Issue Date: October 15, 2024

Settlements Report

Total Package Increases for Union Craft Workers in Construction

SEPTEMBER 2024

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.

SECTION I. FIRST-YEAR TOTAL PACKAGE INCREASES JANUARY – SEPTEMBER 2024

The Construction Labor Research Council (CLRC) reports that *the first year of new settlements reached from January through September of 2024 (2024-Q3) for union craft workers in the construction industry had an average increase of 4.7 percent, the same rate as 2023.*

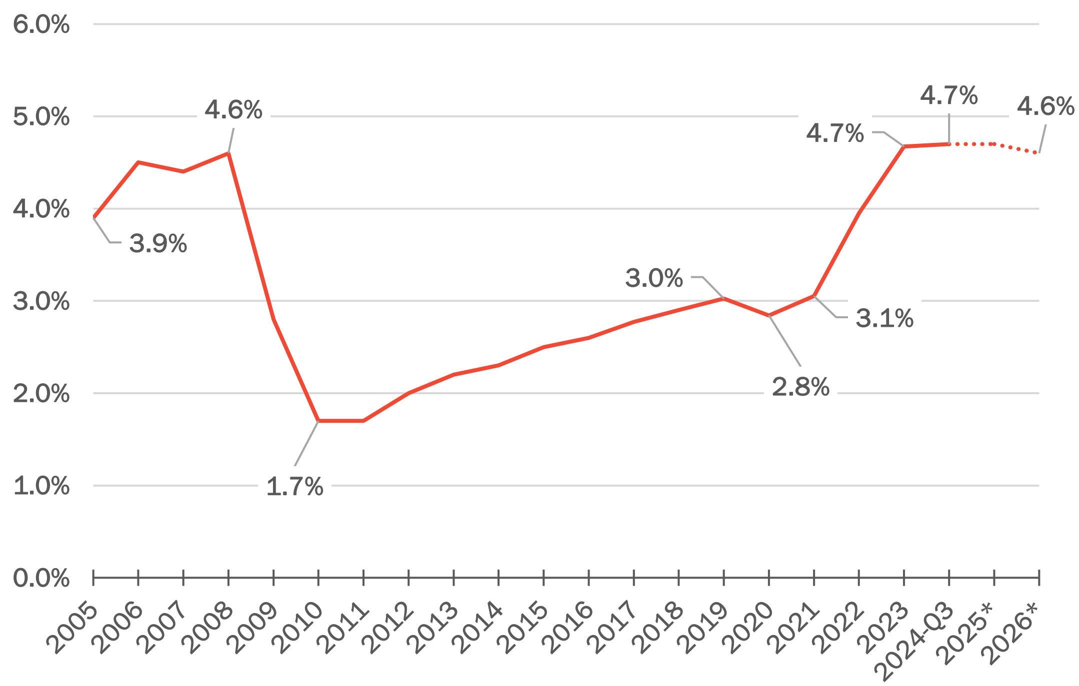
As **Exhibit 1.1** illustrates, from 2020 to 2023, increases rose sharply—by 1.9 percent—going from 2.8 to 4.7 percent in just three years. And even though inflation has subsided, union increases remain high because of a lag effect.

That is, a strong majority of negotiated union agreements are three years in length, others are longer. Most settlements negotiated in 2024 were previously bargained in 2021 (typically during the summer months), before the surge in inflation.

Thus, the impact of strong inflationary pressures that occurred between the effective and expiration dates of many contracts is now being reckoned with in bargaining sessions throughout the U.S.

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-Q3 was $2.95, the same as 2023. **Exhibit 1.2** shows that, like the percentage increases, there was a steep jump of $1.30 in the rates paid to union craft workers in construction from 2020 ($1.65) to 2023/2024-Q3 ($2.95).

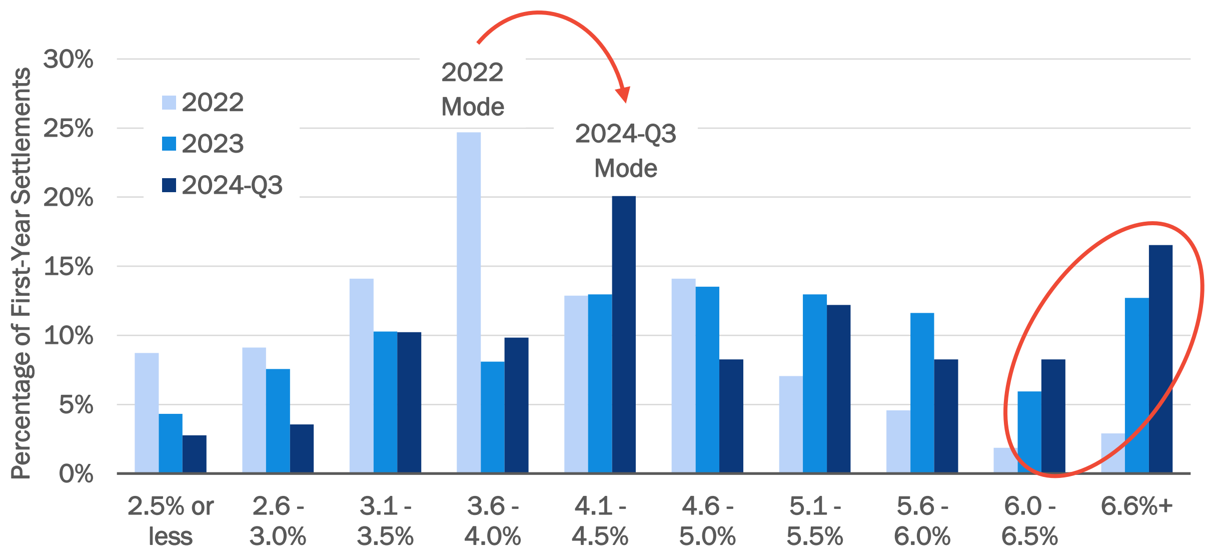
Exhibit 1.2
First-year increases, shown as dollar amounts

