

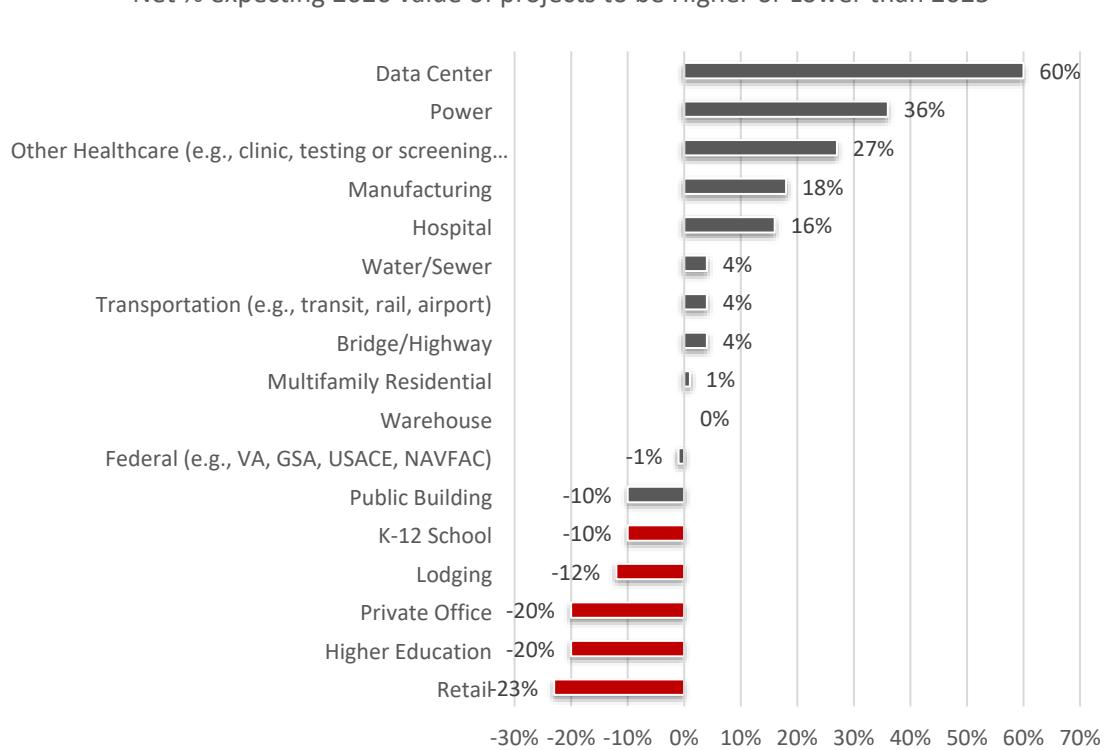


2026 Construction Outlook Union Survey Results

Total Responses: 250. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

1. Compared to 2025, do you expect the available dollar value of projects you compete for in 2026 to be higher/lower/about the same (answer for all market areas in which your business operates)
Responses: 247

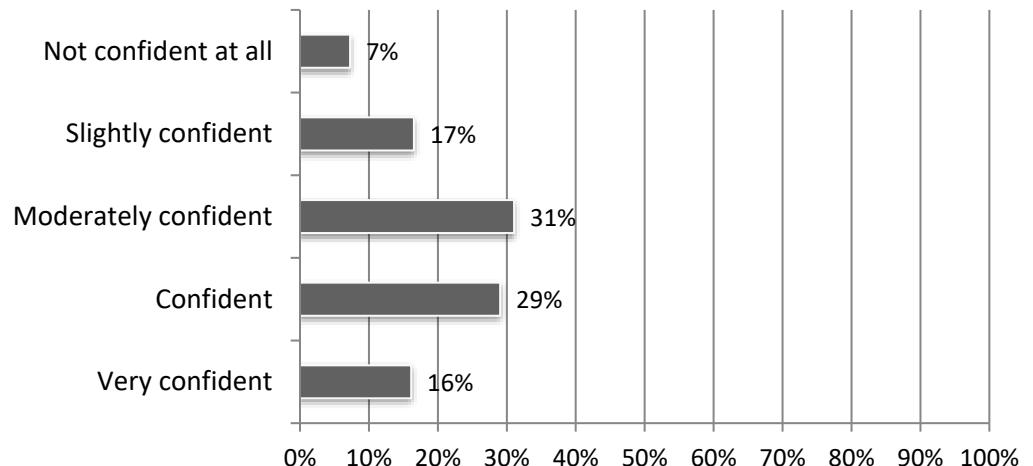
Net % expecting 2026 value of projects to be Higher or Lower than 2025



