growth in settlements in 2024-Q2 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

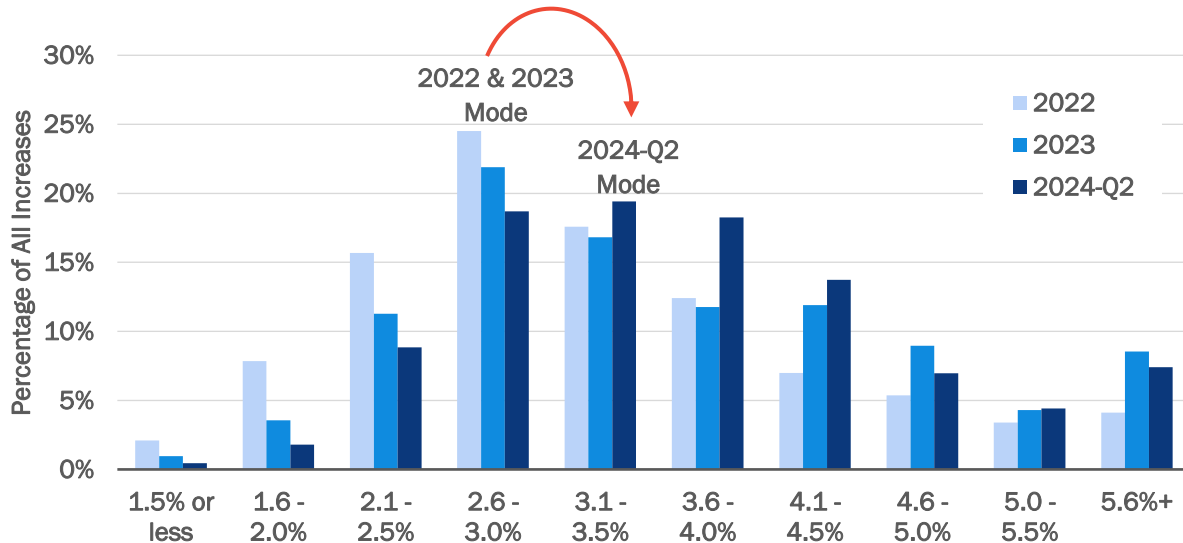
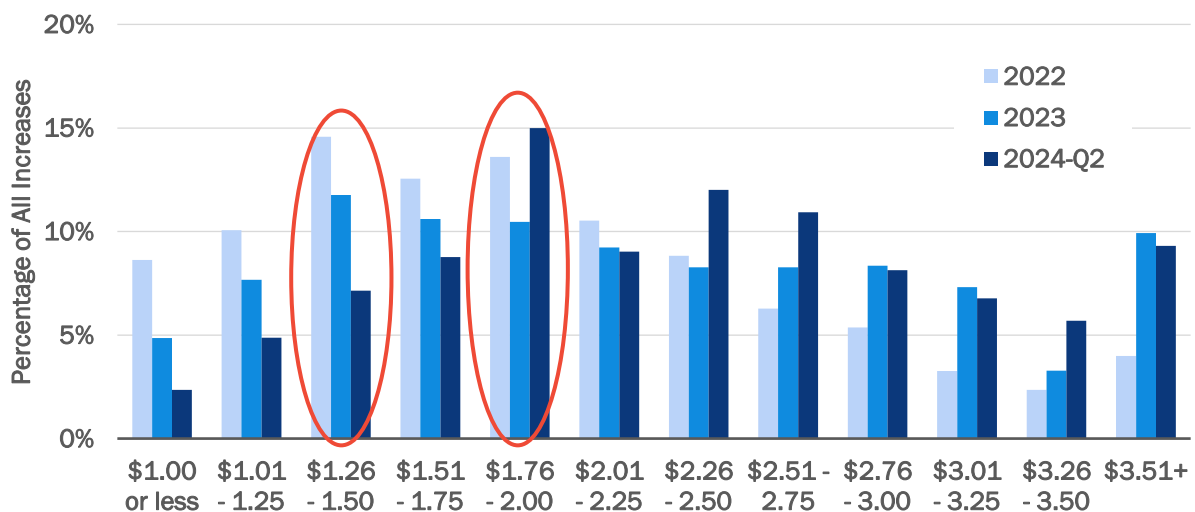


Exhibit 2.4 shows that the most common range conveyed in monetary values, for 2024-Q2 was \$1.76-2.00. The mode for 2022 and 2023 was lower—\$1.26-1.50. Additionally,

there was an increase in the percentage in several of the ranges in the upper half of the distribution for 2024-Q2.