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)

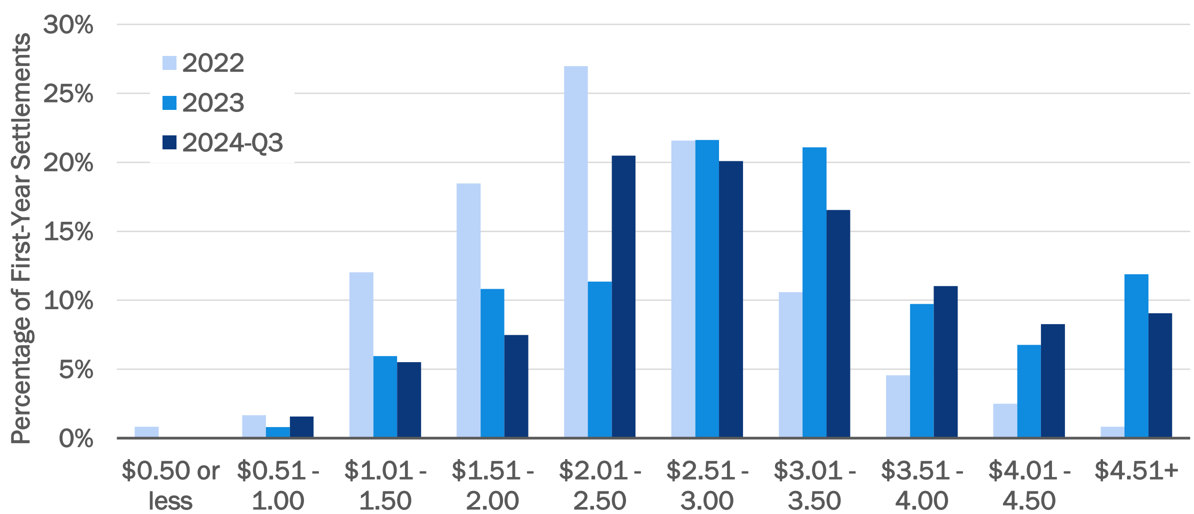
Exhibit 1.3 displays the percentage distribution for the first-year increases of new settlements reached in 2022, 2023 and 2024-Q3. The mode (most common percentage) moved up to 4.1-4.5% from 3.6-4.0% in 2022. So far in 2024, a fourth of the settlements were at least 6.0%.

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-Q3 is shown in **Exhibit 1.4**. Interestingly, the percentage of settlements that were at least $2.51 was higher in 2023 than in 2024-Q3. However, one feature that differentiates the two years is that there were fewer smaller increases (i.e., $1.50, or less) in 2024-Q3 than in 2023.

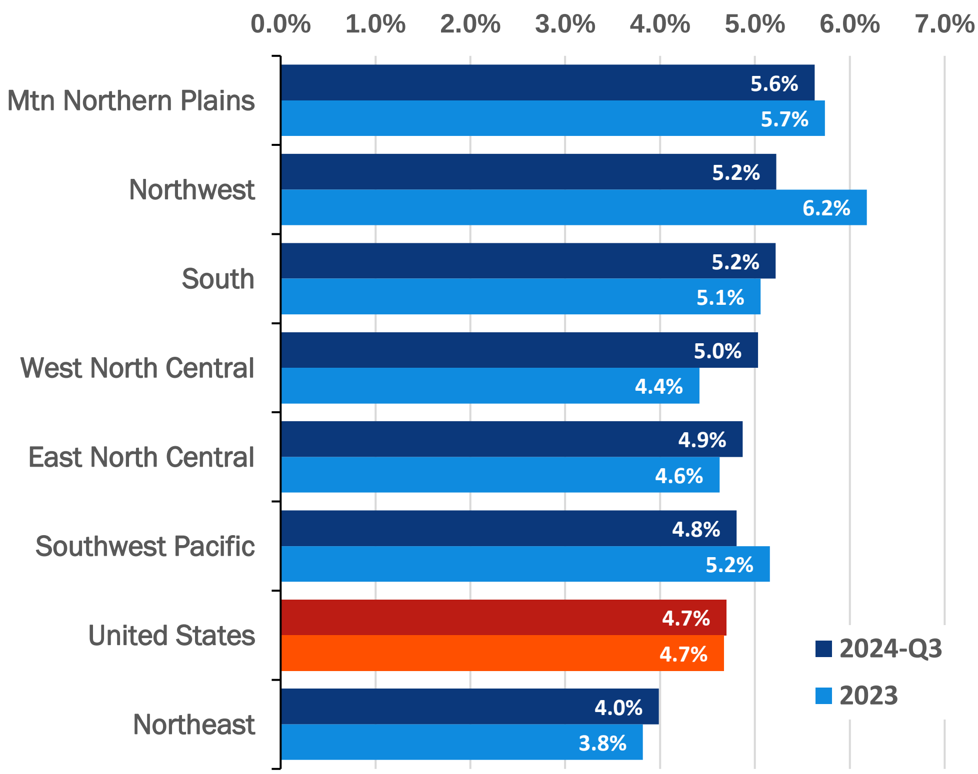
Exhibit 1.4
Distribution of first-year increases in new settlements, shown as dollar amounts



Exhibits 1.5 and 1.6 display the results (percentages and dollar amounts, respectively) for first-year increases for 2023 and 2024-Q3 by region in descending order based on 2024-Q3 data. As shown in **Exhibit 1.5**, to date in 2024 the largest increases were in the Mountain Northern Plains region, which had some of the highest increases in 2023 also. 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. The increases in 2024-Q3 were commensurate with 2023 in most regions, with the largest change occurring in the Northwest, which dropped by 1.0%.