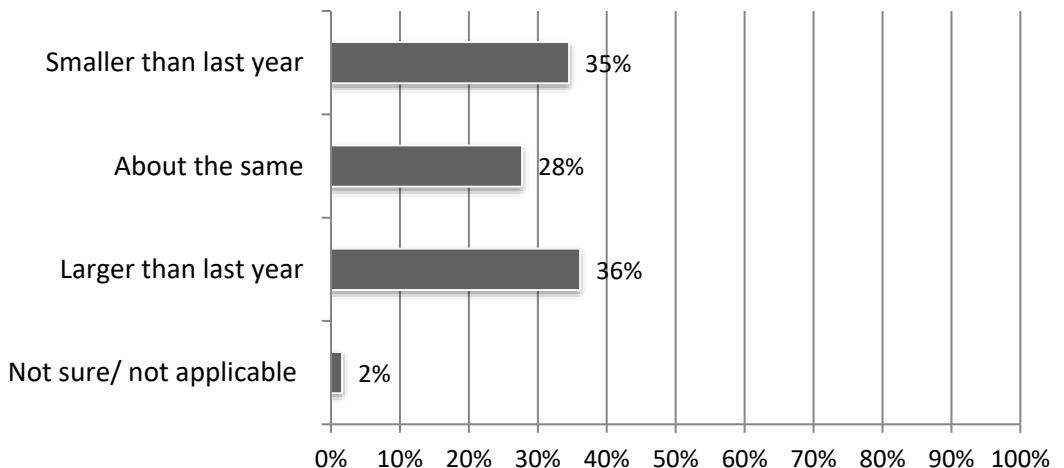
| Higher | Lower | Same |
|--------|-------|------|
| 66% | 6% | 29% |
| 48% | 12% | 40% |
| 39% | 12% | 49% |
| 35% | 17% | 48% |
| 35% | 18% | 47% |
| 25% | 22% | 53% |
| 31% | 27% | 43% |
| 25% | 21% | 54% |
| 26% | 26% | 48% |
| 26% | 26% | 48% |
| 27% | 28% | 45% |
| 22% | 32% | 47% |
| 21% | 31% | 48% |
| 16% | 27% | 57% |
| 18% | 39% | 43% |
| 16% | 37% | 47% |
| 16% | 39% | 45% |

**Net equals difference between number of "Higher" and "Lower" responses as percent of total.*

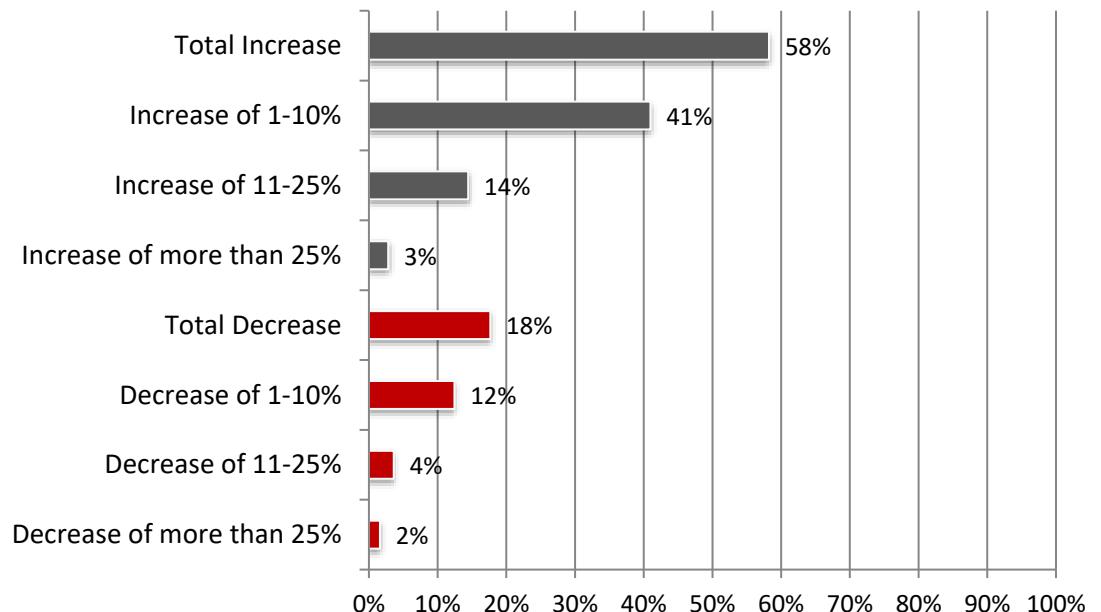
2. How confident are you in your firm's backlog and bidding pipeline going into 2026? Responses: 248



