

# News

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## EMPLOYMENT COST INDEX - MARCH 1992

The Employment Cost Index (ECI) increased 1.2 percent before seasonal adjustment in the 3 months ended in March 1992, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1992 ECI level of 113.5 (June 1989=100) was 4.0 percent higher than the index in March 1991. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

### Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, ECI compensation costs rose 0.9 percent in the December 1991-March 1992 quarter, the same as in the September-December 1991 quarter. (See table below.) Corresponding quarterly increases in wages and salaries were 0.7 and 0.9 percent. Benefit costs rose 1.3 percent in December 1991-March 1992, following a 1.2 percent increase in September-December 1991, their smallest quarterly rise since 1987.

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Mar. 1992
	1990			1991			1992		
	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	Mar.	
Compensation costs..	1.2	1.1	1.0	1.1	1.3	0.8	0.9	0.9	4.0
Wages and salaries.	1.2	1.0	0.9	1.1	0.9	0.6	0.9	0.7	3.2
Benefit costs.....	1.5	1.5	1.5	1.4	1.5	1.6	1.2	1.3	5.7

### Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 4.0 percent for the year ended in March 1992--down from 4.3 percent for the year ended December 1991. (See table 4.) This pattern held for both private industry workers (4.2 percent, down from 4.4 percent) and state and local government workers (3.0 percent, down from 3.6 percent).

The slowdown in the rate of compensation growth reflected a deceleration in wage and salary gains (3.2 percent, down from 3.6 percent for the year ended December 1991). Lower wage and salary increases were recorded for both private industry workers (3.4 percent, down from 3.7 percent) and state and local government workers (2.9 percent, down from 3.5 percent).

In contrast to the deceleration in wage and salary gains, benefit cost increases were about the same in March 1991-92 as in December 1990-91--5.7 percent and 5.6 percent, respectively. This leveling off in benefit cost increases persisted for private industry workers (6.3 percent and 6.2 percent, respectively), but not for state and local government workers (3.4 percent, down from 3.9 percent). Health and workers' compensation insurance continued their relatively rapid rises, with the increases in private industry exceeding those in state and local governments.

Compensation increases in private industry for the year ended in March 1992 were higher for service occupations (4.8 percent) than for blue-collar (4.3 percent) or white-collar occupations (4.0 percent), reflecting in part the effects of the April 1, 1991, increase in the Federal minimum wage from \$3.80 to \$4.25 an hour. Compensation gains for white-collar occupational groups ranged from 3.3 percent for sales workers to 4.7 percent for professional and technical workers. Increases for blue-collar workers varied from 3.9 percent for precision production, craft, and repair occupations and for transportation and material moving occupations to 5.2 percent for machine operators, assemblers, and inspectors. (See table 5.)

Over-the-year compensation gains were higher for private goods-producing industries (4.6 percent) than for service-producing industries (4.0 percent). Within the service-producing industries, compensation increases ranged from 2.0 percent in business services to 5.5 percent in communications. Compensation gains among the goods-producing industries ranged from 3.0 percent in construction to 5.2 percent in durable goods manufacturing.

Compensation increases for union workers (5.2 percent) exceeded those for nonunion workers (4.0 percent) for the year ended in March 1992, as they have since June 1991 and in contrast to the trend that had prevailed for nearly a decade. This pattern held for both service-producing and goods-producing industries. (See table 6.)

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ECI data for June 1992 will be released on Tuesday, July 28, 1992, at 8:30 A.M. (EDT).

