

News

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EMPLOYMENT COST INDEX—SEPTEMBER 2000

The Employment Cost Index (not seasonally adjusted) for September 2000 was 149.5 (June 1989=100), an increase of 4.3 percent from September 1999, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI) measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, the 3-month increase in compensation costs for civilian workers (nonfarm private industry plus State and local government) was 0.9 percent during the June-September 2000 period, following a gain of 1.0 percent in March-June 2000. Wages and salaries increased 0.8 percent during the June-September period, following a 1.0 percent increase in the previous 3-month period. Benefit costs rose 1.0 percent during the September quarter, following a 1.1 percent increase in the June quarter.

Table A. 3-month percent changes in Employment Cost Index, seasonally adjusted

Compensation Component	Dec. 1998	Mar. 1999	June 1999	Sep. 1999	Dec. 1999	Mar. 2000	June 2000	Sep. 2000
Civilian workers								
Compensation costs	0.6	0.5	1.1	0.8	1.0	1.4	1.0	0.9
Wages and salaries	0.7	0.5	1.2	0.9	0.9	1.1	1.0	0.8
Benefit costs	0.6	0.3	1.0	0.8	1.2	2.0	1.1	1.0
Private industry								
Compensation costs	0.6	0.4	1.1	0.9	1.0	1.5	1.1	1.0
Wages and salaries	0.7	0.4	1.2	0.9	0.9	1.2	1.0	0.9
Benefit costs	0.6	0.3	1.0	1.0	1.1	2.3	1.2	1.1
State and local government								
Compensation costs	0.6	0.6	0.9	0.8	1.1	0.8	0.8	0.6
Wages and salaries	0.8	0.7	0.9	0.9	1.0	0.9	0.8	0.8
Benefit costs	0.6	0.5	0.6	0.4	1.2	1.0	0.5	0.1

The 3-month increase in compensation costs for private industry workers was 1.0 percent during the June-September 2000 period. The gain in wages and salaries was 0.9 percent in the quarter ended in September; in the June quarter, it was 1.0 percent. Benefit costs showed a 3-month rise of 1.1 percent during the September quarter, compared with a 1.2 percent gain during the June quarter. (See tables A and 1.)

Compensation costs for State and local government workers increased 0.6 percent during the June-September 2000 period; in the June period, it was 0.8 percent. Wages and salaries rose 0.8 percent in the quarter ended in September, the same increase as the previous quarter. Benefit costs changed 0.1 percent in the September quarter; this was down from the gain of 0.5 percent in the June quarter.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 4.3 percent for the 12 months ended in September 2000. This compares with over-the-year increases of 3.1 percent in September 1999 and 3.7 percent in September 1998. Compensation costs in private industry rose 4.6 percent in the year ended September 2000, compared with increases of 3.1 percent in September 1999 and 3.8 percent in September 1998. In State and local government, compensation costs increased 3.3 percent for the year ended September 2000; over-the-year increases were 2.9 percent in September 1999 and 3.0 percent in September 1998. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 4.1 percent for the year ended September 2000, after increasing 3.2 percent in the year ended September 1999. (See tables B and 6.) Benefit costs for private industry workers increased 6.0 percent for the year ended in September 2000, a significant increase from 2.8 percent in September 1999. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 4.8 percent for white-collar occupations, 4.4 percent for blue-collar occupations, and 4.0 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 4.0 percent for service workers to 5.0 percent for administrative support, including clerical occupations. (See table 3.)

Table B. 12-month percent changes in Employment Cost Index, not seasonally adjusted

Compensation Component	Sep. 1995	Sep. 1996	Sep. 1997	Sep. 1998	Sep. 1999	Sep. 2000
Civilian workers						
Compensation costs	2.7	2.8	3.0	3.7	3.1	4.3
Wages and salaries	2.8	3.2	3.5	4.0	3.3	4.0
Benefit costs	2.2	1.8	1.9	2.6	2.7	5.3
Private industry						
Compensation costs	2.6	2.9	3.2	3.8	3.1	4.6
Wages and salaries	2.8	3.3	3.6	4.3	3.2	4.1
Benefit costs	2.1	1.8	2.0	2.6	2.8	6.0
State and local government						
Compensation costs	3.0	2.5	2.4	3.0	2.9	3.3
Wages and salaries	3.1	2.8	2.7	3.0	3.3	3.5
Benefit costs	2.5	1.9	1.5	2.8	2.0	2.8

For the year ended September 2000, the compensation cost increase was 4.8 percent for goods-producing industries, significantly higher than the 2.9 percent increase for the year ended September 1999. The over-the-year increase in compensation costs for service-producing industries was 4.5 percent, compared with an increase of 3.2 percent for the year ended September 1999. Among service-producing industry divisions, September 1999-to-September 2000 increases ranged from 3.0 percent in transportation to 7.1 percent in insurance. (See table 3.)

Compensation costs for nonunion workers rose 4.7 percent over-the-year, compared with 4.2 percent for union workers. In service-producing industries, nonunion compensation increased 4.7 percent, compared with a 3.0 percent increase for union workers. In contrast, in goods-producing industries, the increase for union workers was 5.5 percent, compared with a 4.7 percent gain for nonunion workers. Compensation in blue-collar occupations rose 4.7 percent for union workers and 4.1 percent for nonunion workers. (See table 4.)

State and local government

In State and local government, the September 2000 over-the-year increase in wages and salaries was 3.5 percent, compared with a 3.3 percent increase recorded for September 1999. The 12-month increase in benefit costs for September 2000 was 2.8 percent; in September 1999, the increase was 2.0 percent. (See tables 5 and 8.)

NOTES:

The ECI for December 2000 is scheduled to be released Thursday, January 25, 2001, at 8:30 a.m. (EST).

The June 2000 ECI introduced an expanded definition of nonproduction bonuses designed to improve the ECI's representation of the compensation packages offered to employees. In addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, the ECI now includes hiring and referral bonuses. A fact sheet has been prepared with additional information on this change and its effect on the ECI. This information can be obtained directly from the BLS Internet site (<http://stats.bls.gov/ecthome.htm>), by e-mail request (ocltinfo@bls.gov), or by telephone (202)-691-6199.

As part of its ongoing research program, the Bureau of Labor Statistics recently published the results of a pilot survey on the incidence of stock option plans across all industries and occupations. The next phase of this research will examine the feasibility of collecting cost data on stock options. The results of the pilot survey and a fact sheet with additional information on the stock option research program can be obtained directly from the Internet site (<http://stats.bls.gov/comhome.htm>) or upon request.