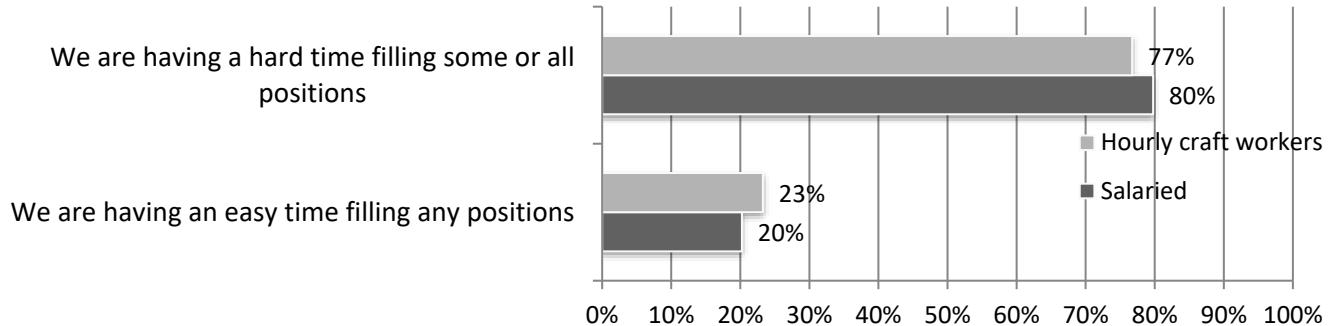
3. How does your firm's backlog compare to this time last year? Responses: 249



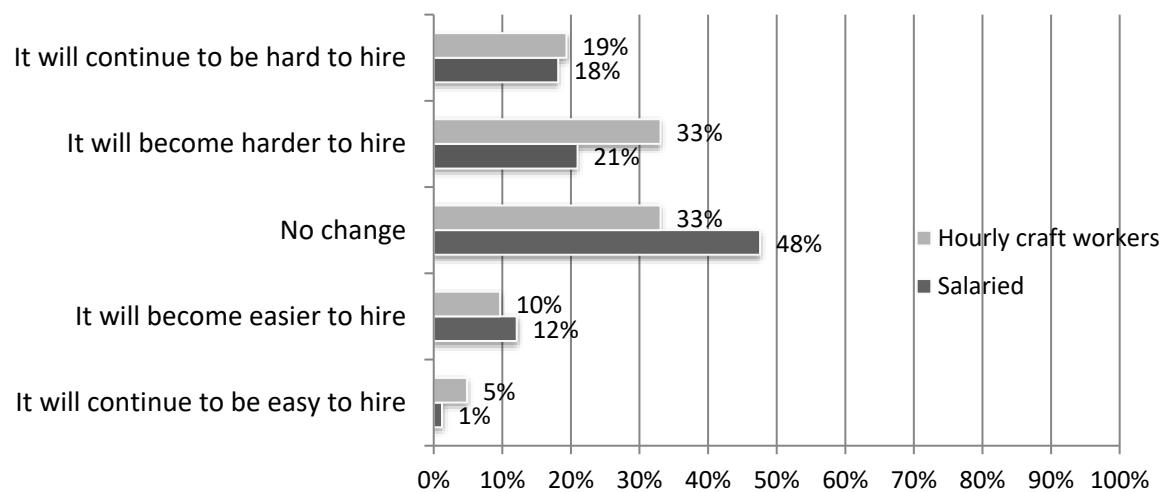
4. What percentage change do you expect in your headcount in 2026? Responses: 249



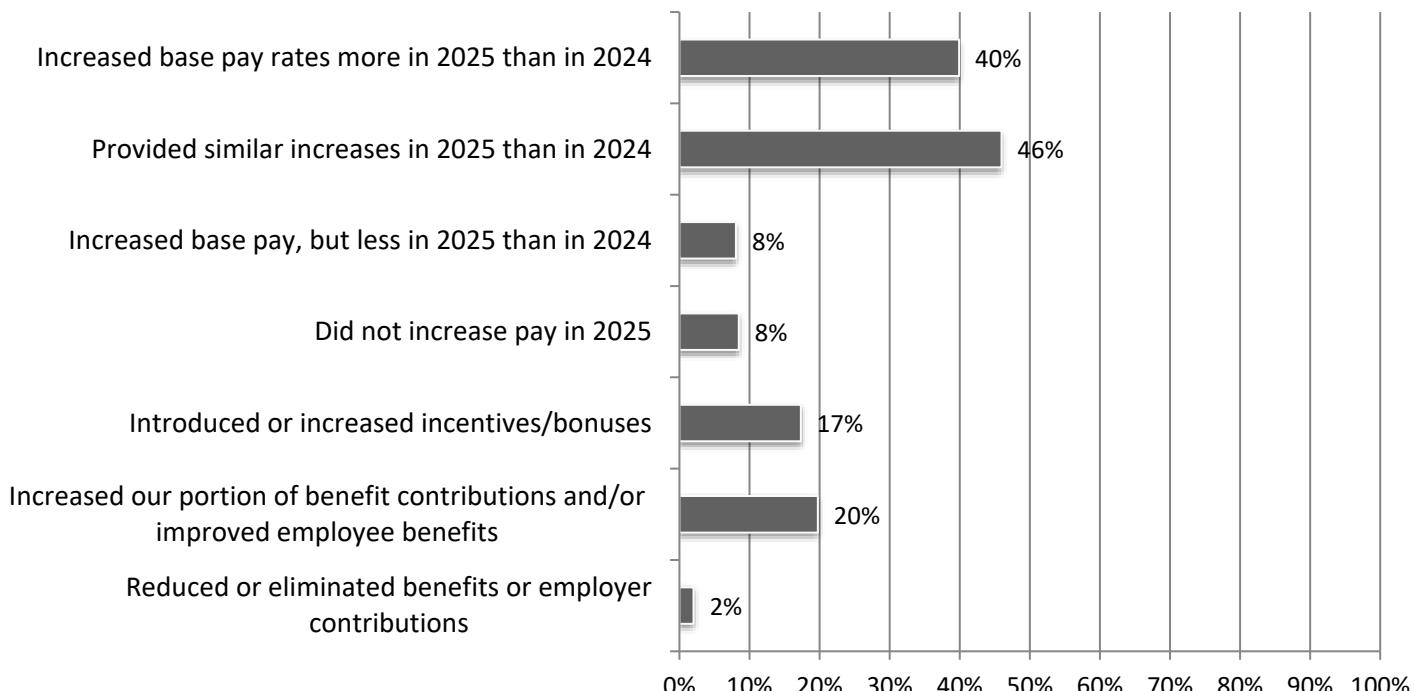
5. Describe your difficulty in filling open positions: Responses: Craft 246; Salaried 247



6. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: Craft 248; Salaried 248

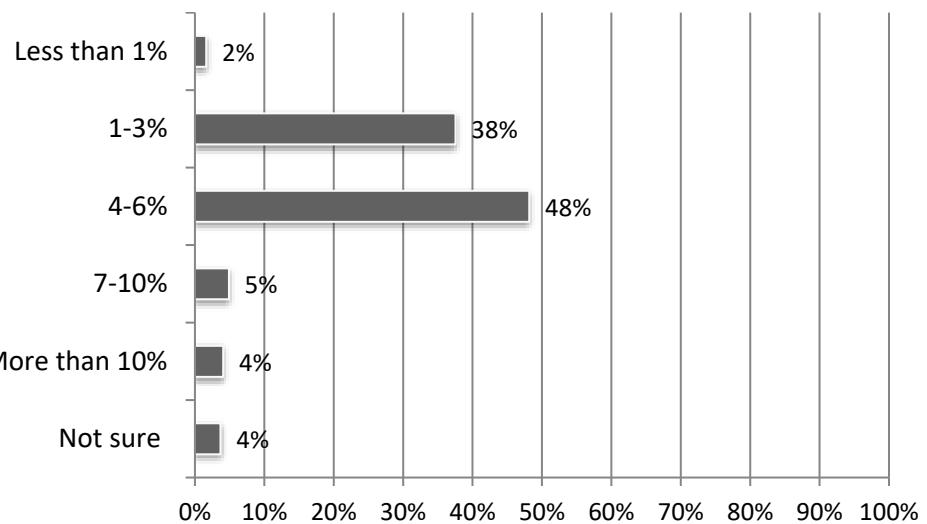


7. What changes did your firm make in pay or benefits in 2025? (mark all that apply) Responses: 248

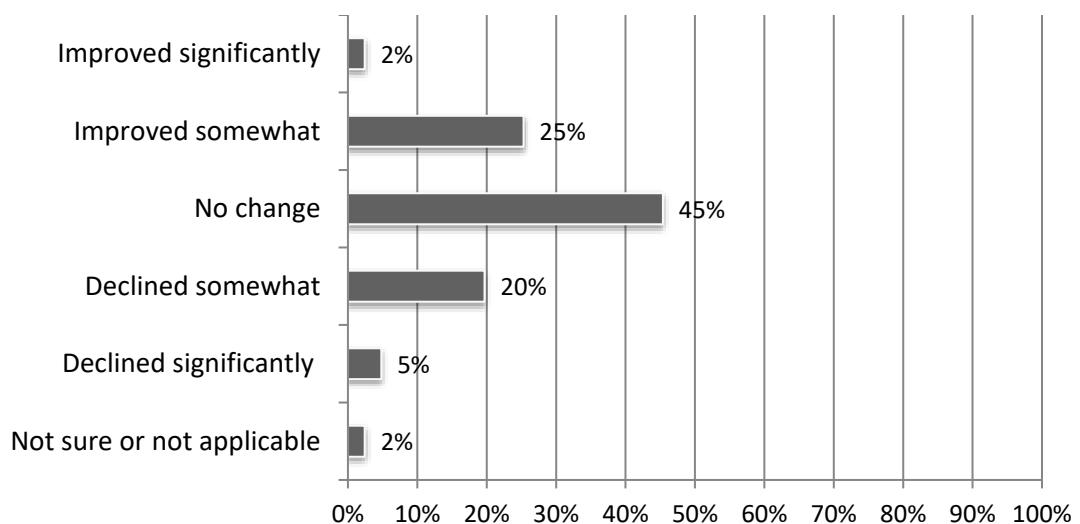


8. For employees whose pay increased in 2025, approximately what was the average percentage increase?

Responses: 245



9. How has overall productivity on your projects changed over the past 12 months? "Productivity" refers to output completed per worker hour or per crew hour. Responses: 249