Exhibit 1.5

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



Regions

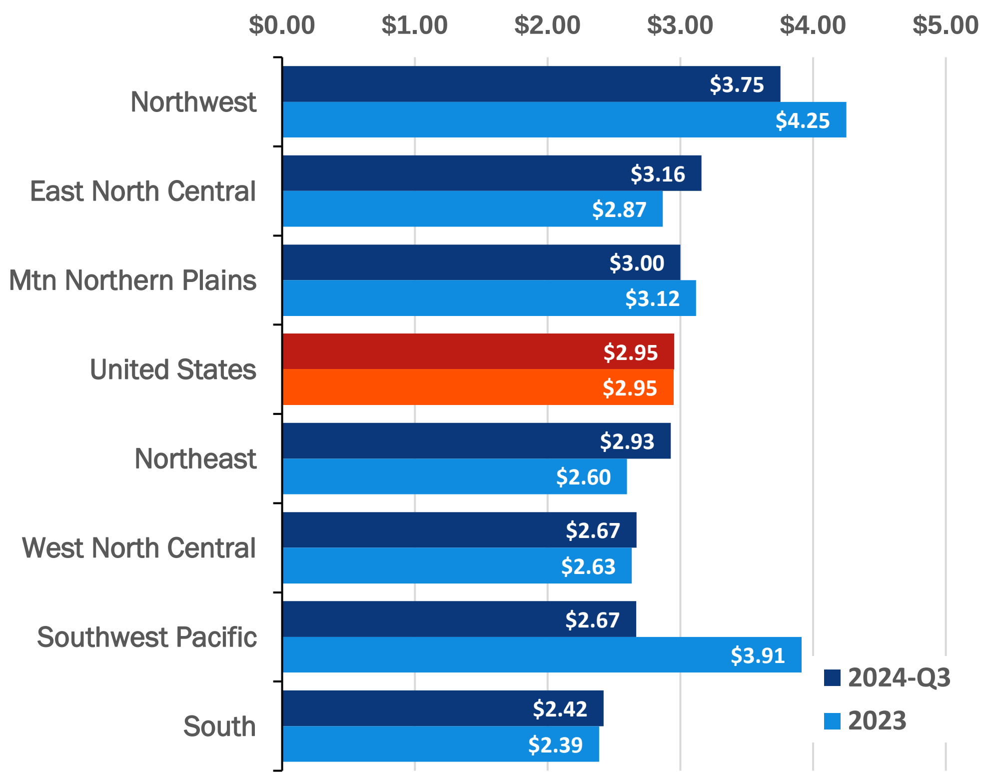
Northeast: CT, DC, DE, ME, MD, MA, NJ, NH, NY, PA, RI, VT
South: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, VA
East North Central: IL, IN, MI, MN, OH, WI, WV
West North Central: IA, KS, MO, NE
Mountain Northern Plains: CO, MT, ND, SD, UT, WY
Southwest Pacific: AZ, CA, HI, NV, NM
Northwest: AK, ID, OR, WA

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, even though its average was noticeably less than in 2023, the largest average increase by a wide margin was in the Northwest region. There was some regression to the mean in the Southwest Pacific region with a significant reduction in the size of 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-Q3 by craft in descending order based on 2024-Q3 data. As displayed in **Exhibit 1.7**, eight crafts had a larger increase in 2024-Q3 than in 2023. All but two crafts averaged at least 4.0 percent in 2024-Q3 and six averaged at least 5.0%.