ECI data are available on the ECI home page (<http://stats.bls.gov/ecthome.htm>). To access data using Anonymous FTP, use the Internet address (<ftp://ftp.bls.gov>).

For technical assistance in using the BLS Internet site, send e-mail to (labstat.helpdesk@bls.gov). For ECI data requests, send e-mail to (ocltinfo@bls.gov).

The ECI news release is now available through an e-mail subscription service. See the subscription link on (<http://stats.bls.gov/ecthome.htm>) or (<http://stats.bls.gov/newsrels.htm>).

News releases and other information are available from the BLS fax-on-demand service. To request a document fax, call (202) 691-6325. To request a catalog of available documents, select option 2 at the initial voice prompt. To request data found in this news release, enter the following codes:

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Employment Cost Index

Chart A. Changes in wages and salaries and benefit costs, private industry

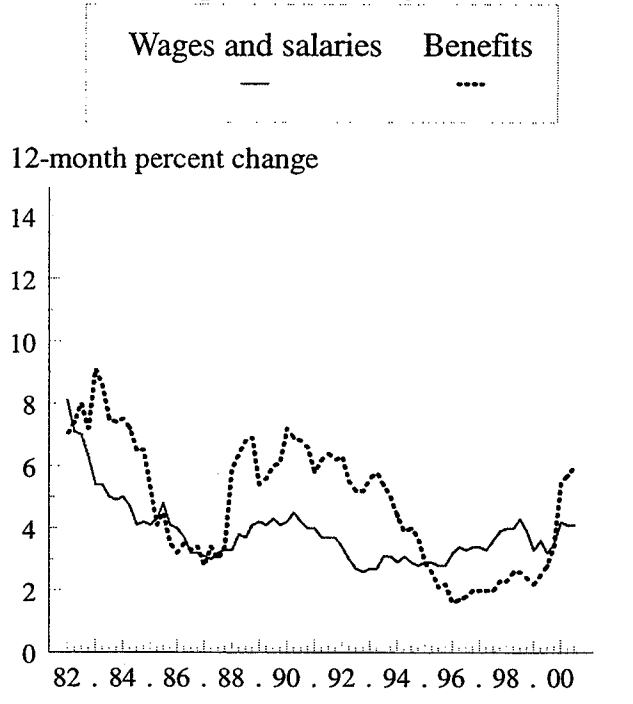


Chart B. Changes in wages and salaries and benefit costs, State and local government

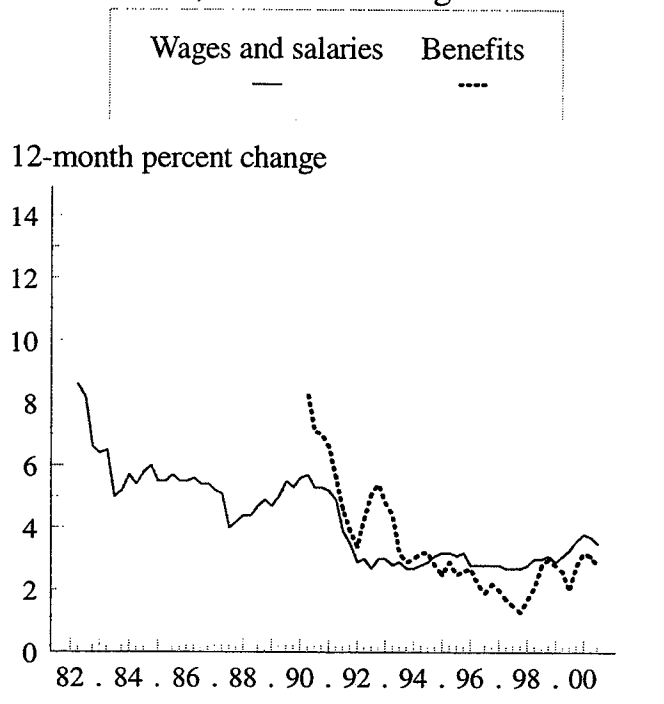


Chart C. Changes in compensation, private industry and State and local government

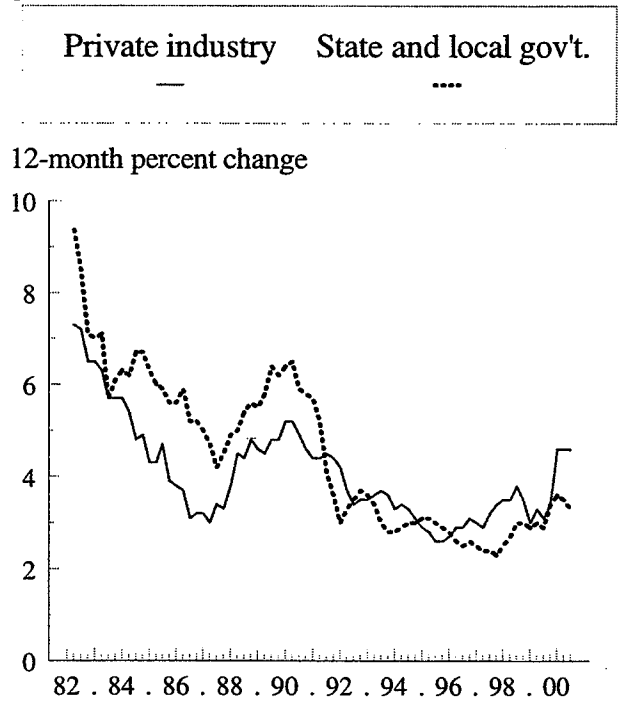


Chart D. Changes in wages and salaries, private industry and State and local government