10. How has your firm responded to supply-chain issues in 2025, if any? (mark all that apply) Responses: 248

We have not had any significant supply chain problems

46%

We have turned to alternative suppliers

27%

We have specified alternative materials or products

23%

We have stockpiled items before winning contracts

13%

We have accelerated purchases after winning contracts

39%

We have shifted sourcing or procurement to comply with Buy America/domestic content requirements

14%

We have adjusted project schedules or scopes due to labor or material shortages linked to immigration enforcement or policy change

15%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

11. In the past six months, did you have projects canceled, postponed, or scaled back for any of the reasons below? (mark all that apply) Responses: 248

No

36%

Financing unavailable or too expensive

31%

Increasing materials or labor costs

22%

Lengthening or uncertain completion times

10%

Changes in demand/need due to tariffs

13%

Changes in demand/need due to other policy changes (federal funding, taxes, regulation etc)

30%

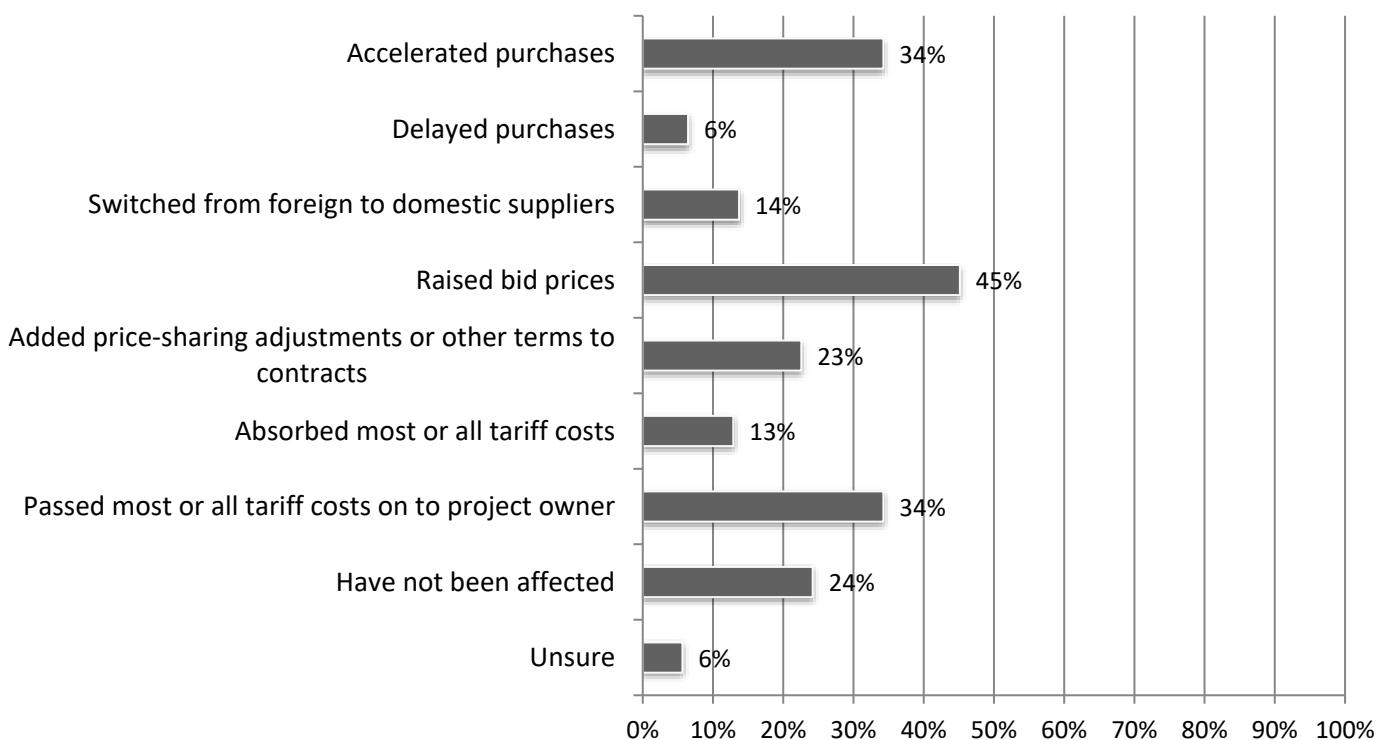
Lack of funding or funding uncertainty (federal, state, or private)