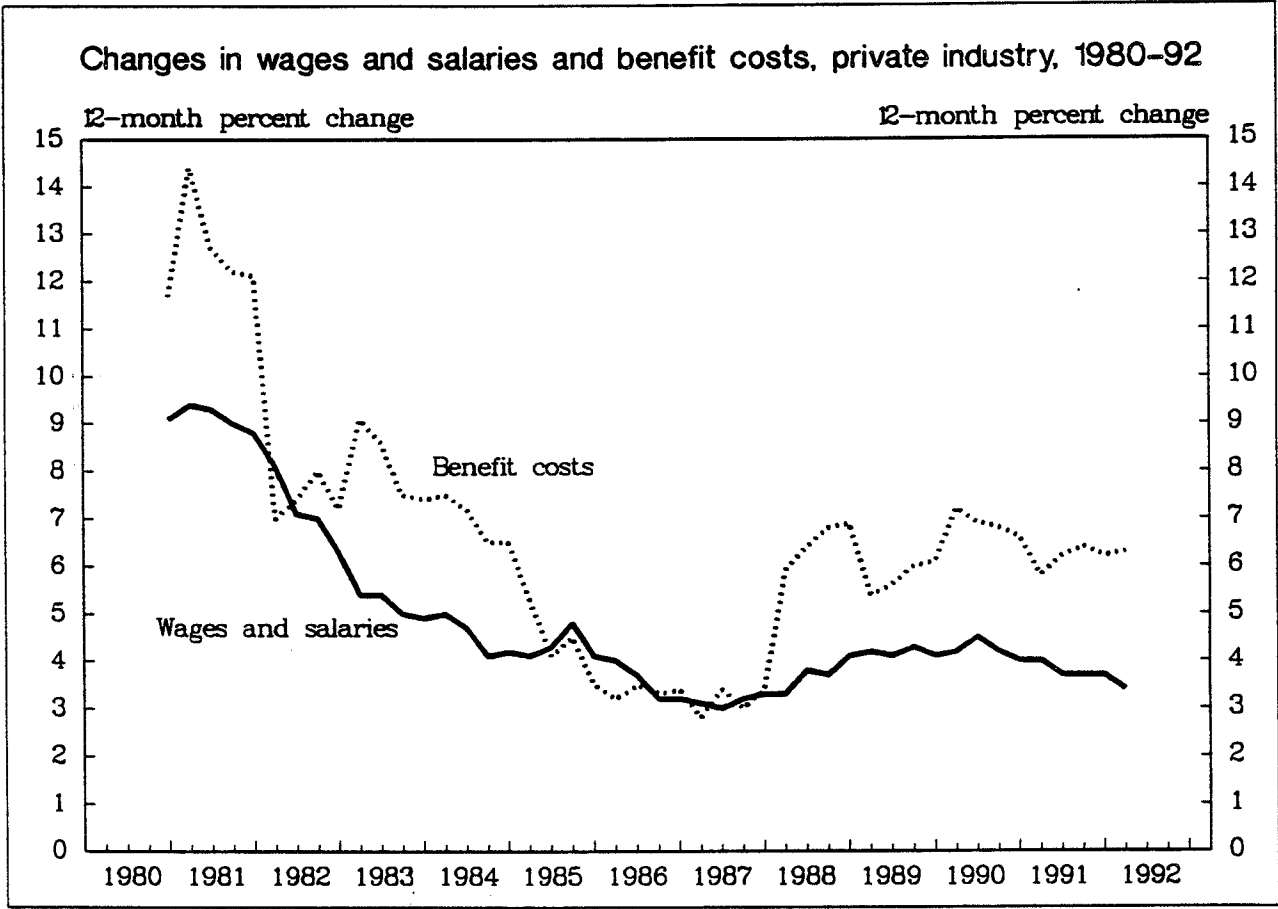


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended									
	Dec. 1991	Mar. 1992	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992		
Civilian workers.....	112.2	113.2	1.2	1.1	1.0	1.1	1.3	0.8	0.9	0.9		
State and local government.....	114.2	115.0	1.5	1.3	1.4	1.3	1.1	.4	.9	.7		
Private industry workers.....	111.9	113.0	1.2	1.1	.9	1.2	1.1	1.0	1.0	1.0		
White-collar occupations 3/.....	112.2	112.4	1.3	1.1	.7	1.5	1.2	1.0	.7	1.1		
Blue-collar occupations.....	111.2	112.4	1.2	1.0	.9	1.1	1.0	1.2	.9	1.1		
Service occupations.....	112.3	113.5	1.2	.8	1.3	.9	1.5	1.5	.8	1.1		
Goods-producing industries 1/.....	112.0	113.4	1.3	1.0	.9	1.1	1.2	1.0	1.1	1.3		
Construction.....	110.3	110.5	1.0	1.0	.9	1.2	.9	.8	1.0	1.2		
Manufacturing.....	112.4	113.9	1.3	1.1	1.0	.9	1.3	1.2	1.1	1.3		
Durables.....	112.3	114.0	1.2	1.2	1.0	.9	1.3	1.3	1.0	1.5		
Nondurables.....	112.4	113.8	1.3	1.1	.9	1.0	1.2	1.1	1.1	1.2		
Service-producing industries 2/.....	111.9	112.8	1.2	1.0	1.0	1.2	1.1	1.0	1.0	.8		
Transportation and public utilities.....	109.9	111.2	.0	.9	1.3	.8	1.3	1.2	1.0	1.2		
Wholesale trade.....	111.1	112.8	.2	.4	.9	1.3	1.3	1.0	.5	1.5		
Retail trade.....	110.8	111.0	1.3	.8	.9	1.1	1.1	1.1	.8	1.2		
Finance, insurance, and real estate 3/.....	110.0	111.7	1.8	1.0	1.1	2.7	1.1	1.2	.3	1.5		
Services.....	114.1	115.1	1.9	1.0	1.4	1.1	1.1	1.0	1.1	1.9		
Nonmanufacturing industries.....	111.8	112.7	1.2	1.0	.9	1.3	1.0	1.1	.9	.8		

NOTE: See footnotes at end of table 3.

Table 2. SEASONALLY ADJUSTED WAGES AND SALARIES: Employment Cost Index for wages and salaries, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1991	Mar. 1992	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992
	Civilian workers.....	110.7	111.5	1.2	1.0	0.9	1.1	0.9	0.6	0.9
State and local government.....	113.0	113.8	1.4	1.1	1.3	1.1	1.1	.2	.9	.7
Private industry workers.....	110.1	111.0	1.1	1.0	.8	1.0	1.0	.7	.8	.8
White-collar occupations 3/.....	110.7	111.7	1.3	1.0	.6	1.2	1.1	.9	.5	.9
Blue-collar occupations 3/.....	108.8	109.7	1.1	.8	.6	1.1	.8	.7	.7	.8
Service occupations.....	110.4	111.4	1.1	.6	1.2	.8	1.3	1.3	.5	.9
Goods-producing industries 1/3/.....	109.7	110.7	1.1	.9	.7	1.1	.9	.6	.9	.9
Construction.....	107.0	107.2	1.7	.6	.5	1.3	.5	.5	.8	.2
Manufacturing 3/.....	110.3	111.5	1.2	.9	.8	1.1	.9	.8	.9	1.1
Durables 3/.....	110.2	111.2	1.1	1.0	.8	1.1	.9	.8	.9	.9
Nondurables.....	110.8	111.7	1.2	1.0	.7	1.0	.9	.8	1.3	.8
Service-producing industries 2/.....	110.4	111.2	1.1	1.0	.9	1.0	.9	.8	.8	.7
Transportation and public utilities.....	108.9	109.7	.5	.9	.8	.6	1.0	1.0	1.2	.7
Wholesale trade.....	110.3	111.8	.0	.3	.9	1.4	1.2	1.1	.7	1.4
Retail trade.....	109.5	109.7	1.0	.8	.8	.9	1.0	1.0	.7	1.2
Finance, insurance, and real estate 3/.....	108.4	109.5	1.7	1.4	-1.1	2.1	1.0	-1.1	.4	1.0
Services.....	112.3	113.1	1.8	.8	1.5	.9	.8	.8	1.0	.7
Nonmanufacturing industries.....	109.9	110.8	1.3	.8	.9	1.1	.9	.7	.6	.8

NOTE: See footnotes at end of table 3.