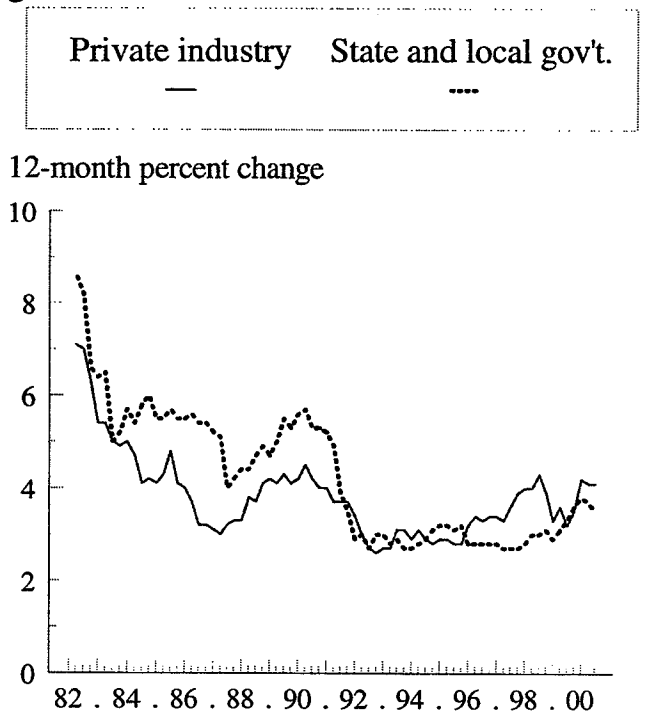


Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Jun. 2000	Sep. 2000	Dec. 1999	Mar. 1999	Jun. 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000	Sep. 2000
TOTAL COMPENSATION										
Civilian workers	147.9	149.2	0.6	0.5	1.1	0.8	1.0	1.4	1.0	0.9
State and local government	146.5	147.4	.6	.6	.9	.8	1.1	.8	.8	.6
Private industry	148.2	149.7	.6	.4	1.1	.9	1.0	1.5	1.1	1.0
Industry										
Goods producing ²	146.6	148.0	.5	.8	.6	.9	1.1	1.6	1.2	1.0
Construction ³	142.9	144.8	1.1	.9	.7	.7	1.0	1.4	1.3	1.3
Manufacturing	147.4	148.7	.4	.7	.7	.9	1.1	1.6	1.0	.9
Durables	148.3	149.4	.4	.6	.7	.9	1.1	1.9	1.2	.7
Nondurables	146.0	147.6	.5	.7	.7	.9	1.0	1.2	.9	1.1
Service producing ⁴	149.0	150.5	.7	.3	1.3	.9	1.0	1.4	1.1	1.0
Transportation and public utilities	145.8	147.3	.7	.1	1.0	.5	.5	1.0	1.4	1.0
Wholesale trade ³	151.7	152.1	1.5	-.1	1.2	1.2	1.6	1.0	1.1	.3
Retail trade	144.6	145.8	.2	.8	1.4	.5	1.1	1.6	.8	.8
Finance, insurance, and real estate ^{3,5}	153.1	155.2	1.1	-.7	3.0	1.2	.5	2.5	.7	1.4
Services	151.3	152.8	.6	.6	.8	.9	1.0	1.3	1.3	1.0
Nonmanufacturing	148.4	149.8	.7	.4	1.1	.8	1.0	1.5	1.1	.9
Occupational group										
White collar	151.2	152.5	.7	.3	1.3	.9	1.0	1.6	1.3	.9
Blue collar	144.0	145.4	.7	.7	.8	.9	.9	1.5	.9	1.0
Service	145.0	146.2	.6	1.0	.8	.3	1.1	.8	1.1	.8
WAGES AND SALARIES										
Civilian workers	145.5	146.7	.7	.5	1.2	.9	.9	1.1	1.0	.8
State and local government	145.5	146.7	.8	.7	.9	.9	1.0	.9	.8	.8
Private industry	145.4	146.7	.7	.4	1.2	.9	.9	1.2	1.0	.9
Industry										
Goods producing ^{2,5}	143.0	144.3	.7	.8	.7	.9	.9	1.1	1.2	.9
Construction ³	137.8	139.1	1.1	1.1	.5	.8	.9	1.8	1.1	.9
Manufacturing ⁵	144.4	145.7	.6	.8	.8	.9	.9	1.0	1.0	.9
Durables ⁵	144.7	146.1	.7	.7	.9	.9	1.0	.8	1.2	1.0
Nondurables	143.9	145.1	.6	.7	.7	.8	.9	1.1	1.0	.8
Service producing ⁴	146.5	147.8	.7	.3	1.4	.9	.9	1.2	1.0	.9
Transportation and public utilities	140.2	141.2	.7	.1	1.3	.3	.4	.4	1.3	.7
Wholesale trade ³	149.5	149.5	1.4	-.1	1.1	1.3	1.5	.9	1.3	.0
Retail trade	143.3	144.5	.1	1.0	1.2	.4	.9	1.7	.7	.8
Finance, insurance, and real estate ^{3,5}	149.5	151.7	1.2	-1.9	3.8	1.5	.5	2.4	.5	1.5
Services	149.2	150.6	.6	.9	.8	.8	1.0	1.0	1.3	.9
Nonmanufacturing	145.6	146.8	.8	.3	1.4	.8	.9	1.2	1.2	.8

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group — Continued

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Jun. 2000	Sep. 2000	Dec. 1998	Mar. 1999	Jun. 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000	Sep. 2000
WAGES AND SALARIES—Continued										
Occupational group										
White collar	148.3	149.6	0.7	0.4	1.2	0.9	1.0	1.3	1.1	0.9
Blue collar ⁵	140.5	141.9	.6	.8	1.0	.9	.7	1.0	1.0	1.0
Service	142.5	143.5	.7	1.0	.8	.1	1.2	1.0	1.1	.7
BENEFIT COSTS										
Civilian workers	154.0	155.5	.6	.3	1.0	.8	1.2	2.0	1.1	1.0
State and local government	148.8	148.9	.6	.5	.6	.4	1.2	1.0	.5	.1
Private industry	155.3	157.0	.6	.3	1.0	1.0	1.1	2.3	1.2	1.1
Industry										
Goods producing ²	154.1	155.7	.2	.7	.6	.8	1.4	2.7	1.2	1.0
Manufacturing	153.8	155.0	.0	.6	.6	1.0	1.4	3.0	1.0	.8
Service producing ⁴	156.0	157.8	.8	.1	1.3	.9	1.1	2.0	1.4	1.2
Nonmanufacturing	156.1	158.0	.7	.3	1.2	.9	.9	2.2	1.4	1.2
Occupational group										
White collar	158.5	160.4	.5	.3	1.0	1.1	1.0	2.5	1.4	1.2
Blue collar	151.5	153.0	.4	.7	.7	.8	1.0	2.9	.8	1.0
Service	152.6	154.3	.2	.8	.9	.5	1.2	.4	1.3	1.1

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Average standard errors (SE) for the unadjusted series upon which this series is based exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this

news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁵ No identifiable seasonality was found for this series.