40%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

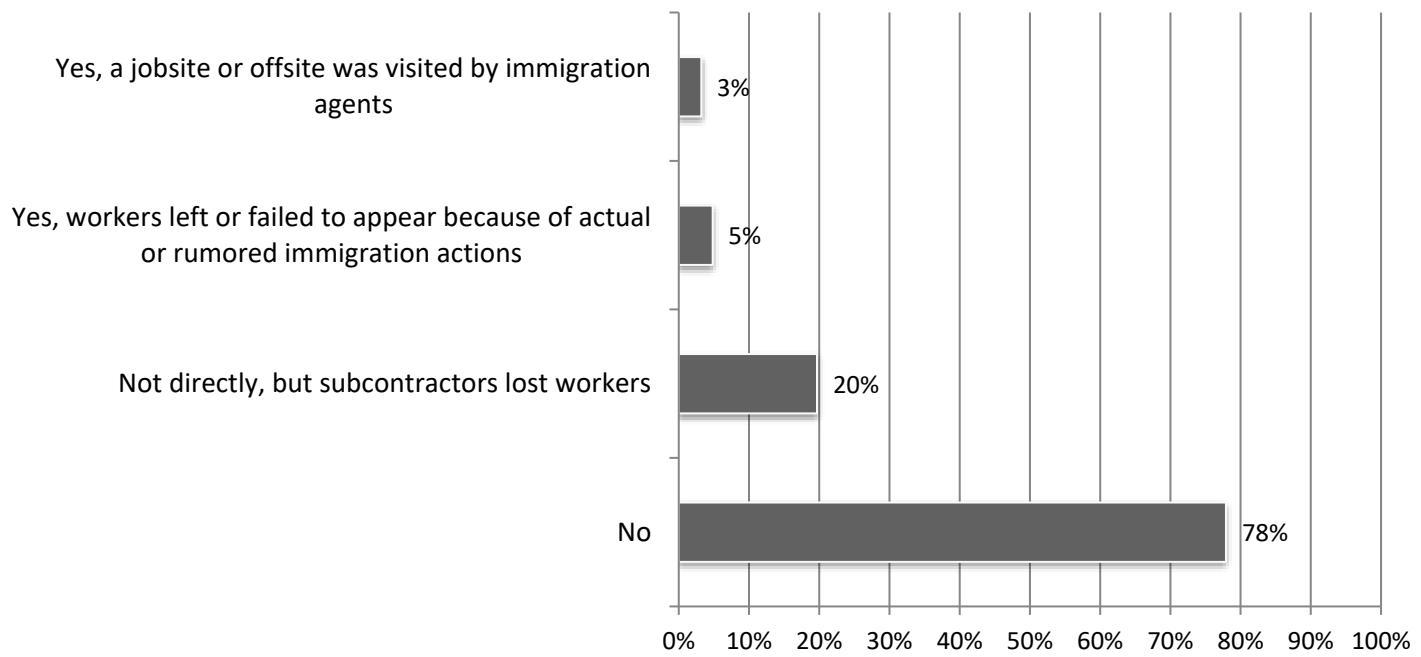
12. What actions, if any, has your firm taken in response to actual or proposed tariffs? (mark all that apply)