Table 3. SEASONALLY ADJUSTED BENEFIT COSTS: Employment Cost Index for benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended								
	Dec. 1991	Mar. 1992	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	
			1990	1990	1990	1991	1991	1991	1991	1991	1992
Civilian workers .....	116.8	118.3	1.5	1.5	1.5	1.4	1.5	1.6	1.2	1.3	
State and local government .....	117.1	118.1	2.0	1.6	1.5	1.4	1.0	.7	.9	.9	
Private industry workers.....	116.7	118.4	1.4	1.5	1.5	1.4	1.6	1.7	1.4	1.5	
White-collar occupations.....	116.9	118.1	1.5	1.6	1.5	1.5	1.6	1.5	1.4	1.0	
Blue-collar occupations.....	116.1	118.5	1.3	1.4	1.4	1.3	1.6	2.0	1.1	2.1	
Service occupations.....	118.6	119.7	1.2	1.2	1.7	1.7	2.1	2.0	1.6	.9	
Goods-producing industries 1/.....	117.2	119.5	1.5	1.6	1.5	1.2	1.9	1.8	1.2	2.0	
Manufacturing.....	116.7	119.0	1.5	1.6	1.6	.6	2.1	1.9	1.3	2.0	
Service-producing industries 2/.....	116.4	117.4	1.3	1.4	1.5	1.5	1.5	1.7	1.5	.9	
Nonmanufacturing industries.....	116.8	117.8	1.5	1.4	1.5	1.5	1.6	1.6	1.5	.9	

1/ Includes mining, construction, and manufacturing

2/ Includes transportation, public utilities, trade, finance, insurance, and real estate, and services

3/ No identifiable seasonality was found for this series

Table 4. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, civilian and state and local government workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1992	Dec. 1992
Civilian workers	109.1	112.2	113.5	0.6	1.2	4.6	4.3	4.0
Excluding sales	109.2	112.4	113.6	.6	1.1	4.7	4.3	4.0
Workers, by occupational group								
White-collar occupations	109.8	112.8	113.9	.6	1.0	5.0	4.2	3.7
Excluding sales	110.0	114.2	114.2	.7	.9	5.1	4.2	3.8
Professional specialty and technical	111.0	114.4	115.4	.8	.4	5.2	4.5	4.0
Executive, administrative, and managerial	109.4	112.5	113.0	.6	.4	5.2	4.5	3.3
Administrative support, including clerical	109.2	112.2	113.9	.7	1.5	4.6	4.1	4.3
Blue-collar occupations	108.0	111.1	112.6	.7	1.4	4.2	4.3	4.3
Service occupations	109.4	113.1	114.1	.7	.9	5.0	4.7	4.3
Workers, by industry division								
Goods-producing 1/	108.6	111.9	113.5	.8	1.4	4.5	4.5	4.5
Manufacturing	108.6	112.2	114.0	.9	1.6	4.4	4.7	5.0
Service-producing 2/	109.5	112.4	113.5	.5	1.0	4.9	4.1	3.7
Services	111.5	114.6	115.5	.7	.8	5.7	4.0	3.6
Health services	112.6	116.1	117.5	1.0	1.2	6.3	4.7	4.4
Hospitals	112.2	115.9	117.3	1.0	1.2	6.3	4.5	4.5
Educational services	112.3	115.4	115.7	.4	.3	5.9	3.6	3.0
Public administration	110.8	112.6	114.0	.4	1.2	5.4	3.6	2.9
Nonmanufacturing	109.4	112.3	113.3	.5	.9	4.9	4.2	3.6
State and local government workers	111.8	114.4	115.2	.4	.7	5.7	3.6	3.0
Workers, by occupational group								
White-collar occupations	112.2	114.6	115.4	.4	.7	5.7	3.3	2.9
Professional specialty and technical	112.3	115.0	115.5	.4	.4	5.5	3.3	2.8
Executive, administrative, and managerial	112.2	113.7	115.0	.4	1.1	6.1	3.3	2.5
Administrative support, including clerical	111.8	114.0	115.4	.4	1.2	6.1	3.4	3.2
Blue-collar occupations	110.4	112.9	114.2	.4	1.2	4.6	3.9	3.4
Workers, by industry division								
Services	112.4	115.3	115.8	.4	.4	5.9	3.6	3.0
Excluding schools 3/	112.2	114.4	115.1	.6	.9	6.0	3.8	2.6
Health services	112.6	114.9	115.9	.9	.6	6.0	3.4	2.9
Hospitals	112.2	115.2	115.9	1.0	.6	5.8	3.5	3.3
Educational services	112.4	115.3	115.7	.3	.3	5.8	3.5	2.9
Schools	112.5	115.6	116.0	.3	.4	5.7	3.6	3.1
Elementary and secondary	112.9	116.2	116.6	.8	.4	6.0	3.7	3.3
Colleges and universities	111.3	113.5	114.0	.1	.4	4.9	3.0	2.4
Public administration	110.8	112.6	114.0	.4	1.2	5.4	3.6	2.9

NOTE: See footnotes at end of table 10.

Table 5. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1992	Dec. 1992
Private industry workers	108.5	111.7	1.4	0.6	1.3	4.4	4.4	4.2
Excluding sales	108.6	112.0	1.4	.8	1.2	4.5	4.6	4.3
White-collar occupations	109.0	112.2	1.5	.7	1.0	4.7	4.5	4.0
Excluding sales	109.2	113.4	1.4	.8	1.0	4.8	4.6	4.2
Professional, specialty and technical	110.1	113.8	1.3	1.0	1.2	5.0	4.8	4.7
Executive, administrative, and managerial	108.9	112.3	1.6	1.7	1.4	5.0	4.8	3.5
Sales	108.0	109.6	1.9	-.2	1.8	4.2	3.4	3.3
Administrative support, including clerical	108.6	111.9	1.2	.8	1.5	4.2	4.3	4.6
Blue-collar occupations	107.9	111.0	1.4	.7	1.4	4.3	4.3	4.3
Precision production, craft, and repair	108.0	111.0	1.7	.5	1.1	4.4	4.5	3.9
Machine operators, assemblers, and inspectors	108.3	111.6	1.3	1.0	2.1	4.4	4.4	5.2
Transportation and material moving	106.3	109.0	.8	.6	1.3	3.1	3.3	3.9
Handlers, equipment cleaners, helpers, and laborers	108.1	111.4	1.3	.9	1.1	4.3	4.4	4.2
Service occupations	108.3	112.4	.9	.8	1.0	4.2	4.8	4.8
Production and nonsupervisory occupations 4/	108.4	111.5	1.4	.6	1.3	4.4	4.3	4.2
Goods-producing industries 1/	108.5	111.9	1.4	.8	1.4	4.4	4.6	4.6
Excluding sales occupations	108.4	111.8	1.3	.8	1.4	4.3	4.5	4.6
White-collar occupations	108.8	113.6	1.3	1.0	1.2	4.5	4.6	4.4
Excluding sales	108.5	112.2	1.3	1.0	1.9	4.4	4.8	4.3
Blue-collar occupations	108.4	111.6	1.4	1.7	1.6	4.3	4.4	4.6
Service occupations	107.9	112.1	1.4	1.4	1.5	3.8	5.4	5.5
Construction	107.4	109.9	1.7	.5	.6	4.2	4.1	3.0
Manufacturing	108.6	112.2	1.3	.9	1.6	4.4	4.7	5.0
White-collar occupations	108.8	112.4	1.3	1.0	1.1	4.5	4.7	4.4
Excluding sales	108.3	112.2	1.2	1.0	1.7	4.1	4.9	4.3
Blue-collar occupations	108.5	112.0	1.4	1.6	2.0	4.3	4.5	5.7
Service occupations	107.8	112.1	1.2	1.8	1.8	3.6	4.6	5.2
Durables	108.5	114.1	1.2	1.0	1.8	4.3	4.6	5.2
Nondurables	108.8	112.3	1.3	1.0	1.3	4.5	4.6	4.6