Exhibit 2.4
Distribution of all increases, shown as dollar amounts

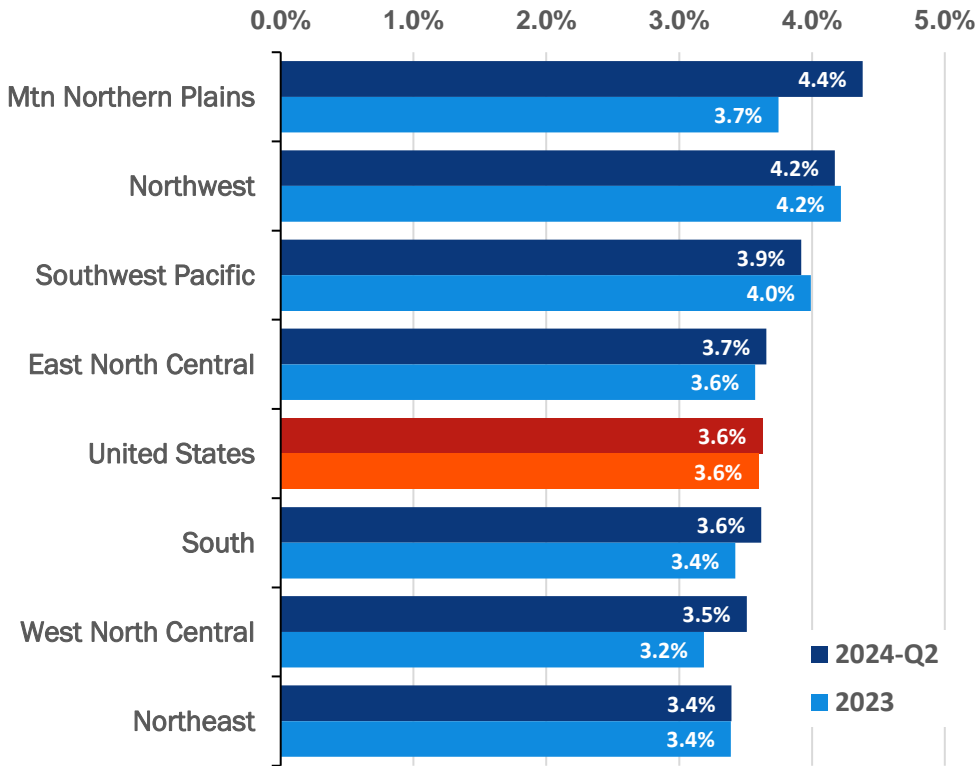


Exhibits 2.5 and 2.6 display the results for all increases for 2023 and 2024-Q2 (percentages and dollar amounts, respectively) by region in descending order based on 2024-Q2 data. As shown in

Exhibit 2.5, the largest average increases in 2024-Q2 were in the western part of the U.S., with two of 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, 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, IA, KS, MO, NE