Exhibit 1.7

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

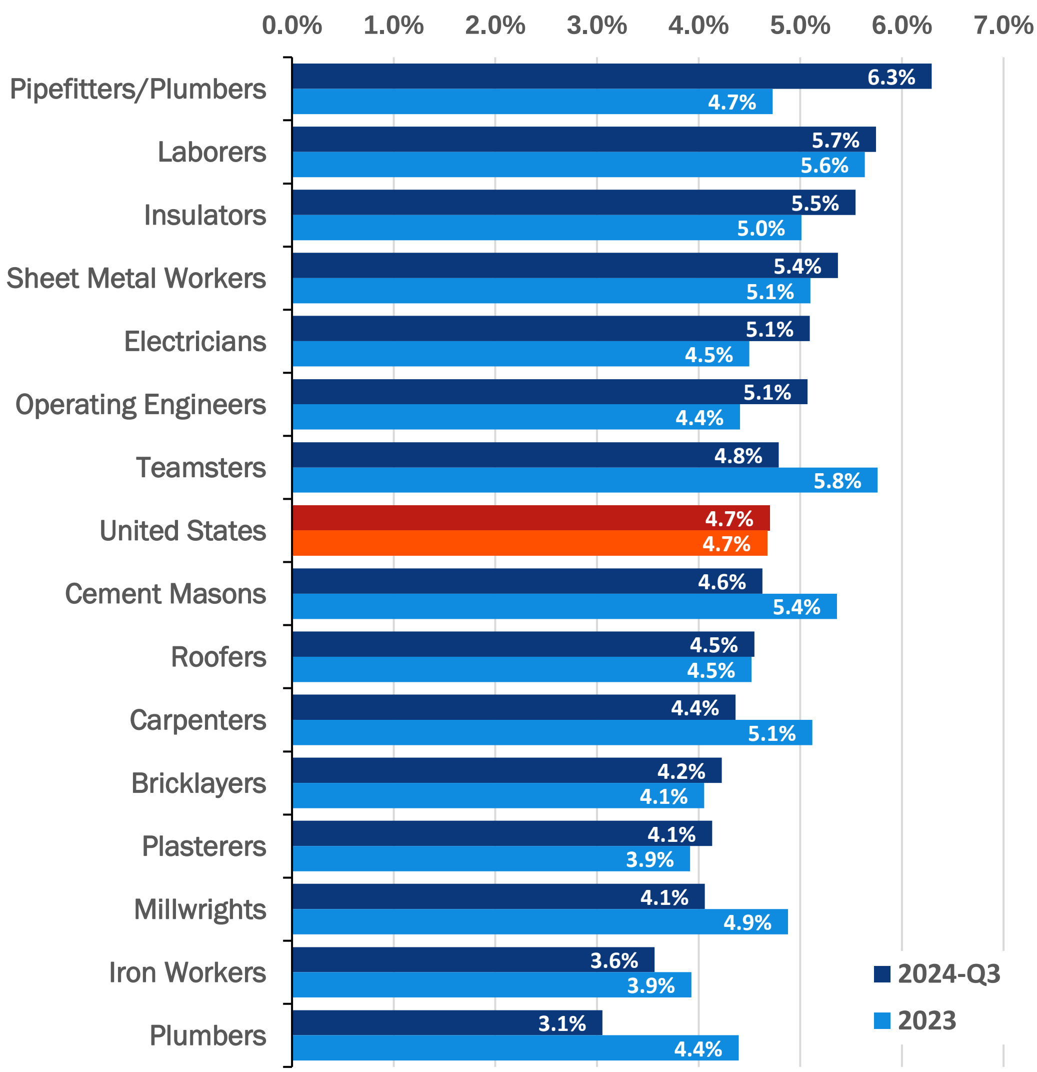
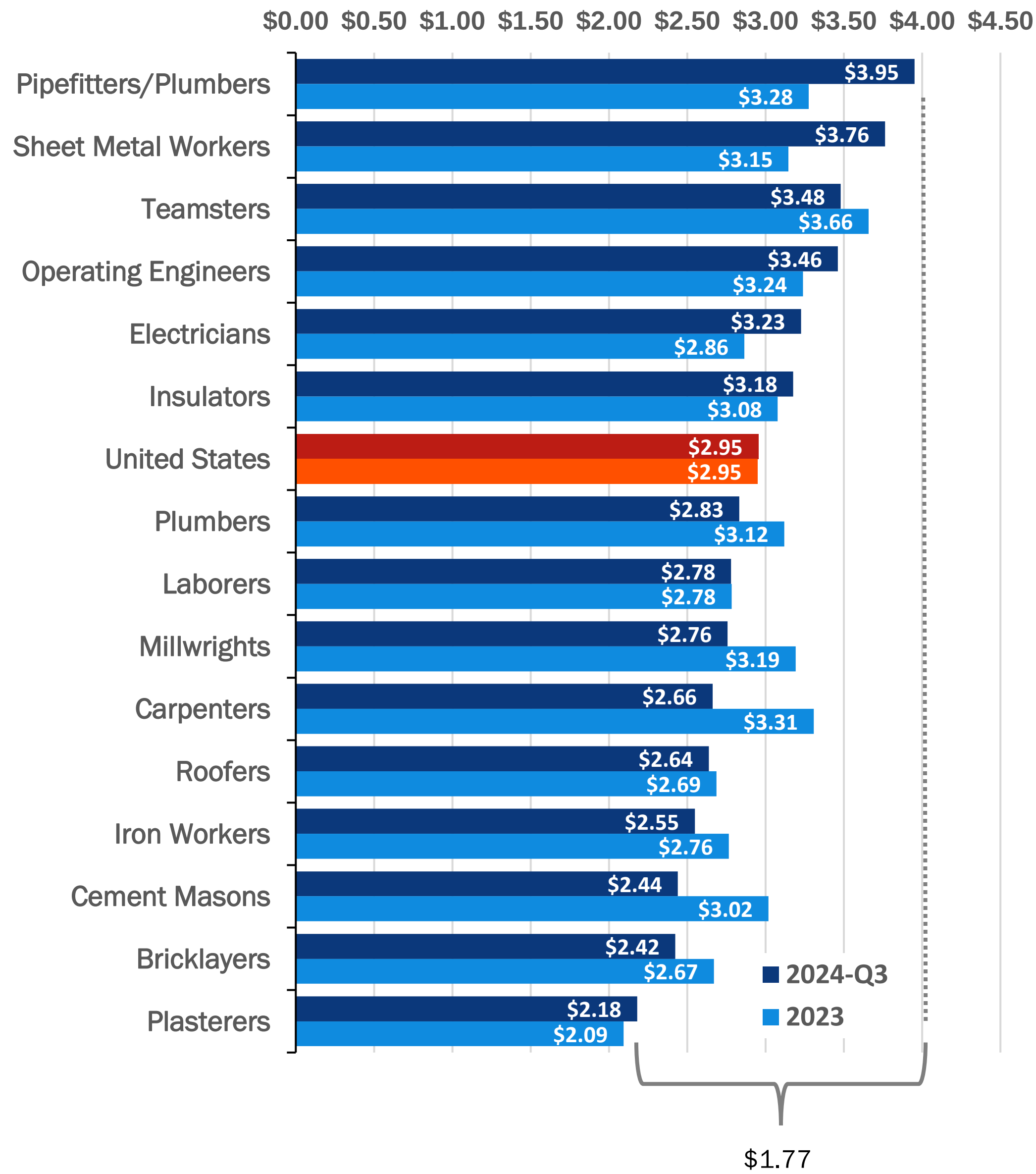


Exhibit 1.8 shows the crafts with the average dollar amount of their first-year increases. Six crafts averaged at least $3.00 for their monetary increase and no craft was less than $2.00. The highest average was $1.77 more than the lowest, or 1.8 times larger.