Table 5. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group-Continued

Series	Indexes (June 1989=100)		Percent Changes for						
			3 Months Ended			12 Months Ended			
	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1992	Dec. 1991	
Service-producing industries 2/	108.5	111.6	112.8	1.4	0.5	1.1	4.5	4.3	4.0
Excluding sales occupations	108.7	112.1	113.2	1.3	.7	1.0	4.6	4.4	4.1
White-collar occupations	109.1	112.1	113.4	1.6	.5	1.2	4.7	4.4	3.9
Excluding sales	109.5	113.0	114.1	1.4	.8	1.0	4.9	4.6	4.2
Blue-collar occupations	106.6	109.4	110.4	1.1	.6	.9	3.9	3.8	3.6
Service occupations	108.4	112.5	113.4	.9	.8	.8	4.3	4.7	4.6
Transportation and public utilities	106.0	109.7	111.1	.9	.6	1.3	2.9	4.4	4.8
Transportation	105.2	108.6	109.9	.6	.7	1.2	2.3	3.8	4.5
Public utilities	107.0	111.2	112.6	1.8	.7	1.3	3.7	5.2	5.2
Communications	106.0	110.7	111.8	1.8	.7	1.0	2.8	5.2	5.5
Electric, gas, and sanitary services	108.3	111.7	113.7	2.0	.6	1.8	4.9	5.2	5.0
Wholesale and retail trade	107.4	110.7	111.4	1.1	.4	.6	3.8	4.2	3.7
Excluding sales occupations	107.7	110.8	111.5	1.5	.6	.6	4.6	4.4	3.5
Wholesale trade	107.8	111.1	112.5	1.9	.4	1.3	2.9	4.3	4.0
Excluding sales occupations	108.2	111.2	112.5	1.9	.8	1.2	4.3	4.7	4.4
Retail trade	107.3	110.5	110.8	1.2	.4	.3	4.2	4.2	3.3
General merchandise stores	108.3	111.1	111.7	1.3	-.1	.5	5.6	3.9	3.1
Food stores	107.5	111.7	112.6	1.0	1.3	.8	4.2	5.0	4.7
Finance, insurance, and real estate	108.3	110.0	111.7	2.7	.3	1.5	5.6	4.3	3.1
Excluding sales occupations	108.6	111.4	112.5	1.8	.7	1.0	4.9	4.4	3.6
Banking, savings and loan, and other credit agencies	107.4	107.4	110.2	1.5	-.1	2.6	5.2	1.5	2.6
Insurance	107.4	110.7	113.2	1.3	1.1	2.3	4.1	4.4	5.4
Services	110.8	114.0	115.3	1.4	.8	1.1	5.5	4.3	4.1
Business services	110.3	111.1	112.5	2.7	1.0	1.3	6.5	3.4	2.0
Health services	112.6	116.5	117.9	1.6	1.0	1.2	6.4	5.1	4.7
Hospitals	112.2	116.1	117.7	1.4	1.0	1.4	6.5	4.9	4.9
Educational services	111.9	115.7	115.8	.4	.7	.1	6.2	3.9	3.5
Colleges and universities	111.3	116.3	116.8	.6	.7	.4	5.8	5.2	4.9
Nonmanufacturing industries	108.5	111.5	112.7	1.5	.5	1.1	4.5	4.3	3.9
White-collar occupations	109.1	112.1	113.4	1.6	.5	1.2	4.8	4.4	3.9
Excluding sales	109.5	112.9	114.1	1.4	.7	1.1	5.0	4.5	4.2
Blue-collar occupations	107.2	109.8	110.7	1.5	.5	.8	4.2	4.0	3.3
Service occupations	108.4	112.5	113.4	.9	.7	.8	4.3	4.7	4.6

NOTE: See footnotes at end of table 10.

Table 6. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by bargaining status, region, and area size

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991
<b>Workers, by bargaining status</b>								
Union.....	107.5	111.1	113.1	0.9	1.8	4.1	4.6	5.2
Blue-collar occupations.....	107.4	110.7	112.9	.9	2.0	4.3	4.5	5.1
Goods-producing industries 1/.....	107.9	111.3	114.0	.9	2.4	4.5	4.7	5.7
Service-producing industries 2/.....	107.1	110.9	111.9	1.0	.9	3.8	4.6	4.5
Manufacturing.....	108.1	111.7	114.8	1.4	2.8	4.3	4.8	6.2
Blue-collar occupations.....	108.1	111.6	114.7	.9	2.8	4.4	4.8	6.1
Nonmanufacturing.....	107.1	110.6	111.8	.8	1.1	4.0	4.4	4.4
Nonunion.....	108.8	111.9	113.1	.6	1.1	4.5	4.3	4.0
Blue-collar occupations.....	108.3	111.2	112.2	.5	.9	4.2	4.1	3.6
Goods-producing industries 1/.....	108.8	112.2	113.3	.8	1.0	4.4	4.5	4.1
Service-producing industries 2/.....	108.8	111.8	113.0	.5	1.1	4.7	4.3	3.9
Manufacturing.....	108.8	112.4	113.6	1.1	1.1	4.4	4.5	4.4
Blue-collar occupations.....	109.0	112.5	113.8	.7	1.2	4.4	4.5	4.4
Nonmanufacturing.....	108.8	111.7	112.9	.4	1.1	4.6	4.2	3.8
<b>Workers, by region 2/</b>								
Northeast.....	109.4	112.5	113.9	1.7	1.2	4.8	4.6	4.1
South.....	108.4	111.2	112.5	1.4	1.2	4.2	4.0	3.8
Midwest.....	108.5	112.2	113.8	1.3	1.4	4.8	4.8	4.9
West.....	107.5	110.9	111.9	1.1	.9	4.1	4.3	4.1
<b>Workers, by area size</b>								
Metropolitan areas.....	108.5	111.8	113.1	1.3	1.2	4.4	4.4	4.2
Other areas.....	108.4	111.2	113.1	1.5	1.7	4.6	4.1	4.3

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.  
See footnotes at end of table 10.