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

Southwest Pacific: AZ, CA, HI, NV, NM

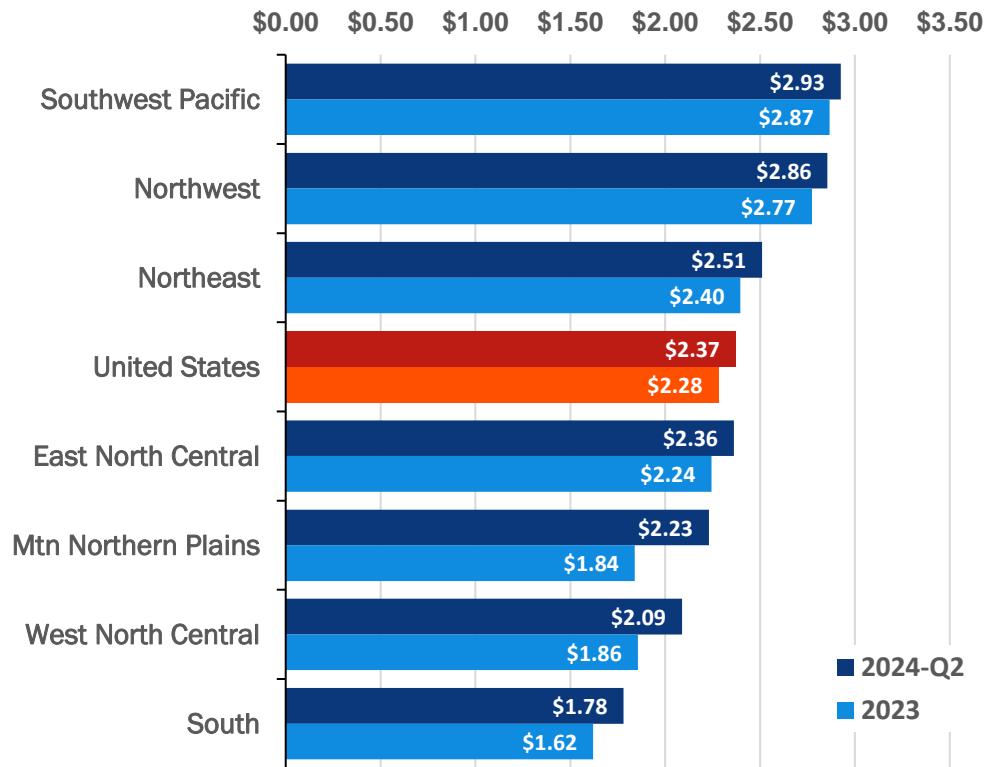
Northwest: AK, ID, OR, WA

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 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.

Exhibits 2.7 and 2.8 display the results for all increases for 2023 and 2024-Q2 by craft (percentages and dollar amounts, respectively) in descending order based on the 2024-Q2 data. Exhibit 2.7 shows that the

largest average increases in 2024-Q2 belonged to Insulators and Carpenters. 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