Responses: 248

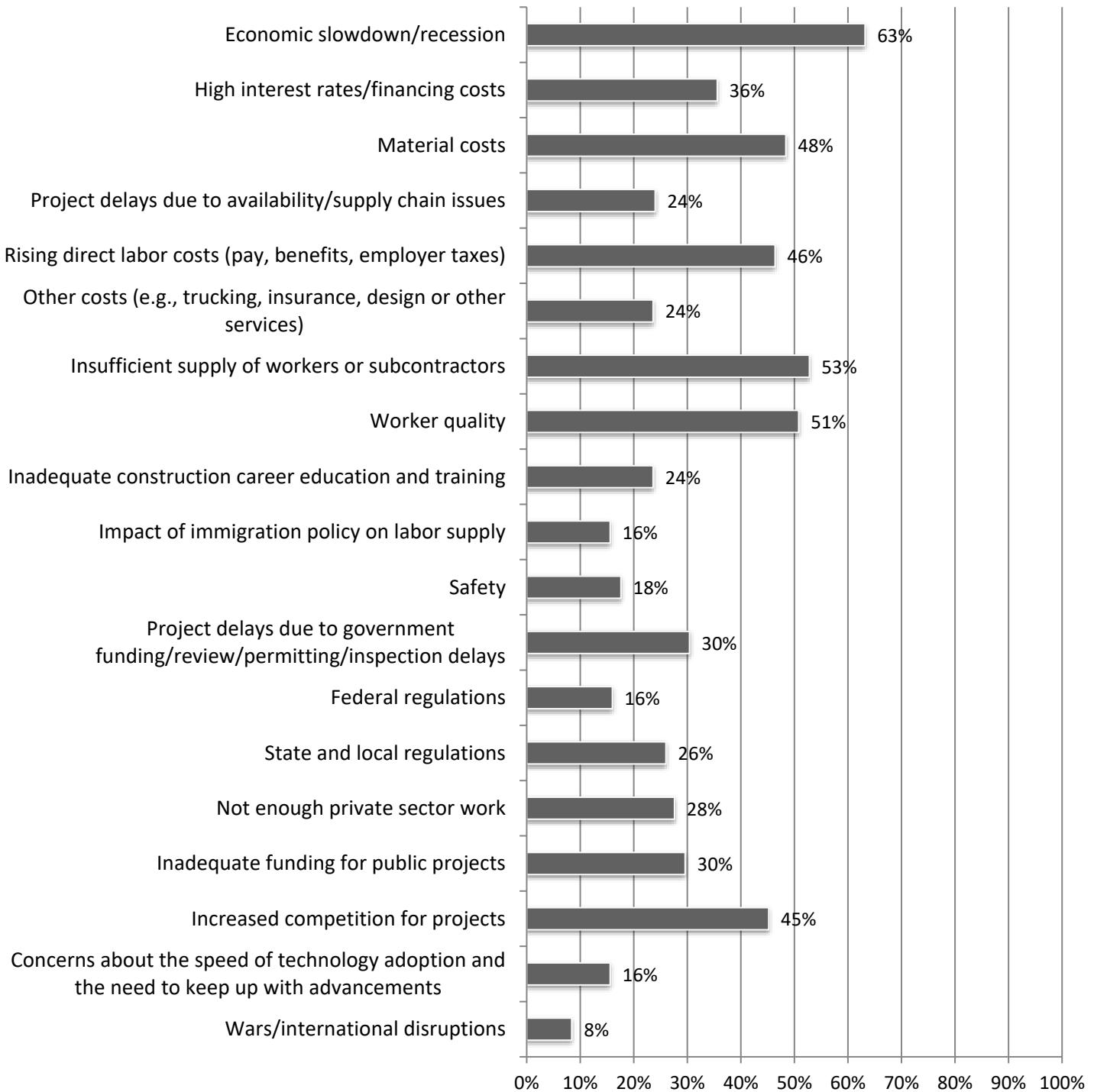


13. Has your firm been affected by immigration enforcement actions in the past six months? (mark all that apply)

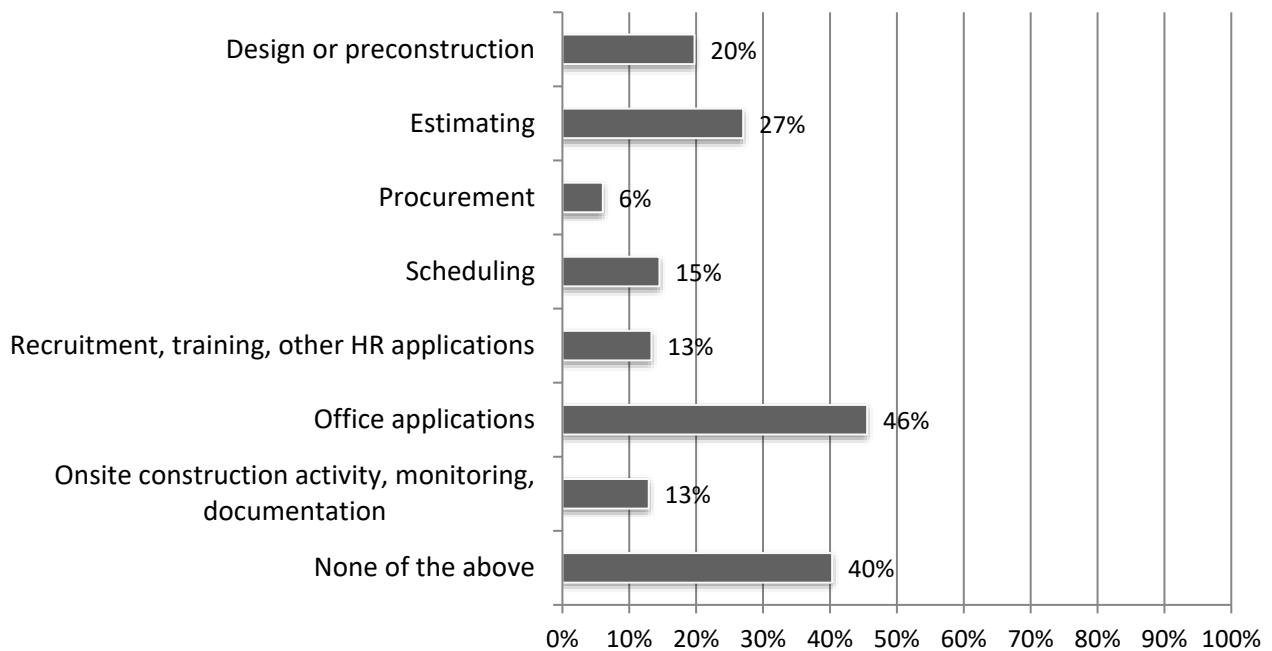
Responses: 249



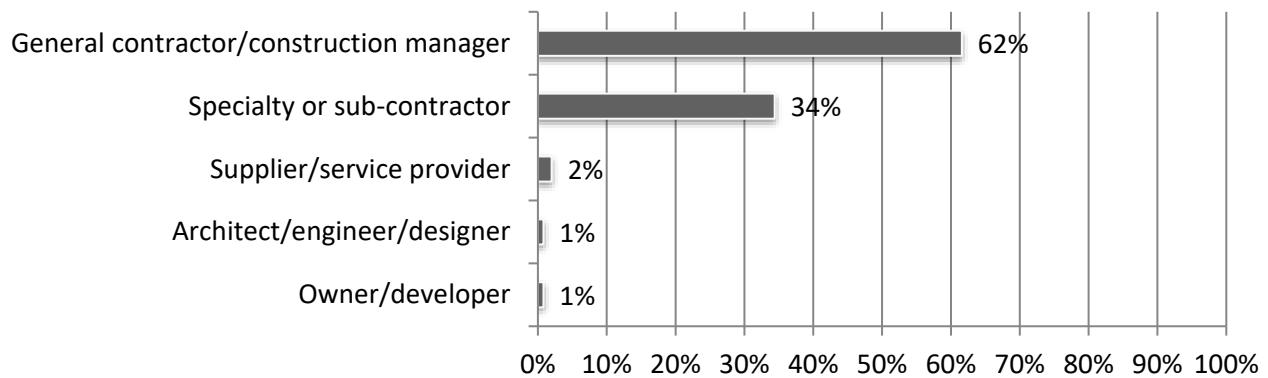
14. What are your biggest concerns for 2026? (mark all that apply) Responses: 250



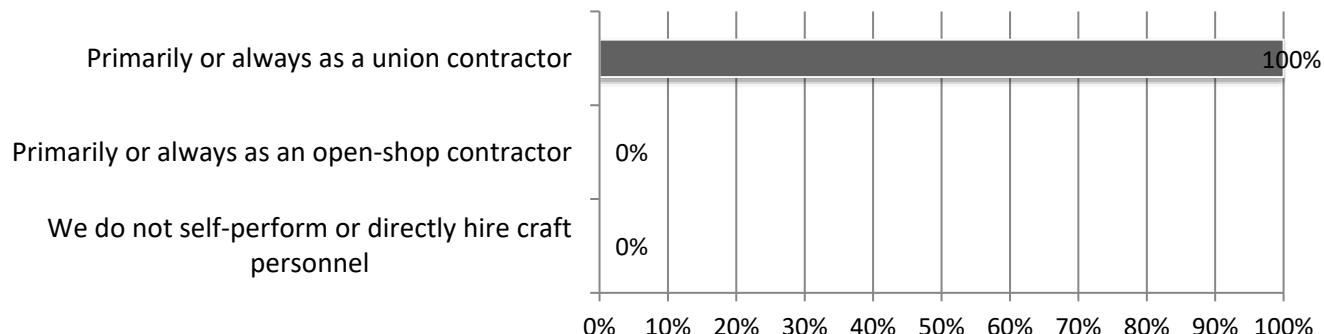