Table 7. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, civilian and state and local government workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
	Mar. 1991	Dec. 1991	3 Months Ended		12 Months Ended		Mar. 1992	Mar. 1992
			Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991		
Civilian workers	108.0	110.6	1.1	0.5	4.2	3.6	3.2	3.2
Excluding sales	108.0	110.8	1.1	.6	4.2	3.7	3.3	3.3
Workers, by occupational group								
White-collar occupations	108.7	111.3	1.2	.5	4.4	3.6	3.2	3.2
Excluding sales	109.0	111.9	1.1	.6	4.6	3.8	3.3	3.3
Professional specialty and technical	109.9	113.6	1.0	.6	4.9	3.9	3.4	3.4
Executive, administrative, and managerial	108.5	111.5	1.2	.6	4.7	4.0	3.1	3.1
Administrative support, including clerical	107.9	110.6	1.1	.6	4.1	3.7	3.6	3.6
Blue-collar occupations	106.6	108.9	1.1	.6	3.7	3.3	3.0	3.0
Service occupations	107.8	111.3	.9	.6	4.3	4.2	3.8	3.8
Workers, by industry division								
Goods-producing 1/	107.0	109.7	1.1	.8	3.8	3.7	3.5	3.5
Manufacturing	107.4	110.3	1.1	.9	4.0	3.9	3.8	3.8
Service-producing 2/	108.4	111.0	1.1	.4	4.4	3.5	3.1	3.1
Services	110.2	113.0	.9	.5	5.2	3.5	3.2	3.2
Health services	111.1	114.5	1.3	1.0	5.5	4.4	3.9	3.9
Hospitals	110.8	114.3	.9	1.1	5.5	4.1	4.0	4.0
Educational services	111.1	114.0	.6	1.4	5.4	3.3	2.7	2.7
Public administration	109.1	110.9	1.7	.3	4.6	3.4	2.6	2.6
Nonmanufacturing	108.1	110.7	1.1	.5	4.2	3.6	3.1	3.1
State and local government workers	110.6	113.2	1.1	.4	5.2	3.5	2.9	2.9
Workers, by occupational group								
White-collar occupations	111.0	113.5	1.0	.4	5.2	3.3	2.7	2.7
Professional specialty and technical	111.5	114.2	.8	.4	5.4	3.3	2.7	2.7
Executive, administrative, and managerial	110.6	112.3	1.6	.3	5.4	3.1	2.4	2.4
Administrative support, including clerical	109.4	111.8	1.4	.4	4.8	3.6	3.0	3.0
Blue-collar occupations	109.1	111.6	1.3	.5	4.6	3.6	3.1	3.1
Workers, by industry division								
Services	111.3	114.1	.9	.4	5.5	3.4	2.8	2.8
Excluding schools 3/	111.4	114.2	1.6	.6	5.7	3.9	3.4	3.4
Health services	111.1	114.0	1.3	.9	5.3	3.2	2.8	2.8
Hospitals	110.7	114.5	.8	1.1	5.4	3.9	3.4	3.4
Educational services	111.3	114.1	.7	.3	5.5	3.3	2.7	2.7
Schools	111.2	114.0	.6	.3	5.4	3.2	2.8	2.8
Elementary and secondary	111.6	114.7	.6	.3	5.8	3.4	3.0	3.0
Colleges and universities	110.2	112.0	.9	.0	4.4	2.6	1.9	1.9
Public administration	109.1	110.9	1.7	.3	4.6	3.4	2.6	2.6

NOTE: See footnotes at end of table 10.

Table 8. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended			12 Months Ended		
	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1992	Dec. 1992
Private industry workers	107.3	110.0	110.9	0.6	0.8	4.0	3.7	3.4
Excluding sales	107.4	110.2	111.1	.7	.8	4.1	3.8	3.4
White-collar occupations	107.9	110.7	111.7	.5	.9	4.2	3.8	3.5
Excluding sales	108.2	111.3	112.1	.7	.9	4.3	4.1	3.6
Professional specialty and technical	108.6	112.0	113.0	.8	.9	4.3	4.2	3.1
Executive, administrative, and managerial	108.2	111.4	111.6	.7	.2	4.7	4.2	2.7
Sales	106.8	107.9	109.7	-.3	1.7	3.4	2.6	3.7
Administrative support, including clerical	107.6	110.4	111.6	.7	1.1	3.9	3.8	3.1
Blue-collar occupations	106.4	108.8	109.7	.7	.8	3.6	3.4	2.8
Precision production, craft, and repair	106.3	108.4	109.3	.6	.8	3.7	3.3	2.8
Machine operators, assemblers, and inspectors	107.1	109.8	110.9	1.0	1.0	4.0	3.8	3.5
Transportation and material moving	104.5	106.7	107.4	.6	.7	2.5	2.5	2.8
Handlers, equipment cleaners, helpers, and laborers	107.3	109.9	110.6	.6	.6	4.2	3.5	3.1
Service occupations	106.9	110.6	111.2	.7	.5	3.7	3.9	4.0
Production and nonsupervisory occupations $\frac{1}{2}$	107.0	109.6	110.6	.6	.9	3.7	3.5	3.4
Goods-producing industries $\frac{1}{2}$	107.0	109.7	110.7	.9	.9	3.8	3.7	3.5
Excluding sales occupations	106.9	109.7	110.5	.9	.7	3.8	3.8	3.4
White-collar occupations	107.4	110.4	111.7	.8	1.2	3.8	3.9	4.0
Excluding sales	107.2	110.5	111.3	.9	.9	3.8	4.0	3.8
Blue-collar occupations	106.8	109.2	110.1	.8	.8	3.8	3.5	3.1
Service occupations	106.0	109.4	110.1	1.5	.6	3.2	4.2	3.9
Construction	105.1	106.8	107.2	.5	.4	3.0	3.0	2.0
Manufacturing	107.4	110.3	111.5	1.1	1.1	4.0	3.9	3.8
White-collar occupations	107.6	110.7	111.9	.8	1.1	3.8	4.0	4.0
Excluding sales	107.2	110.7	111.4	.9	.6	3.7	4.2	3.9
Blue-collar occupations	107.3	110.0	111.1	1.1	1.0	4.1	3.7	3.5
Service occupations	105.8	109.3	110.1	1.5	.7	2.8	4.2	4.1
Durables	107.3	110.2	111.2	.9	.9	4.0	3.9	3.6
Non-durables	107.6	110.6	111.8	1.1	1.1	3.9	4.0	3.9