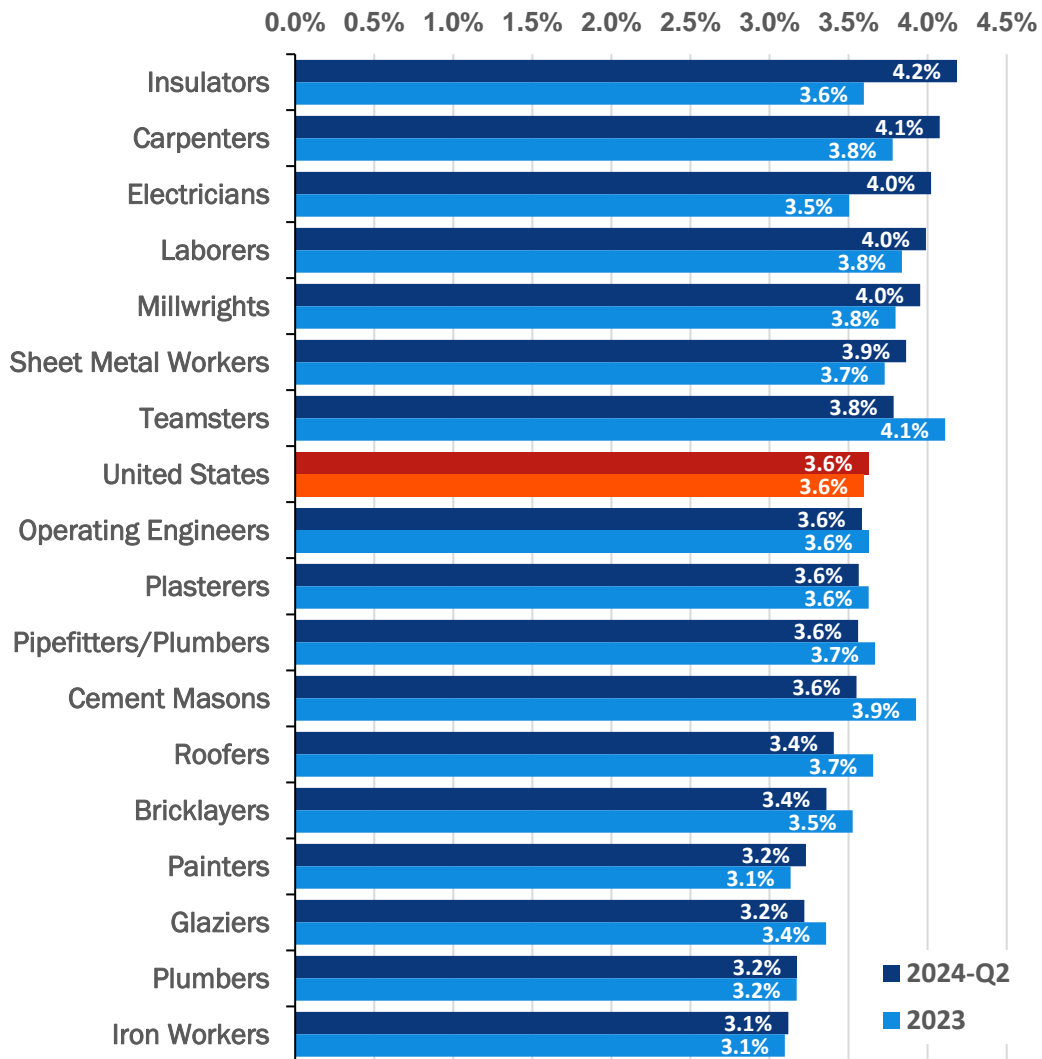


Exhibit 2.8 presents the crafts with the dollar amount of their increases. Nearly every craft averaged at least \$2.00 in 2024-Q2. The

range is small, with every craft within \$0.49 of the U.S. average.