Table 2. Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Civilian workers	143.3	148.0	149.5	1.1	1.0	1.0	3.1	4.4	4.3
Excluding sales occupations	143.2	147.7	149.4	1.1	1.0	1.2	3.2	4.2	4.3
Industry									
Goods producing ²	141.2	146.6	148.0	.9	1.2	1.0	2.9	4.7	4.8
Manufacturing	142.1	147.5	148.7	.9	1.0	.8	2.8	4.7	4.6
Service producing ³	144.0	148.4	150.1	1.1	.9	1.1	3.2	4.2	4.2
Services	145.1	149.3	151.2	1.3	.9	1.3	3.1	4.3	4.2
Health services	142.7	147.5	149.0	.9	1.1	1.0	2.6	4.3	4.4
Hospitals	143.4	147.7	149.5	.8	1.0	1.2	2.9	3.9	4.3
Educational services	144.6	146.8	149.7	2.0	.2	2.0	3.1	3.6	3.5
Public administration ⁴	142.4	146.1	146.9	.6	.3	.5	2.5	3.3	3.2
Nonmanufacturing	143.4	148.0	149.6	1.1	1.0	1.1	3.2	4.3	4.3
Occupational group									
White collar	145.0	149.9	151.5	1.2	1.0	1.1	3.1	4.6	4.5
Excluding sales	145.1	149.8	151.5	1.2	1.0	1.1	3.2	4.5	4.4
Professional specialty and technical	143.9	148.3	150.0	1.2	1.1	1.1	2.8	4.3	4.2
Executive, administrative, and managerial ...	147.3	151.9	153.7	1.3	.9	1.2	4.0	4.5	4.3
Administrative support, including clerical	144.7	150.1	151.8	.9	1.0	1.1	3.1	4.7	4.9
Blue collar	139.5	144.1	145.6	.9	1.0	1.0	3.1	4.2	4.4
Service	143.1	147.1	148.5	.5	.8	1.0	2.7	3.3	3.8
State and local government	143.1	145.9	147.8	1.5	.3	1.3	2.9	3.5	3.3
Industry									
Services	143.2	145.5	148.0	1.9	.2	1.7	3.0	3.6	3.4
Excluding schools ⁵	142.6	145.8	147.6	1.6	.4	1.2	2.8	3.9	3.5
Health services	144.2	147.9	150.0	1.5	.4	1.4	2.8	4.2	4.0
Hospitals	144.8	148.4	150.7	1.5	.3	1.5	2.9	4.0	4.1
Educational services	143.1	145.2	147.9	2.0	.1	1.9	3.1	3.5	3.4
Schools	143.5	145.5	148.2	2.1	.1	1.9	3.2	3.5	3.3
Elementary and secondary	142.9	144.7	147.3	2.1	.1	1.8	3.0	3.4	3.1
Colleges and universities	144.8	147.6	150.5	1.9	.1	2.0	3.4	3.9	3.9
Public administration ⁴	142.4	146.1	146.9	.6	.3	.5	2.5	3.3	3.2
Occupational group									
White collar	142.6	145.3	147.3	1.7	.3	1.4	3.0	3.6	3.3
Professional specialty and technical	142.0	144.5	146.6	1.9	.3	1.5	3.1	3.7	3.2
Executive, administrative, and managerial ...	144.5	147.2	149.2	1.2	.1	1.4	2.9	3.1	3.3
Administrative support, including clerical	143.0	146.5	148.3	1.2	.4	1.2	2.5	3.7	3.7
Blue collar	140.9	144.2	145.9	1.0	.3	1.2	3.0	3.4	3.5
Service	146.7	149.7	151.5	1.0	.1	1.2	2.6	3.0	3.3

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.⁵ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Private industry workers	143.3	148.5	149.9	0.9	1.2	0.9	3.1	4.6	4.6
Excluding sales occupations	143.2	148.2	149.8	.9	1.2	1.1	3.2	4.4	4.6
Industry									
Goods producing²	141.1	146.6	147.9	.9	1.2	.9	2.9	4.8	4.8
Excluding sales	140.5	145.9	147.2	.9	1.2	.9	2.9	4.7	4.8
White collar	143.9	150.1	151.3	.8	1.4	.8	3.0	5.2	5.1
Excluding sales	142.5	148.4	149.6	.8	1.3	.8	3.0	5.0	5.0
Blue collar	139.4	144.4	145.8	.8	1.1	1.0	2.9	4.4	4.6
Construction³	137.9	143.2	145.1	.7	1.7	1.3	3.4	4.6	5.2
Manufacturing	142.1	147.5	148.7	.9	1.0	.8	2.8	4.7	4.6
White collar	144.3	150.2	151.4	.9	1.3	.8	3.0	5.0	4.9
Excluding sales	142.5	148.2	149.3	.8	1.4	.7	3.0	4.9	4.8
Blue collar	140.5	145.6	146.7	.8	.8	.8	2.7	4.4	4.4
Durables	142.3	148.3	149.4	.9	1.2	.7	2.7	5.2	5.0
Aircraft manufacturing (SIC 3721)	143.7	154.3	156.0	.9	2.1	1.1	3.2	8.4	8.6
White collar	139.8	150.7	151.8	.2	2.8	.7	1.7	8.0	8.6
Blue collar	149.0	158.5	161.4	2.3	.4	1.8	5.8	8.8	8.3
Nondurables	141.5	146.0	147.5	.8	.8	1.0	2.8	4.0	4.2
Service producing⁴	144.1	149.1	150.6	.9	1.2	1.0	3.2	4.4	4.5
Excluding sales	144.6	149.4	151.1	.9	1.2	1.1	3.3	4.3	4.5
White collar	145.8	151.0	152.6	1.0	1.1	1.1	3.3	4.6	4.7
Excluding sales	147.0	152.1	153.9	1.0	1.2	1.2	3.4	4.5	4.7
Blue collar	139.1	143.1	144.5	.9	.9	1.0	3.6	3.8	3.9
Service	140.8	145.1	146.3	.2	1.0	.8	2.8	3.3	3.9
Transportation and public utilities	141.8	145.7	147.4	.6	1.3	1.2	2.4	3.4	3.9
Transportation ³	138.7	141.8	142.8	.4	1.0	.7	1.5	2.7	3.0
Public utilities	145.7	150.9	153.5	.8	1.5	1.7	3.6	4.4	5.4
Communications	146.1	150.9	153.9	.8	1.7	2.0	4.0	4.1	5.3
Electric, gas, and sanitary services	145.1	151.0	152.9	.6	1.4	1.3	2.9	4.7	5.4
Wholesale and retail trade	142.2	147.3	148.3	.8	1.2	.7	3.3	4.4	4.3
Excluding sales	142.8	148.1	149.6	.6	1.2	1.0	3.4	4.4	4.8
Wholesale trade ³	146.3	151.8	152.1	1.2	1.2	.2	3.9	5.0	4.0
Excluding sales	145.8	151.1	152.7	1.3	1.0	1.1	4.1	4.9	4.7
Retail trade	140.0	144.8	146.2	.6	1.1	1.0	3.0	4.1	4.4
General merchandise stores ³	137.2	141.0	142.2	1.2	.9	.9	3.0	4.0	3.6
Food stores ³	137.0	142.5	143.4	1.0	1.7	.6	2.5	5.0	4.7
Finance, insurance, and real estate³	147.6	153.1	155.2	1.2	.7	1.4	4.7	5.0	5.1
Excluding sales	151.0	155.5	157.4	1.5	.8	1.2	5.4	4.5	4.2
Banking, savings and loan, and other credit agencies ³	159.3	164.2	165.8	2.5	.9	1.0	7.3	5.7	4.1
Insurance ³	144.5	151.3	154.8	.3	.9	2.3	1.8	5.1	7.1
Excluding sales	146.2	150.5	152.2	.6	.7	1.1	3.2	3.5	4.1
Services	146.1	151.2	152.9	1.0	1.2	1.1	3.0	4.6	4.7
Business services ³	150.7	156.3	157.5	1.3	1.4	.8	5.0	5.1	4.5
Health services	142.6	147.5	149.0	.8	1.2	1.0	2.6	4.3	4.5
Hospitals	143.0	147.5	149.2	.6	1.2	1.2	2.8	3.8	4.3
Nursing homes	—	—	—	.9	1.5	1.7	3.7	4.8	5.7
Educational services	152.2	154.9	158.8	2.4	.6	2.5	3.5	4.2	4.3
Colleges and universities	152.6	155.5	158.6	2.0	.6	2.0	3.2	3.9	3.9