Table 8. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group-Continued

Series	Indexes (June 1989=100)		Percent Changes for							
			3 Months Ended			12 Months Ended				
	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991	Mar. 1992	Dec. 1991		
Service-producing industries 2/	107.5	110.2	111.1	111.1	1.1	0.5	0.8	4.1	3.7	3.3
Excluding sales occupations	107.7	110.7	111.5	111.5	1.0	.6	.7	4.2	3.8	3.5
White-collar occupations	108.1	110.7	111.7	111.7	1.2	.4	.9	4.3	3.7	3.3
Excluding sales	108.5	111.6	112.4	112.4	1.2	.7	.7	4.5	4.1	3.6
Blue-collar occupations	105.6	107.8	108.7	108.7	.9	.5	.8	3.4	3.0	2.9
Service occupations	107.0	110.7	111.3	111.3	.5	.6	.5	3.7	3.9	4.0
Transportation and public utilities	105.4	108.4	109.7	109.7	.8	.6	1.2	2.7	3.6	4.1
Transportation	104.3	107.0	108.3	108.3	.8	.4	1.2	2.0	3.4	3.8
Public utilities	106.9	110.0	111.4	111.4	.8	.9	1.3	3.8	3.8	4.2
Communications	106.5	109.6	110.8	110.8	.4	1.0	1.1	3.3	3.3	4.0
Electric, gas, and sanitary services	107.3	110.5	112.2	112.2	1.5	.9	1.5	4.3	4.5	4.6
Wholesale and retail trade	106.6	109.6	109.9	109.9	.9	.2	.3	3.2	3.8	3.1
Excluding sales occupations	106.8	109.6	110.1	110.1	1.2	.4	.5	4.1	3.9	3.1
Wholesale trade	107.3	110.3	111.4	111.4	1.0	-.1	1.0	2.6	3.9	3.8
Excluding sales occupations	107.9	110.5	111.5	111.5	1.9	.6	.9	4.6	4.3	3.3
Retail trade	106.2	109.2	109.3	109.3	.9	.2	.1	3.4	3.7	2.9
General merchandise stores	107.8	110.6	111.1	111.1	1.2	-.3	.5	5.3	3.8	3.1
Food stores	106.9	110.4	110.9	110.9	1.0	.9	.5	4.0	4.3	3.7
Finance, insurance, and real estate	107.0	108.4	109.5	109.5	2.1	.4	1.0	5.1	3.4	2.3
Excluding sales occupations	107.6	110.4	110.6	110.6	1.4	.8	.2	4.5	4.1	2.8
Banking, savings and loan, and other credit agencies	106.6	106.3	108.2	108.2	1.1	-.1	1.8	4.9	.9	1.5
Insurance	105.7	108.6	111.2	111.2	.6	1.0	2.4	3.3	3.3	5.2
Services	109.5	112.2	113.2	113.2	1.1	.6	.9	5.1	3.6	3.4
Business services	109.6	110.0	111.0	111.0	2.0	1.0	.9	6.4	2.4	1.3
Health services	111.1	114.6	115.6	115.6	1.3	1.0	.9	5.5	4.5	4.1
Hospitals	110.8	114.4	115.4	115.4	1.9	1.1	.9	5.5	4.2	4.2
Educational services	110.3	113.7	113.4	113.4	.1	.6	-.3	5.3	3.2	2.8
Colleges and universities	109.6	114.2	114.2	114.2	.3	.4	.0	5.0	4.5	4.2
Nonmanufacturing industries	107.3	109.8	110.7	110.7	1.1	.5	.8	4.0	3.5	3.2
White-collar occupations	108.0	110.6	111.6	111.6	1.2	.4	.9	4.2	3.7	3.3
Excluding sales	108.5	111.5	112.3	112.3	1.2	.7	.7	4.5	4.0	3.5
Blue-collar occupations	105.5	107.5	108.2	108.2	1.2	.4	.5	3.2	3.1	2.6
Service occupations	107.1	110.7	111.3	111.3	.6	.6	.5	3.8	3.9	3.9

NOTE: See footnotes at end of table 10.