Exhibit 2.8

All increases as dollar amounts, by craft in descending order

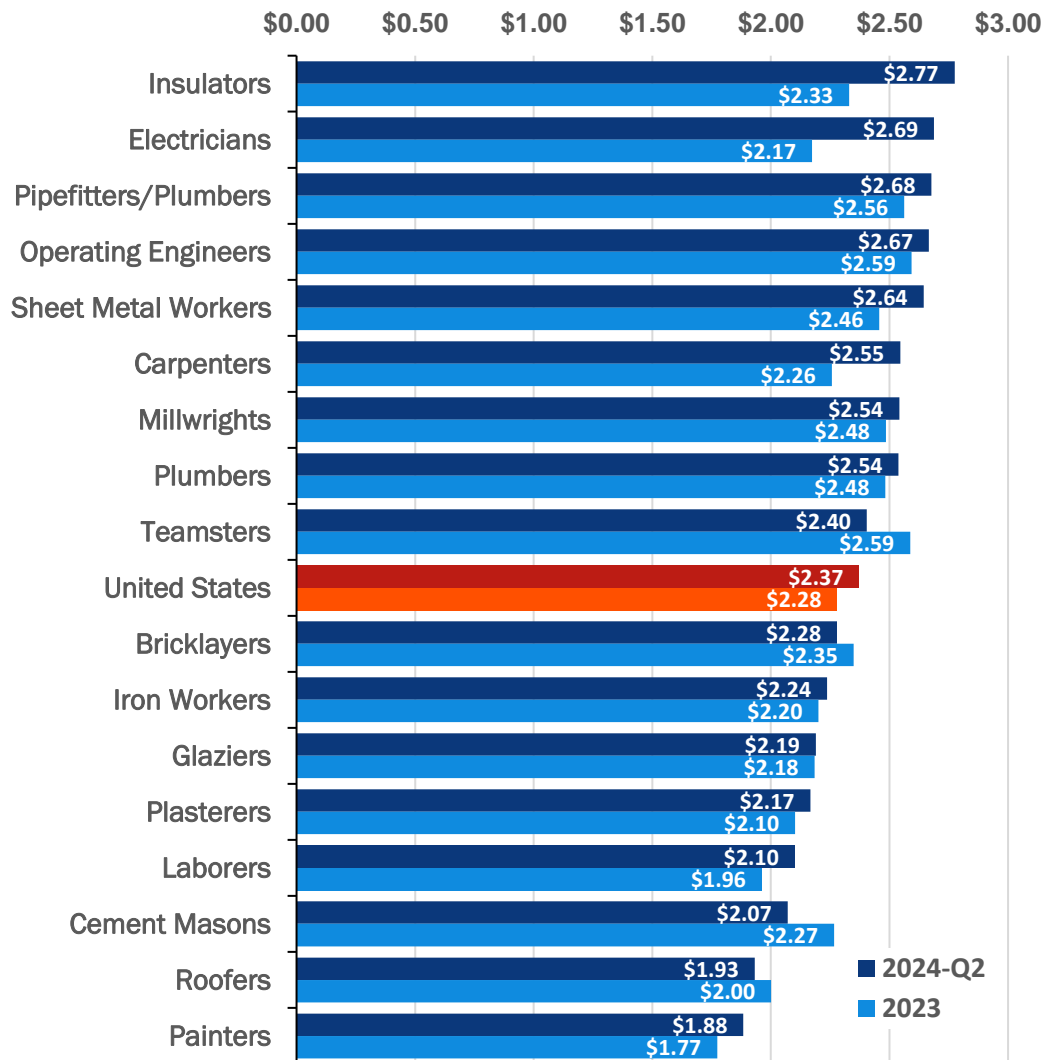


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information

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 \$	\$2.51	\$1.78	\$2.36	\$2.09	\$2.23	\$2.93	\$2.86
Increase %	3.4%	3.6%	3.7%	3.5%	4.4%	3.9%	4.2%
Bricklayers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.12	-	\$2.33	\$2.22	-	\$2.73	-
Increase %	2.8%	-	3.5%	3.8%	-	3.7%	-
Carpenters	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$1.99	\$1.06	\$2.49	\$2.48	\$2.37	\$3.73	\$2.67
Increase %	2.8%	2.8%	3.9%	4.3%	5.1%	5.2%	4.3%
Cement Masons	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.14	\$2.07	\$2.04	\$1.65	-	\$1.83	\$2.41
Increase %	3.1%	4.7%	3.5%	3.4%	-	3.7%	3.8%
Electricians	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$3.03	\$1.79	\$2.68	\$2.47	-	-	\$3.77
Increase %	3.9%	4.1%	3.8%	3.6%	-	-	5.0%
Glaziers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.25	-	\$1.97	-	-	\$2.44	-
Increase %	3.5%	-	3.1%	-	-	3.0%	-
Insulators	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.00	\$1.87	\$3.00	\$3.15	\$2.42	\$3.24	\$2.52
Increase %	3.3%	3.4%	4.9%	4.3%	4.5%	4.0%	3.6%
Iron Workers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.67	\$1.31	\$2.42	\$1.90	-	\$1.76	-
Increase %	3.3%	2.7%	3.4%	2.8%	-	2.3%	-
Laborers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.03	-	\$1.99	\$1.75	\$1.31	\$2.39	\$2.93
Increase %	3.6%	-	3.7%	3.6%	4.2%	4.4%	5.0%
Millwrights	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	-	\$1.60	\$2.55	\$3.10	\$3.05	-	-
Increase %	-	3.0%	3.8%	5.6%	4.1%	-	-
Operating Engineers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.69	-	\$2.37	\$2.37	-	\$3.46	\$2.80
Increase %	3.3%	-	3.3%	3.8%	-	4.5%	4.1%

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*

Painters	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$1.88	\$1.50	\$1.84	\$1.26	-	\$2.90	-
Increase %	3.0%	3.7%	3.3%	2.3%	-	4.6%	-
Pipefitters/Plumbers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.92	\$2.13	\$2.67	\$2.18	\$1.70	\$3.33	\$4.46
Increase %	3.3%	4.0%	3.7%	3.1%	3.0%	3.4%	4.8%
Plumbers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.75	\$1.47	\$2.67	\$2.55	-	-	-
Increase %	3.1%	2.5%	3.4%	3.7%	-	-	-
Plasterers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.14	\$1.60	\$1.96	\$1.75	-	\$3.25	\$2.57
Increase %	3.2%	3.4%	3.4%	3.8%	-	4.5%	3.7%
Roofers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$1.90	-	\$1.76	\$2.03	-	-	\$2.00
Increase %	3.3%	-	3.1%	3.8%	-	-	3.0%
Sheet Metal Workers	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$2.76	\$1.64	\$2.83	\$2.34	\$2.41	\$3.35	\$4.67
Increase %	3.5%	3.3%	3.9%	3.8%	4.3%	3.7%	5.8%
Teamsters	NE	SO	ENC	WNC	MNP	SWP	NW
Increase \$	\$3.26	-	\$1.77	\$1.20	-	-	\$2.06
Increase %	4.8%	-	2.8%	2.4%	-	-	3.5%

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, 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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