See footnotes at end of table.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Industry—Continued									
Nonmanufacturing industries	143.4	148.4	150.0	1.0	1.2	1.1	3.2	4.5	4.6
White collar	145.6	151.0	152.6	1.0	1.2	1.1	3.2	4.8	4.8
Excluding sales	146.8	152.0	153.8	1.0	1.2	1.2	3.4	4.6	4.8
Blue collar	138.0	142.3	143.9	.9	1.2	1.1	3.4	4.0	4.3
Service	140.7	145.1	146.3	.2	1.1	.8	2.8	3.3	4.0
Occupational group									
White collar	145.6	151.1	152.6	1.0	1.2	1.0	3.2	4.9	4.8
Excluding sales	146.0	151.3	152.9	1.0	1.3	1.1	3.3	4.7	4.7
Professional specialty and technical	145.2	150.7	152.2	.8	1.5	1.0	2.5	4.6	4.8
Executive, administrative, and managerial ...	147.7	152.7	154.4	1.3	1.1	1.1	4.1	4.7	4.5
Sales ³	144.1	150.3	151.2	1.1	.9	.6	2.6	5.4	4.9
Administrative support, including clerical	145.0	150.6	152.3	.9	1.1	1.1	3.1	4.8	5.0
Blue collar	139.4	144.1	145.5	.9	1.1	1.0	3.1	4.3	4.4
Precision production, craft, and repair	139.6	144.1	145.8	.9	1.3	1.2	3.1	4.1	4.4
Machine operators, assemblers, and inspectors	139.9	145.0	146.0	1.1	.7	.7	3.1	4.8	4.4
Transportation and material moving	134.4	138.6	139.9	.6	.8	.9	2.8	3.7	4.1
Handlers, equipment cleaners, helpers, and laborers	143.2	148.1	149.4	.6	1.2	.9	3.4	4.1	4.3
Service	141.0	145.4	146.6	.3	1.0	.8	2.7	3.4	4.0
Production and nonsupervisory occupations⁵	141.9	146.9	148.4	.8	1.1	1.0	2.8	4.3	4.6

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁵ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 4. Employment Cost Index for total compensation¹ for private industry workers, by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Bargaining status									
Union	140.2	144.4	146.1	0.9	1.0	1.2	2.5	3.9	4.2
Blue-collar occupations	137.8	142.5	144.3	.8	1.0	1.3	2.4	4.2	4.7
Goods-producing industries ²	139.2	144.8	146.8	.7	1.0	1.4	2.7	4.8	5.5
Service-producing industries ³	141.0	143.9	145.2	.9	1.0	.9	2.2	3.0	3.0
Manufacturing	139.1	145.4	147.1	.7	.6	1.2	2.3	5.3	5.8
Blue-collar occupations	138.5	144.8	146.5	.7	.6	1.2	2.2	5.3	5.8
Nonmanufacturing	140.3	143.4	145.0	.8	1.2	1.1	2.5	3.0	3.3
Nonunion	143.8	149.1	150.6	.9	1.2	1.0	3.2	4.6	4.7
Blue-collar occupations	140.3	144.9	146.1	.9	1.0	.8	3.5	4.2	4.1
Goods-producing industries ²	141.8	147.2	148.4	.9	1.2	.8	3.0	4.8	4.7
Service-producing industries ³	144.4	149.6	151.2	1.0	1.1	1.1	3.4	4.6	4.7
Manufacturing	143.0	148.2	149.2	.9	1.2	.7	3.0	4.6	4.3
Blue-collar occupations	141.6	145.8	146.7	1.0	1.0	.6	3.1	4.0	3.6
Nonmanufacturing	143.8	149.1	150.7	1.0	1.2	1.1	3.4	4.7	4.8
Region⁴									
Northeast	143.2	147.6	149.3	1.2	.9	1.2	3.2	4.3	4.3
South	141.8	146.7	147.6	.8	1.2	.6	3.1	4.3	4.1
Midwest	145.0	150.7	152.2	1.0	1.2	1.0	2.9	4.9	5.0
West	143.3	148.8	150.8	.8	1.2	1.3	3.5	4.7	5.2
Area									
Metropolitan	143.3	148.6	150.1	.9	1.2	1.0	3.0	4.6	4.7
Other	143.1	147.7	148.8	.9	1.2	.7	3.5	4.2	4.0