Table 9. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size

Series	Indexes (June 1989=100)			Percent Changes for								
	1991		1992	3 Months Ended		12 Months Ended		1991		1992		
	Mar.	Dec.	Mar.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	
Workers, by bargaining status												
Union.....	106.2	108.9	109.8	1.0	0.8	0.8	3.5	3.6	3.4	3.5	3.2	3.1
Blue-collar occupations.....	105.8	108.2	109.1	1.0	.8	.8	3.5	3.2	3.1	3.5	3.2	3.1
Goods-producing industries 1/.....	106.2	108.7	109.6	1.1	.9	.8	3.8	3.5	3.2	3.8	3.8	3.8
Service-producing industries 2/.....	106.1	109.2	110.1	.9	.7	.7	3.1	3.8	3.6	3.1	3.8	3.4
Manufacturing.....	106.7	109.4	110.4	1.1	1.0	.9	4.0	3.7	3.5	3.9	3.7	3.5
Blue-collar occupations.....	106.6	109.3	110.3	1.1	1.0	.9	3.9	3.7	3.5	3.9	3.7	3.5
Nonmanufacturing.....	105.8	108.6	109.4	1.0	.6	.7	3.2	3.6	3.4	3.2	3.6	3.4
Nonunion.....	107.6	110.3	111.2	1.1	.5	.8	4.1	3.7	3.3	4.1	3.5	3.1
Blue-collar occupations.....	106.8	109.2	110.1	1.2	.6	.6	3.7	3.5	3.1	3.7	3.5	3.1
Goods-producing industries 1/.....	107.3	110.1	111.2	1.1	.8	.8	1.0	3.8	3.6	3.7	3.7	3.2
Service-producing industries 2/.....	107.8	110.4	111.2	1.2	.5	.5	4.3	3.7	3.2	4.3	3.7	3.2
Manufacturing.....	107.7	110.7	111.9	1.1	.9	.9	4.0	3.9	3.9	4.0	3.9	3.9
Blue-collar occupations.....	107.9	110.7	111.9	1.1	.9	.9	4.2	3.7	3.7	4.2	3.7	3.7
Nonmanufacturing.....	107.6	110.1	110.9	1.2	.5	.5	4.2	3.6	3.1	4.2	3.6	3.1
Workers, by region 5/												
Northeast.....	108.3	110.9	111.7	1.3	.5	.7	4.1	3.7	3.1	4.1	3.7	3.1
South.....	107.4	109.6	110.8	1.2	.4	.4	3.8	3.3	3.2	3.8	3.3	3.2
Midwest.....	106.9	109.9	110.7	1.0	.9	.9	4.2	3.9	3.6	4.2	3.9	3.6
West.....	106.4	109.4	110.2	.9	.7	.7	3.8	3.8	3.6	3.8	3.8	3.6
Workers, by area size												
Metropolitan areas.....	107.3	110.1	110.9	1.1	.7	.7	3.9	3.8	3.4	3.9	3.8	3.4
Other areas.....	107.2	109.4	110.7	1.1	.4	.4	4.1	3.2	3.3	4.1	3.2	3.3

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note. See footnotes at end of table 10.

Table 10. BENEFITS (NOT SEASONALLY ADJUSTED): Employment Cost Index for benefits only, civilian, state and local, and private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for						
	Mar. 1991	Dec. 1991	3 Months Ended		12 Months Ended		Mar. 1992	Mar. 1992	
			Mar. 1991	Dec. 1991	Mar. 1991	Dec. 1991			
Civilian workers.....	112.2	116.3	118.6	1.9	0.8	2.0	5.9	5.6	5.7
State and local government workers.....	114.6	117.1	118.5	1.7	.6	1.2	6.6	3.9	3.4
Private industry workers.....	111.6	116.2	118.6	2.0	.9	2.1	5.8	6.2	6.3
Workers, by occupational group									
White-collar occupations.....	112.1	116.4	118.4	2.2	1.0	1.7	6.2	6.1	5.6
Blue-collar occupations.....	111.0	115.7	118.7	1.8	.7	2.6	5.5	6.1	6.9
Service occupations.....	112.3	117.8	120.0	2.2	1.1	1.9	5.9	7.2	6.9
Workers, by industry division									
Goods-producing industries 1/.....	111.9	116.7	119.7	1.8	.8	2.6	5.9	6.2	7.0
Service-producing industries 2/.....	111.4	115.7	117.7	2.2	1.0	1.7	5.8	6.1	5.7
Manufacturing.....	111.2	116.1	119.3	1.6	.7	2.8	5.4	6.0	7.3
Nonmanufacturing.....	111.9	116.2	118.2	2.4	1.0	1.7	6.2	6.3	5.6

1/ Includes mining, construction, and manufacturing.

2/ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

3/ Formerly called 'Hospitals and other services.'  
4/ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989

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

5/ 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.

Table 11. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation 1/

Series	Indexes (1989=100)			Percent Changes for					
				3 Months Ended			12 Months Ended		
	Mar. 1991	Dec. 1991	Mar. 1992	Mar. 1991	Dec. 1991	Mar. 1992	Mar. 1991	Dec. 1991	Mar. 1992
COMPENSATION									
Aircraft and parts manufacturing (SIC 372)	109.3	113.4	115.7	1.4	1.4	2.0	4.2	5.2	5.9
White-collar occupations	107.6	111.2	113.3	1.1	1.1	1.9	3.4	4.5	5.3
Professional specialty and technical	107.1	110.5	112.6	1.2	1.1	1.9	3.4	4.4	5.1
Executive, administrative, and managerial	107.6	113.8	116.1	1.2	2.0	2.7	3.6	4.2	4.7
Administrative support, including clerical	111.1	115.7	118.2	1.7	1.5	2.2	5.1	5.1	5.9
Blue-collar occupations	110.7	115.4	117.5	1.7	1.9	1.8	5.6	6.0	6.4
Precision production, craft, and repair	111.4	115.9	118.6	1.7	1.1	2.3	4.3	6.1	6.1
Machine operators, assemblers, and inspectors	110.2	114.8	116.9	1.5	1.5	1.8	4.6	5.8	6.5
Aircraft manufacturing (SIC 3721)	108.1	112.0	114.2	1.2	1.4	2.0	3.3	5.7	6.1
White-collar occupations	113.2	118.8	120.8	2.1	1.8	1.7	6.2	4.9	5.6
Blue-collar occupations	106.7	110.3	113.8	.9	1.4	3.2	3.6	4.4	6.7
Aircraft engines and parts manufacturing (SIC 3724)	104.4	107.3	110.0	.8	1.3	2.5	3.2	3.6	5.4
White-collar occupations	108.3	112.6	116.7	.9	1.5	3.6	3.7	4.9	7.8
Blue-collar occupations	110.0	113.2	114.7	1.9	1.2	1.3	4.3	4.8	4.3
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	109.3	112.5	113.8	1.5	1.2	1.2	3.5	4.5	4.1
White-collar occupations	110.5	113.8	115.3	2.1	1.2	1.3	4.7	5.2	4.3
Blue-collar occupations	109.4	114.8	116.1	.8	1.5	1.1	4.6	5.8	6.1
Guided missiles and space vehicles manufacturing (SIC 3761)	108.9	113.9	114.9	1.0	1.3	.9	4.0	5.7	5.5
White-collar occupations	112.1	118.7	121.3	.6	2.2	2.2	7.6	6.6	8.2
Blue-collar occupations	108.2	112.0	113.1	1.2	1.3	1.0	4.5	4.8	4.5
Aircraft and parts manufacturing (SIC 372)	106.2	109.2	110.2	.9	.9	1.0	3.4	3.7	3.8
White-collar occupations	105.7	108.4	109.5	.8	.7	1.0	3.5	3.3	3.6
Professional specialty and technical	105.9	108.8	109.9	.9	.9	1.0	2.6	3.6	3.8
Executive, administrative, and managerial	108.0	111.7	112.7	1.2	1.5	.9	4.1	4.7	4.4
Administrative support, including clerical	110.4	115.2	116.2	1.7	1.7	.9	5.6	6.1	5.3
Blue-collar occupations	109.6	114.4	115.4	1.3	2.1	.9	5.8	5.7	5.3
Precision production, craft, and repair	111.1	115.8	116.9	1.8	1.2	.9	5.4	6.1	5.2
Machine operators, assemblers, and inspectors	108.4	112.6	113.6	1.3	1.5	.9	5.0	5.2	4.8
Aircraft manufacturing (SIC 3721)	106.0	108.9	110.0	1.0	1.9	1.0	3.6	3.7	3.8
White-collar occupations	112.0	118.0	119.0	1.8	2.3	.8	7.1	7.3	6.3
Blue-collar occupations									

