

Wage and Benefits Survey Results for 2026 Executive Summary

OpenCircle
Contractors Association



- Since 1986, OpenCircle Contractors Association has proudly represented the construction industry. The story began when 15 Alberta contractors came together with a shared mission. They wanted a construction industry where competition was fair, where workers were treated with dignity and where projects were awarded on merit.
- Members have a voice—the 2026 Wage and Benefits Survey informs the development and refinement of attraction and retention strategies.

> Participants

- 230 member organizations completed the survey
- 196 employed Trades staff
- 156 employed Office/Salaried staff
- 32 employed Heavy Construction Workers and Road Builders

> Wages and Salary

- For Trades, wages increased on average by 4.3% from 2025 to 2026 and 5.14% from 2024 to 2026
- 135 organizations employing Office staff plan for a mean 1.99% salary increase
- Heavy Duty Technicians have one of the highest mean wages in the industry at \$55.25/hour

> Benefits and Other Compensation

- 88% of Trades organizations provide benefit packages
- 35% of organizations employing Office staff provide retirement saving programs—94% of these provide a Group RRSP
- The mean employer's contribution that most Heavy Construction and Road Building organizations offer in benefit packages is 59%

> Trends

- 29% of all 230 surveyed organizations reported lack of experienced/qualified employees as their main barrier for filling positions.
- 53% of organizations employing Office staff reported inflationary pressures as the determining factor for salary increase.