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁴ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia,

and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 5. Employment Cost Index for wages and salaries for civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Civilian workers	141.3	145.4	147.0	1.1	1.0	1.1	3.3	4.0	4.0
Excluding sales occupations	141.1	145.0	146.7	1.1	.9	1.2	3.3	3.9	4.0
Industry									
Goods producing ¹	138.6	143.0	144.3	.9	1.2	.9	3.1	4.1	4.1
Manufacturing	140.2	144.4	145.7	.9	1.0	.9	3.1	3.9	3.9
Service producing ²	142.3	146.3	148.0	1.1	.9	1.2	3.3	4.0	4.0
Services	144.1	147.9	149.9	1.3	.9	1.4	3.2	3.9	4.0
Health services	140.9	145.3	146.7	.9	1.0	1.0	2.4	4.0	4.1
Hospitals	140.1	143.8	145.6	.9	.8	1.3	2.7	3.6	3.9
Educational services	143.7	145.6	148.9	2.2	.2	2.3	3.3	3.6	3.6
Public administration ³	139.5	142.9	144.6	1.2	.3	1.2	3.5	3.7	3.7
Nonmanufacturing	141.5	145.5	147.2	1.1	.9	1.2	3.3	4.0	4.0
Occupational group									
White collar	143.3	147.6	149.2	1.2	1.0	1.1	3.2	4.2	4.1
Excluding sales	143.5	147.6	149.3	1.2	1.0	1.2	3.4	4.1	4.0
Professional specialty and technical	142.6	146.4	148.3	1.1	1.0	1.3	3.0	3.8	4.0
Executive, administrative, and managerial ...	145.9	149.9	151.6	1.5	.9	1.1	3.8	4.2	3.9
Administrative support, including clerical	142.3	146.9	148.5	1.0	1.0	1.1	3.5	4.3	4.4
Blue collar	137.0	140.6	142.0	.9	1.0	1.0	3.3	3.5	3.6
Service	140.1	144.0	145.7	.5	.7	1.2	2.9	3.3	4.0
State and local government	142.2	144.7	147.2	1.9	.3	1.7	3.3	3.7	3.5
Industry									
Services	142.9	144.9	147.9	2.1	.2	2.1	3.3	3.6	3.5
Excluding schools ⁴	142.1	144.8	146.7	1.8	.3	1.3	3.1	3.7	3.2
Health services	142.8	145.7	147.7	1.7	.3	1.4	3.0	3.8	3.4
Hospitals	142.8	145.6	147.7	1.6	.2	1.4	3.0	3.6	3.4
Educational services	142.9	144.8	148.0	2.2	.2	2.2	3.3	3.6	3.6
Schools	143.1	144.9	148.1	2.2	.1	2.2	3.3	3.5	3.5
Elementary and secondary	143.1	144.6	147.9	2.3	.1	2.3	3.2	3.4	3.4
Colleges and universities	142.6	145.6	148.3	2.0	.5	1.9	3.6	4.1	4.0
Public administration ³	139.5	142.9	144.6	1.2	.3	1.2	3.5	3.7	3.7
Occupational group									
White collar	142.1	144.5	147.1	2.0	.3	1.8	3.3	3.7	3.5
Professional specialty and technical	142.5	144.7	147.4	2.2	.3	1.9	3.3	3.8	3.4
Executive, administrative, and managerial ...	142.7	145.1	147.3	1.6	.1	1.5	3.4	3.3	3.2
Administrative support, including clerical	139.6	143.0	145.0	1.5	.4	1.4	3.1	4.0	3.9
Blue collar	139.4	142.1	143.9	1.3	.4	1.3	3.2	3.3	3.2
Service	144.1	146.6	149.6	1.4	.1	2.0	3.5	3.2	3.8

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.⁴ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Private industry workers	141.0	145.4	146.8	0.9	1.0	1.0	3.2	4.1	4.1
Excluding sales occupations	140.8	145.1	146.5	.9	1.1	1.0	3.3	3.9	4.0
Industry									
Goods producing ¹	138.5	143.0	144.3	.9	1.2	.9	3.1	4.2	4.2
Excluding sales	137.8	142.1	143.4	.9	1.1	.9	3.1	4.0	4.1
White collar	141.7	146.8	147.9	.9	1.2	.7	3.1	4.5	4.4
Excluding sales	140.1	144.9	146.0	.9	1.2	.8	3.2	4.4	4.2
Blue collar	136.6	140.5	142.0	.9	1.1	1.1	3.3	3.8	4.0
Construction ²	133.0	138.0	139.4	.8	1.5	1.0	3.5	4.6	4.8
Manufacturing	140.2	144.4	145.7	.9	1.0	.9	3.1	3.9	3.9
White collar	142.7	147.7	148.7	.9	1.3	.7	3.2	4.5	4.2
Excluding sales	140.8	145.6	146.6	.9	1.3	.7	3.3	4.3	4.1
Blue collar	138.4	142.0	143.4	.9	.9	1.0	3.1	3.5	3.6
Durables	140.4	144.7	146.1	.9	1.2	1.0	3.3	4.0	4.1
Aircraft manufacturing (SIC 3721)	142.7	148.6	150.0	.8	1.6	.9	4.0	5.0	5.1
White collar	138.3	145.2	146.0	.2	2.2	.6	3.3	5.2	5.6
Blue collar	148.9	152.1	155.1	2.3	.2	2.0	5.6	4.5	4.2
Nondurables	139.7	143.9	145.0	.7	.8	.8	2.7	3.7	3.8
Service producing ³	142.1	146.5	147.9	.9	1.0	1.0	3.3	4.0	4.1
Excluding sales	142.6	146.9	148.3	.8	1.1	1.0	3.4	3.9	4.0
White collar	143.8	148.5	150.0	1.1	1.1	1.0	3.3	4.4	4.3
Excluding sales	145.1	149.6	151.2	1.0	1.2	1.1	3.5	4.1	4.2
Blue collar	137.0	140.3	141.6	.8	.9	.9	3.5	3.2	3.4
Service	138.0	142.5	143.5	.1	1.0	.7	2.8	3.4	4.0
Transportation and public utilities	137.5	140.0	141.3	.5	1.1	.9	2.4	2.3	2.8
Transportation ²	134.4	136.2	137.4	.5	1.0	.9	1.5	1.9	2.2
Public utilities	141.5	144.9	146.4	.6	1.2	1.0	3.7	3.1	3.5
Communications	141.9	145.0	146.7	.6	1.1	1.2	3.8	2.8	3.4
Electric, gas, and sanitary services	140.9	144.7	145.9	.6	1.2	.8	3.4	3.4	3.5
Wholesale and retail trade	140.7	145.5	146.4	.8	1.2	.6	3.0	4.2	4.1
Excluding sales	141.8	146.8	148.2	.5	1.1	1.0	3.1	4.0	4.5
Wholesale trade ²	144.3	149.4	149.6	1.4	1.4	.1	3.6	5.0	3.7
Excluding sales	144.8	149.7	151.3	1.3	1.2	1.1	3.7	4.7	4.5
Retail trade	138.9	143.5	144.8	.4	1.0	.9	2.7	3.8	4.2
General merchandise stores ²	135.6	138.5	139.7	1.0	.5	.9	2.6	3.1	3.0
Food stores ²	133.9	139.5	140.2	.8	2.0	.5	1.7	5.0	4.7
Finance, insurance, and real estate ²	144.5	149.5	151.7	1.5	.5	1.5	4.6	5.0	5.0
Excluding sales	147.5	151.5	153.3	1.9	.9	1.2	5.6	4.6	3.9
Banking, savings and loan, and other credit agencies ²	159.2	163.3	165.0	3.0	.8	1.0	8.3	5.7	3.6
Insurance ²	140.2	146.6	150.7	.3	.8	2.8	1.1	4.9	7.5
Excluding sales	140.9	144.1	145.7	.7	.6	1.1	3.1	3.0	3.4
Services	144.5	149.1	150.6	.9	1.2	1.0	3.2	4.1	4.2
Business services ²	148.5	154.1	155.3	1.5	1.4	.8	4.7	5.3	4.6
Health services	140.6	145.3	146.6	.7	1.3	.9	2.3	4.1	4.3
Hospitals	139.3	143.3	144.9	.7	1.1	1.1	2.6	3.6	4.0
Nursing homes	—	—	—	.9	1.5	1.7	3.8	4.9	5.7
Educational services	147.5	149.6	153.4	2.3	.5	2.5	3.3	3.7	4.0
Colleges and universities	147.2	149.4	152.5	1.9	.3	2.1	3.1	3.5	3.6