WAGES AND SALARIES

See footnotes at end of table.



Table 11. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation 1/-Continued

Series	Indexes (June 1989=100)			Percent Changes for					
	Mar. 1991	Dec. 1991	Mar. 1992	3 Months Ended			12 Months Ended		
				Mar. 1991	Dec. 1991	Mar. 1992	Mar. 1991	Dec. 1991	Mar. 1992
WAGES AND SALARIES									
Aircraft engines and parts manufacturing (SIC 3724)	107.1	110.6	111.8	0.8	1.1	1.1	4.0	4.0	4.4
White-collar occupations	105.4	108.3	109.6	.4	.8	1.2	3.0	3.1	4.0
Blue-collar occupations	108.5	112.4	113.6	1.1	1.2	1.1	4.7	4.8	4.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	108.8	112.3	113.1	1.5	1.2	.7	3.9	4.8	4.0
White-collar occupations	107.7	111.0	111.5	.9	1.1	.5	3.3	4.0	3.5
Blue-collar occupations	109.7	113.3	114.4	2.0	1.3	1.0	4.5	5.3	4.3
Guided missiles and space vehicles manufacturing (SIC 3761)	108.9	113.1	113.7	.8	1.6	.5	4.7	4.7	4.4
White-collar occupations	108.1	111.8	112.2	.8	1.4	.4	4.1	4.3	3.8
Blue-collar occupations	112.6	119.1	120.5	.8	2.4	1.2	7.6	6.6	7.0
BENEFIT COSTS									
Aircraft and parts manufacturing (SIC 372)	111.7	116.3	121.2	1.9	1.7	4.2	3.6	6.1	8.5
White-collar occupations	110.9	115.7	120.4	1.9	2.1	4.1	3.3	6.3	8.6
Professional specialty and technical	110.5	115.7	120.5	2.2	2.1	4.1	3.0	7.0	9.0
Administrative support, including clerical	112.8	117.6	122.4	1.3	2.8	4.2	1.6	5.7	8.6
Blue-collar occupations	112.4	116.7	121.8	1.9	1.2	4.4	4.0	5.8	8.4
Precision production, craft, and repair	112.8	117.4	121.7	2.5	1.7	3.7	5.3	6.6	7.9
Machine operators, assemblers, and inspectors	111.8	115.9	121.8	1.3	.9	5.1	2.4	5.0	8.9
Aircraft manufacturing (SIC 3721)	114.2	119.7	124.1	2.1	1.7	3.7	3.7	7.0	8.7
White-collar occupations	113.1	119.2	124.0	1.7	2.4	4.0	2.9	7.2	9.6
Blue-collar occupations	115.5	120.4	124.2	2.4	.9	3.2	4.5	6.7	7.5
Aircraft engines and parts manufacturing (SIC 3724)	105.8	109.9	117.7	1.1	2.1	7.1	2.7	5.0	11.2
White-collar occupations	102.1	105.0	110.7	1.6	2.2	5.4	3.2	4.5	8.4
Blue-collar occupations	108.1	112.8	122.2	.7	2.1	8.3	2.3	5.1	13.0
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	112.4	115.3	118.1	2.6	1.1	2.4	4.7	5.2	5.1
Blue-collar occupations	111.9	114.8	117.3	2.3	1.0	2.2	5.0	4.9	4.8
Guided missiles and space vehicles manufacturing (SIC 3761)	110.8	119.0	121.9	1.0	1.4	2.4	4.4	8.5	10.0
White-collar occupations	110.9	119.3	121.7	1.4	1.3	2.0	3.8	9.0	9.7
Blue-collar occupations	111.1	117.9	122.9	.2	1.6	4.2	7.4	6.3	10.6

1/ Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are published in this release for the convenience of all users.

NOTE: SIC refers to the 1972 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

EXPLANATORY NOTE

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 overtime, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases); insurance benefits (life, health, and sickness and accident); retirement and savings benefits (pension and other retirement plans and savings and thrift plans); legally required benefits (social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and state unemployment insurance, workers' compensation, and other legally required benefits such as state temporary disability); and other benefits (severance pay and supplemental unemployment plans).

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

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of over 23,000 occupations within over 4,500 sample establishments in private industry and about 7,000 occupations within 1,000 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 sample establishments are classified in industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget.

Within an establishment, specific job categories are selected to represent broader occupational definitions. Since June 1986, the jobs have been classified according to definitions used in the 1980 Census. Prior to June 1986, they were classified according to the 1970 Census. Differences between the two classification systems are slight, as indicated in the article "Introducing new weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review.

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and state and local governments. These

fixed weights are also used to derive all of the industry and occupation series indexes. Since June 1986, employment counts from the 1980 Census have been used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, or area size, employment data are not available from the Census. 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 spot.

The costs per hour worked of compensation components, based on March 1991 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1991."<sup>1</sup> A description of the cost levels is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1980 Census weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-91, (Bulletin 2389); a chapter in the BLS Handbook of Methods (Bulletin 2285), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. 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. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-523-1221, TDD phone: 202-523-3926, TDD Message Referral Phone Number: 1-800-326-2577.

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<sup>1</sup> Cost levels by establishment size for March 1991 appear in the article "Compensation cost levels by establishment employment size," in the August 1991 issue of the Bureau's monthly publication, Compensation and Working Conditions."