15. Has your firm initiated or increased its use of artificial intelligence (AI) in the past year for any of the following? Responses: 248



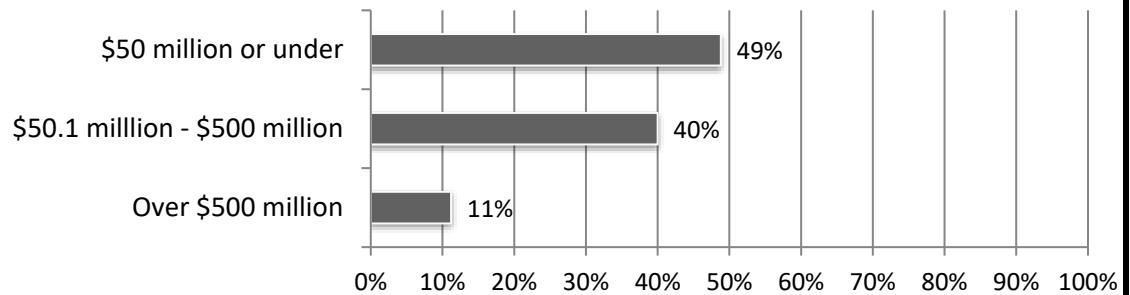
16. What best describes your firm? Responses: 250



17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 250



18. Estimate the total dollar amount of work your firm performed in 2025: Responses: 250



19. How many employees does your firm employ? Responses: 249