See footnotes at end of table.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Industry—Continued									
Nonmanufacturing industries	141.0	145.5	146.9	0.9	1.1	1.0	3.3	4.2	4.2
White collar	143.5	148.2	149.6	1.1	1.2	.9	3.3	4.4	4.3
Excluding sales	144.6	149.1	150.7	1.0	1.2	1.1	3.4	4.1	4.2
Blue collar	135.1	138.9	140.3	.8	1.1	1.0	3.5	3.7	3.8
Service	137.9	142.4	143.4	.1	1.1	.7	2.8	3.4	4.0
Occupational group									
White collar	143.5	148.3	149.7	1.0	1.2	.9	3.2	4.4	4.3
Excluding sales	143.9	148.5	149.9	1.0	1.2	.9	3.5	4.2	4.2
Professional specialty and technical	142.6	147.3	148.6	.6	1.5	.9	2.8	3.9	4.2
Executive, administrative, and managerial ...	146.4	150.7	152.3	1.5	1.0	1.1	3.9	4.4	4.0
Sales ²	142.1	147.9	149.0	1.1	.8	.7	2.4	5.3	4.9
Administrative support, including clerical	142.7	147.5	149.1	.9	1.0	1.1	3.5	4.3	4.5
Blue collar	136.8	140.5	141.9	.9	1.0	1.0	3.3	3.6	3.7
Precision production, craft, and repair	136.7	140.6	142.0	.8	1.2	1.0	3.3	3.7	3.9
Machine operators, assemblers, and inspectors	138.3	141.6	142.9	1.2	.6	.9	3.4	3.6	3.3
Transportation and material moving	131.9	135.2	136.5	.7	.8	1.0	3.4	3.2	3.5
Handlers, equipment cleaners, helpers, and laborers	139.4	143.6	145.0	.8	1.3	1.0	3.2	3.8	4.0
Service	138.0	142.5	143.5	.1	1.1	.7	2.7	3.4	4.0
Production and nonsupervisory occupations⁴	139.3	143.7	145.0	.8	1.1	.9	3.0	4.0	4.1

¹ Includes mining, construction, and manufacturing.² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁴ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 7. Employment Cost Index for wages and salaries for private industry workers by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Bargaining status									
Union	135.7	138.5	140.0	0.7	0.9	1.1	2.5	2.8	3.2
Blue-collar occupations	133.6	136.5	138.2	.8	1.0	1.2	2.8	3.0	3.4
Goods-producing industries ¹	134.9	138.4	140.2	.8	.9	1.3	3.0	3.4	3.9
Service-producing industries ²	136.8	138.9	140.1	.7	.9	.9	2.0	2.3	2.4
Manufacturing	135.8	139.7	141.4	.8	.6	1.2	2.7	3.7	4.1
Blue-collar occupations	135.1	138.7	140.4	.7	.7	1.2	2.8	3.4	3.9
Nonmanufacturing	135.6	137.8	139.2	.7	1.0	1.0	2.4	2.4	2.7
Nonunion	142.0	146.7	148.1	.9	1.1	1.0	3.3	4.3	4.3
Blue-collar occupations	138.7	142.9	144.1	.9	1.1	.8	3.5	3.9	3.9
Goods-producing industries ¹	140.0	144.7	145.8	.9	1.3	.8	3.2	4.3	4.1
Service-producing industries ²	142.6	147.3	148.7	.9	1.0	1.0	3.4	4.2	4.3
Manufacturing	141.7	146.1	147.2	.9	1.2	.8	3.2	4.0	3.9
Blue-collar occupations	140.5	144.2	145.4	.9	1.0	.8	3.2	3.6	3.5
Nonmanufacturing	141.8	146.6	148.0	.9	1.1	1.0	3.4	4.3	4.4
Region³									
Northeast	139.9	143.7	145.3	1.2	1.0	1.1	3.3	4.0	3.9
South	140.2	144.6	145.3	.6	1.1	.5	2.7	3.7	3.6
Midwest	142.4	147.1	148.6	1.0	1.2	1.0	3.6	4.3	4.4
West	141.3	146.3	148.2	.8	1.1	1.3	3.4	4.4	4.9
Area									
Metropolitan	141.2	145.7	147.1	.9	1.1	1.0	3.1	4.1	4.2
Other	139.8	143.7	144.7	1.0	1.1	.7	3.8	3.8	3.5

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.³ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia,

and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table 8. Employment Cost Index for benefits for civilian, State and local government, and private industry workers by industry, occupational group, and bargaining status