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-Q3 for all contract years for union crafts workers in construction was 3.7 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

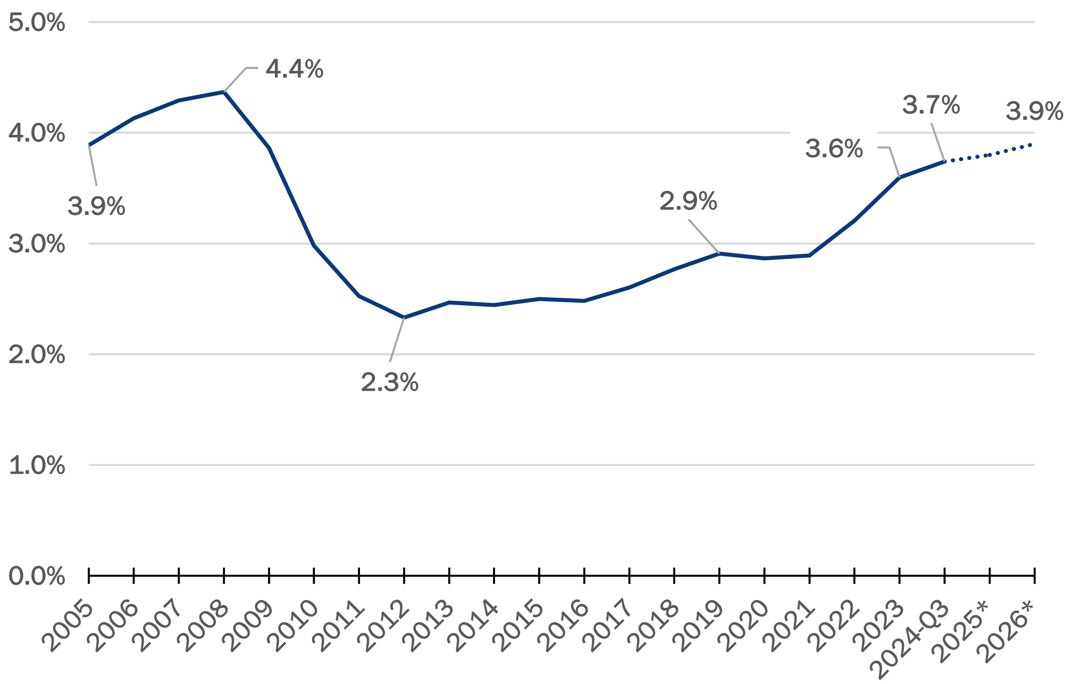


Exhibit 2.2 shows an increase of $0.16 from 2023 to 2024-Q3. The 2024-Q3 value of $2.44 reflects the average of what contractors are paying across *all years* of settlements whereas the $2.95 average for first year settlements (see **Exhibit 1.2**) reflects just those agreed upon January through September of 2024.

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 3.6-4.0% for 2024-Q3, up a percentage point from the previous two years (2.6–3.0%). The growth in settlements in 2024-Q3 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

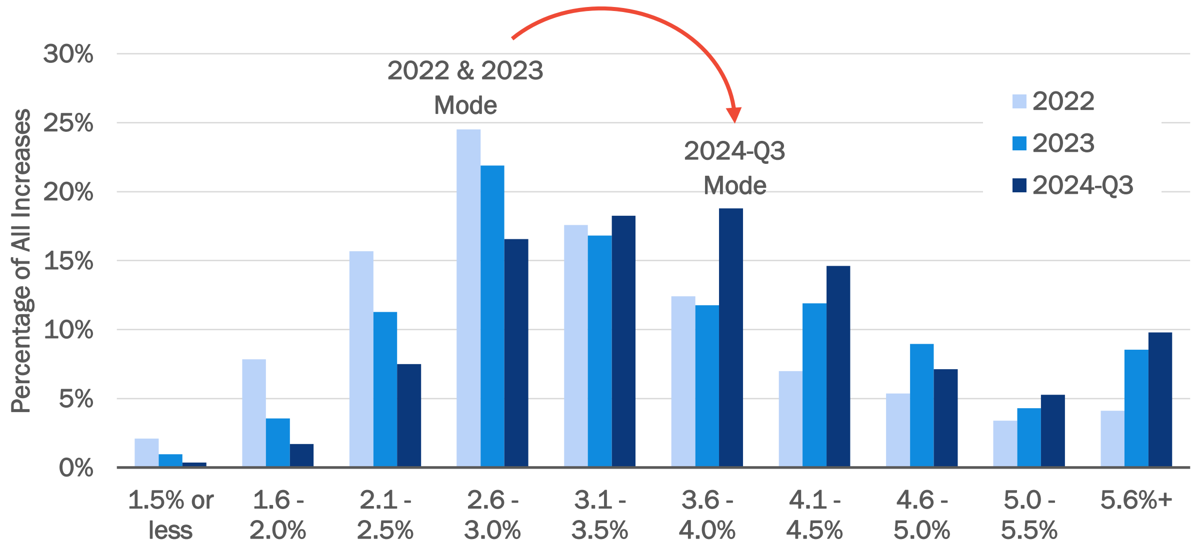
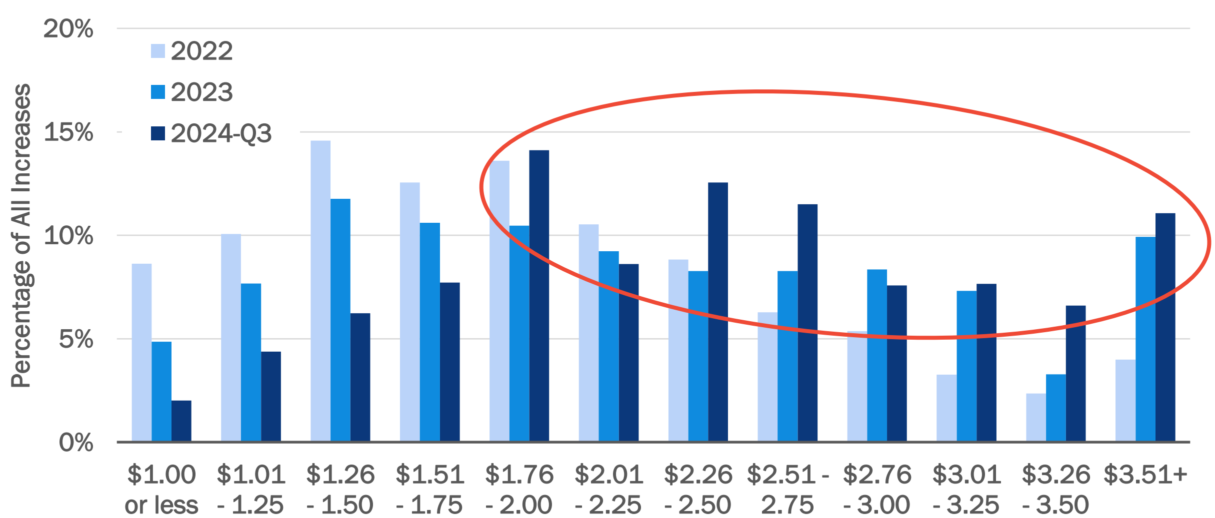


Exhibit 2.4 shows that the most common range, conveyed in monetary values, for 2024-Q3 was $1.76-2.00. As highlighted by the oval, the percentage of increases falling in the higher ranges (right side of the exhibit) was greater in 2024-Q3 than in recent previous years.

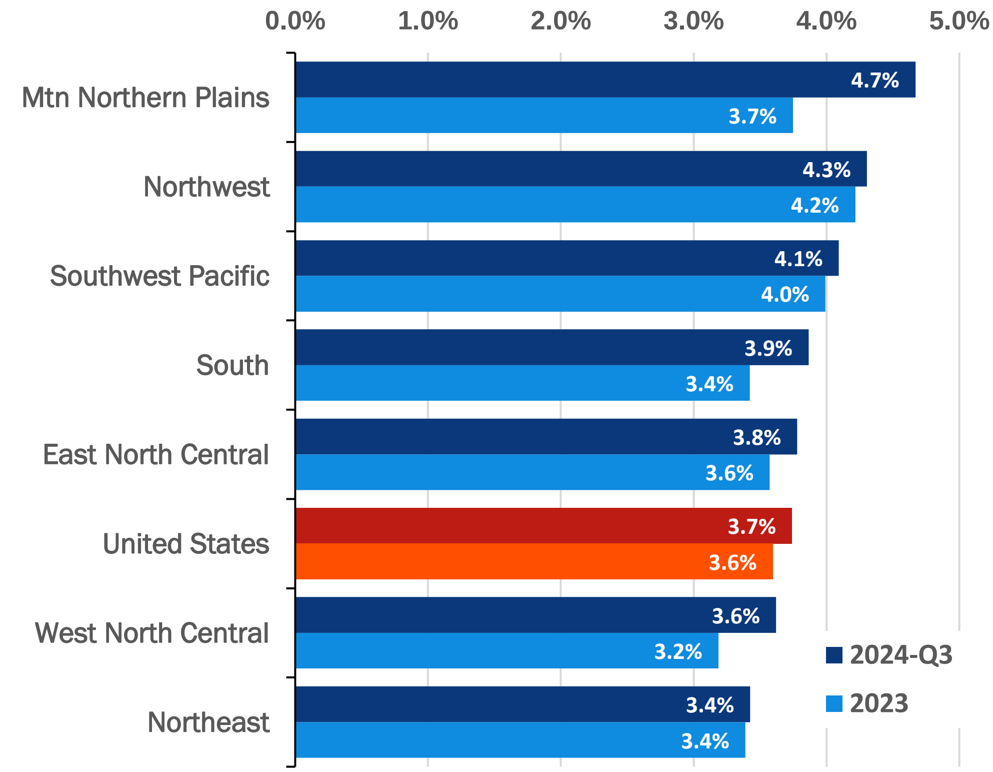
Exhibit 2.4
Distribution of all increases, shown as dollar amounts



Exhibits 2.5 and 2.6 display the results for all increases for 2023 and 2024-Q3 (percentages and dollar amounts, respectively) by region in descending order based on 2024-Q3 data. As shown in **Exhibit 2.5**, the largest average increases in 2024-Q3 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

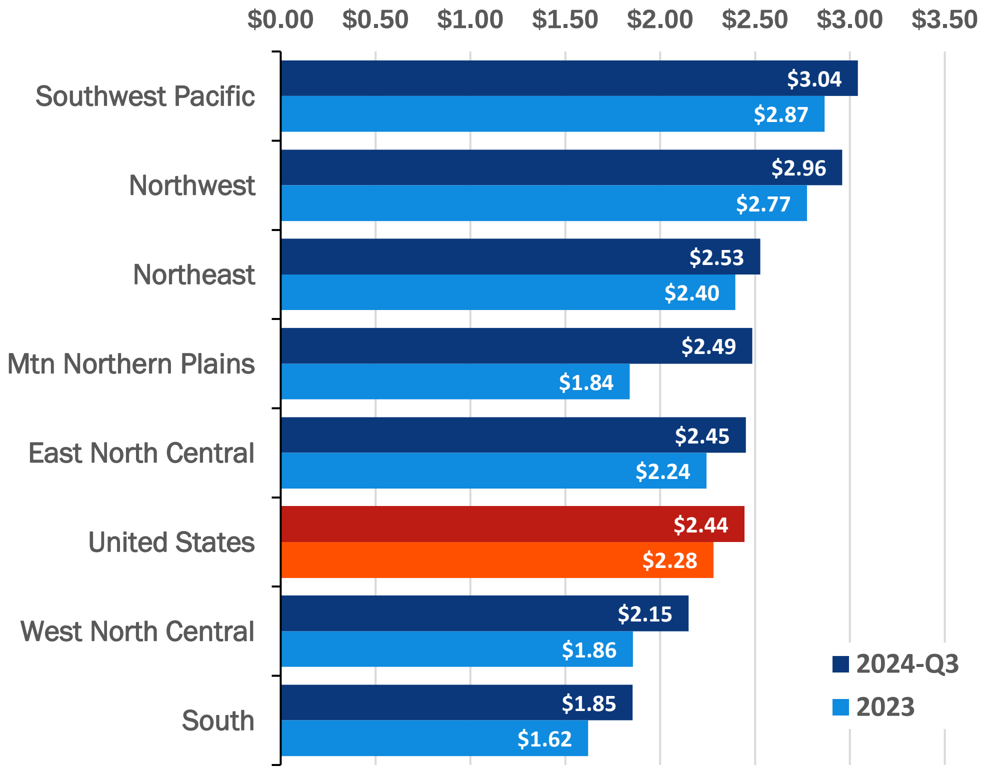


Regions

Northeast: CT, DC, DE, 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 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 Southwest Pacific region slightly above $3.00 and the Northwest just under $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.