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Civilian workers	147.9	154.3	155.8	0.9	1.1	1.0	2.7	5.3	5.3
State and local government	145.0	148.5	149.0	.7	.2	.3	2.0	3.1	2.8
Private industry	148.6	155.7	157.5	.9	1.2	1.2	2.8	5.7	6.0
Industry									
Goods producing ¹	146.3	154.2	155.7	.8	1.2	1.0	2.3	6.2	6.4
Service producing ²	149.4	156.0	157.9	1.0	1.3	1.2	3.1	5.5	5.7
Manufacturing	145.7	153.9	154.9	.8	1.1	.6	2.2	6.5	6.3
Aircraft manufacturing (SIC 3721)	145.6	166.6	168.7	.9	2.9	1.3	1.3	15.5	15.9
White collar ³	142.9	163.6	165.4	.1	4.3	1.1	-1.8	14.6	15.7
Blue collar	149.5	170.5	173.3	2.2	.8	1.6	6.3	16.5	15.9
Nonmanufacturing	149.4	156.1	158.1	.9	1.4	1.3	3.0	5.5	5.8
Occupational group									
White collar	151.0	158.5	160.4	1.1	1.4	1.2	3.0	6.1	6.2
Blue collar	144.8	151.6	153.1	.8	1.1	1.0	2.7	5.6	5.7
Service ³	148.4	152.7	154.4	.5	1.3	1.1	2.6	3.5	4.0
Bargaining status									
Union	148.3	155.5	157.4	1.0	1.2	1.2	2.3	5.9	6.1
Nonunion	148.5	155.5	157.3	1.0	1.2	1.2	3.0	5.7	5.9

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years

ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

EXPLANATORY NOTES

The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The wage and salary series and the benefit cost series provide the change for the two components of compensation.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the ECI are: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as lump-sum payments provided in lieu of wage increases and referral bonuses); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

The June 2000 ECI introduced an expanded definition of nonproduction bonuses designed to improve the ECI's representation of the compensation packages offered to employees. In addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, the ECI now includes hiring and referral bonuses. Hiring bonuses are payments made by the employer to induce an individual to accept employment; referral bonuses are payments made by the employer for recommending an applicant who is hired by the establishment. A fact sheet has been prepared with additional information on this change and its effect on the ECI. This information can be obtained directly from the Internet site (<http://stats.bls.gov/ecthome.htm>) or upon request.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding households and the public sector excluding the Federal government. The private industry series and the State and local government series provide data for the two sectors separately.

Data for this quarter were collected from a probability sample of approximately 28,700 occupational observations within about 6,800 sample establishments in private industry and approximately 3,900 occupations within about 800 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sampled establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Details on the sample design are included in the bulletin, Employment Cost Indexes, 1975-99, (Bulletin 2532).

Within an establishment, specific job categories are selected to represent broader occupational groups. Since March 1995, the jobs have been classified according to the 1990 Census; from June 1986 through December 1994, the 1980 Census; and prior to June 1986, the 1970 Census. Differences in the classification systems are described in the articles, "Introducing New Weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review and "Introducing 1990 Weights for the Employment Cost Index" published in the June 1995 issue of Compensation and Working Conditions.

Fixed employment weights are used each quarter to calculate the most aggregate series – civilian, private, and State and local government. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Statistics survey, have been used. A description of the reweighting is included in an article, "Introducing 1990 Weights for the Employment Cost Index" published in the June 1995 issue of Compensation and Working Conditions (available upon request).

For the series based on bargaining status, region, and area size, employment data are not available. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation Procedures for the Employment Cost Index," in the May 1982 issue of the Monthly Labor Review.

Beginning with the March 1990 ECI release, indexes were rebased to June 1989=100. A description of the rebasing is included in the article "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review.

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to identify. ECI series are seasonally adjusted using either direct or composite seasonally adjusted estimates. Industry and occupational series, such as construction and service occupations, are adjusted directly. More aggregate series, such as civilian or private industry workers, use composite estimates. The composite estimates could be obtained by aggregating either the industry or the occupational components, and the results may differ depending on which method is used. The aggregate seasonally adjusted ECI series are estimated by aggregating the component seasonally adjusted industry series. The seasonal adjustment factors are recalculated once a year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The new seasonal factors for 2000 and the historical listing containing revised seasonally adjusted indexes are available on the Internet site (<http://stats.bls.gov/ecthome.htm>) or upon request. The factors are also published in the summer issue of Compensation and Working Conditions.

The ECI sample is rotated over approximately five years; this makes it more representative and reduces respondent burden. The sample is replaced on a cross-area, cross-industry basis and is being integrated with the Bureau's National Compensation Survey (NCS). Integrated samples result in an increase in the number of private industry establishments and occupations in the survey. The NCS-ECI private sample will be completely integrated in 2001.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 2000," and in an annual bulletin, Employer Costs for Employee Compensation, 1986-99, (Bulletin 2526). A description of the cost levels data (ECEC) is provided in the article "Analyzing Employers' Costs for Wages, Salaries, and Benefits" in the October 1987 issue of the Monthly Labor Review. This article, along with other ECEC research articles, also appears in the annual bulletin. The cost levels are calculated with current employment weights, rather than the fixed 1990 weights used in computing the ECI. Therefore, year-to-year changes in the cost levels usually differ from those in the ECI.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Because standard errors vary from quarter to quarter, the ECI uses a five-year moving average of standard errors to evaluate published series. Currently, in the higher level aggregate series, the standard errors for 3-month changes are generally 0.1 percent or less; for 12-month changes, standard errors are generally 0.25 percent or less. Currently, in the lower level series, standard errors are generally 0.3 percent or less for 3-month changes and 0.6 percent or less for 12-month changes. Series found to have a higher average standard error for the five years ending December 1996 are footnoted in the tables.

BLS is evaluating ECI publication standards as part of its overall quality improvement plan. The first phase of this evaluation, a review of the statistical reliability of the ECI series, is complete. To improve the quality of the ECI estimates, the sample size is being increased and other initiatives, such as revising collection procedures, are being explored. All series will continue to be published, although, as indicated above, standard errors for some series are large. The five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>) shortly after publication of the news release.

When comparing data by bargaining status, it is important to note that differences may be due to factors other than bargaining status, such as occupational and industry mix. For example, union occupations tend to be concentrated in blue-collar occupations within manufacturing industries. Thus, differences between blue-collar and white-collar pay or differences in manufacturing versus nonmanufacturing industries could explain such differences.

More detailed information on the ECI is available in several sources. These include an annual bulletin--Employment Cost Indexes, 1975-99, (Bulletin 2532), a chapter in the BLS Handbook of Methods (Bulletin 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690, (312) 353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling (202) 691-6199 or sending e-mail to (ocltinfo@bls.gov). Current and historical data are available at the web site: (<http://stats.bls.gov/ecthome.htm>).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.