Exhibits 2.7 and 2.8 display the results for all increases for 2023 and 2024-Q3 by craft (percentages and dollar amounts, respectively) in descending order based on the 2024-Q3 data. **Exhibit 2.7** shows that the largest average increases in 2024-Q3 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

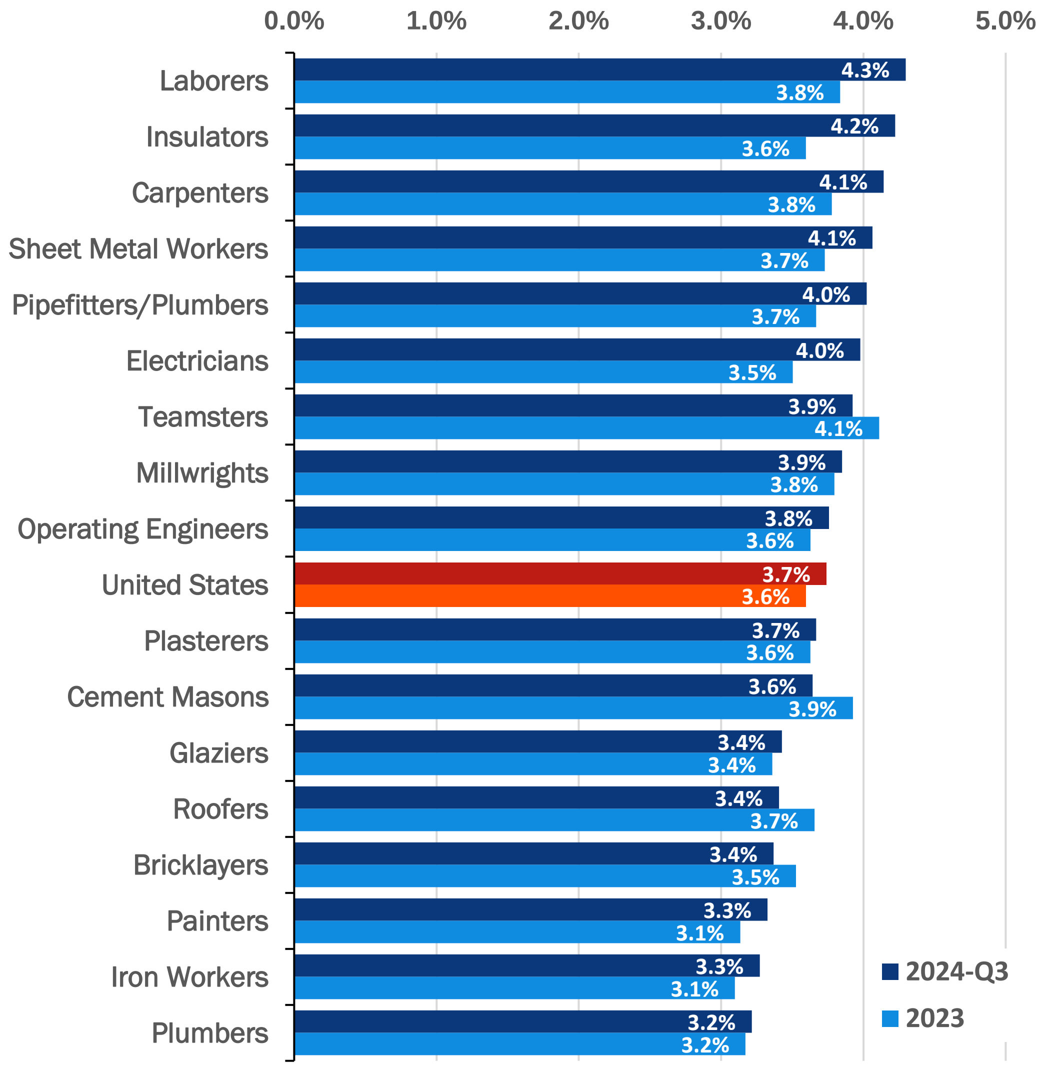


Exhibit 2.8 presents the crafts with the dollar amount of their increases. Nearly every craft averaged at least $2.00 in 2024-Q3 (15 of 17). The range is small, with every craft within $0.50 of the U.S. average.

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

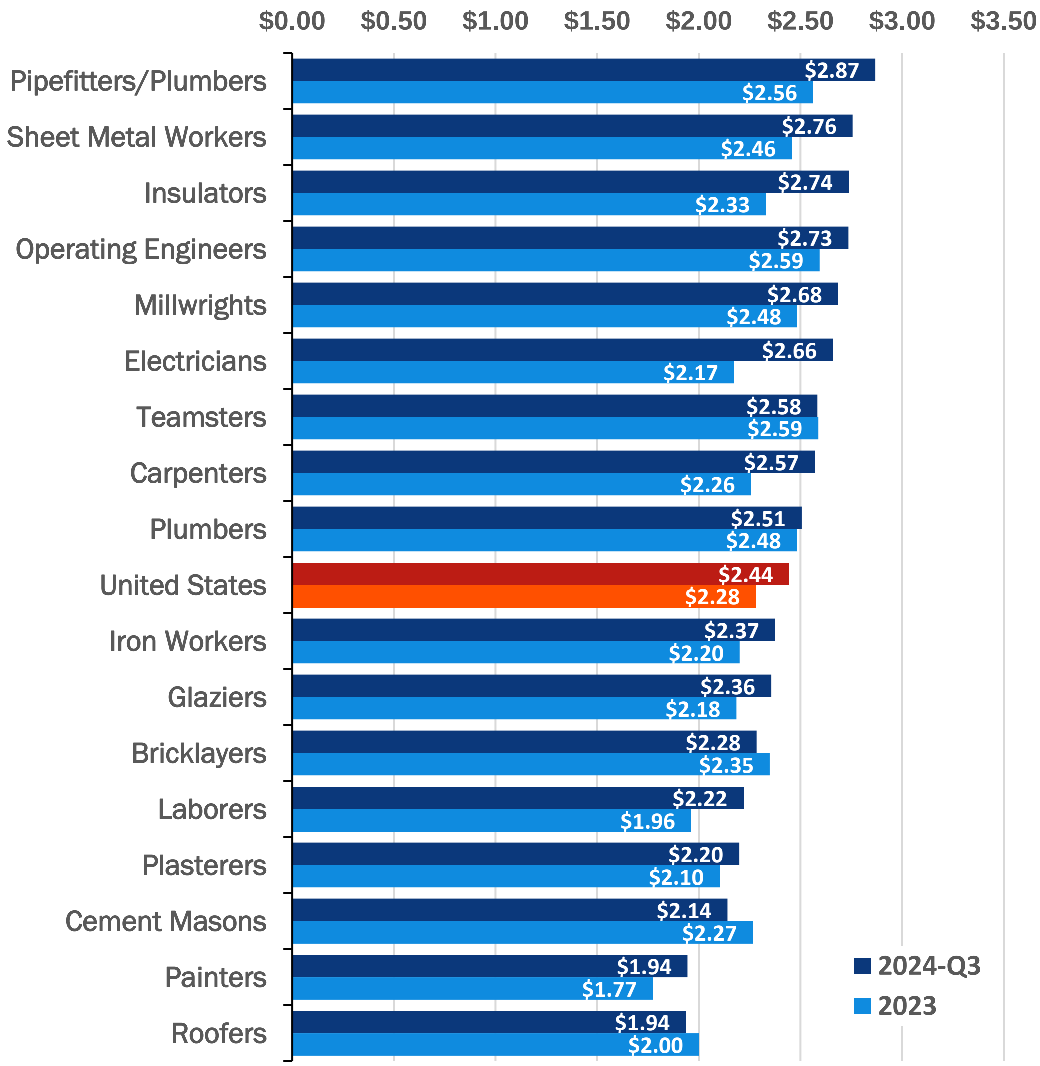


Exhibit 2.9 provides even more specific data cuts. These results reflect all settlements, not just first-year settlements. This matrix contains the total package increase rates (dollar and percentage) for each craft within each region (craft x region). This information will help users of this report 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	$1.85	$2.45	$2.15	$2.49	$3.04	$2.96
Increase %	3.4%	3.9%	3.8%	3.6%	4.7%	4.1%	4.3%
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	$1.84	$2.60	$2.48	$2.49	$3.73	$2.46
Increase %	2.8%	4.2%	4.1%	4.3%	5.3%	5.2%	3.8%
Cement Masons	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.18	$1.66	$2.04	$1.65	-	$2.52	$2.41
Increase %	3.2%	4.0%	3.5%	3.4%	-	4.1%	3.8%
Electricians	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$3.02	$1.76	$2.72	$2.47	$1.59	$4.12	$3.77
Increase %	3.9%	4.0%	3.9%	3.6%	2.7%	4.5%	5.0%
Glaziers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.25	-	$2.62	$1.53	-	$2.44	-
Increase %	3.5%	-	3.8%	2.4%	-	3.0%	-
Insulators	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.00	$1.87	$2.98	$3.15	$2.18	$3.31	$2.52
Increase %	3.3%	3.4%	4.9%	4.3%	4.2%	4.1%	3.6%
Iron Workers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.67	$1.31	$2.47	$1.90	-	$1.76	$3.60
Increase %	3.4%	2.7%	3.5%	2.8%	-	2.3%	4.5%
Laborers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.13	$1.99	$2.04	$1.75	$1.73	$2.39	$3.12
Increase %	3.8%	5.6%	3.9%	3.6%	4.7%	4.4%	5.5%
Millwrights	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.39	$1.60	$2.68	$3.10	-	$3.57	-
Increase %	2.8%	3.0%	4.0%	5.6%	-	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	$2.57	$2.37	-	$3.46	$2.96
Increase %	3.3%	5.1%	3.5%	3.8%	-	4.5%	4.2%
Painters	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.08	-	$1.84	$1.26	-	$2.90	-
Increase %	3.4%	-	3.3%	2.3%	-	4.6%	-
Pipefitters/Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.87	$2.16	$2.68	$2.45	$3.10	$3.80	$4.71
Increase %	3.3%	4.1%	3.7%	3.7%	5.3%	4.6%	5.2%
Plumbers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.75	$1.47	$2.67	$2.55	$2.25	-	-
Increase %	3.1%	2.5%	3.4%	3.7%	3.5%	-	-
Plasterers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$2.14	-	$1.96	$1.75	-	$3.16	$2.57
Increase %	3.2%	-	3.4%	3.8%	-	4.9%	3.7%
Roofers	**NE**	**SO**	**ENC**	**WNC**	**MNP**	**SWP**	**NW**
Increase $	$1.92	-	$1.76	$2.03	-	-	$2.00
Increase %	3.2%	-	3.1%	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	$3.35	$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, 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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