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Technical contact:

Wayne Shelly 202/606-6199

USDL: 97-143

Media contact:

Kathryn Hoyle 202/606-5902

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EMPLOYMENT COST INDEX -MARCH 1997

The Employment Cost Index (ECI) for March 1997 was 132.0 (June 1989=100), an increase of 2.9 percent from March 1996, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The 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, compensation costs for civilian workers (private industry plus state and local government) increased 0.6 percent during the December 1996-March 1997 period. Three-month increases in compensation costs have ranged from 0.6 to 0.9 percent for the last four years. Wages and salaries increased 0.9 percent during the December 1996-March 1997 period. The increase for the September-December 1996 period was 0.8 percent. Benefit costs increased 0.1 percent in the December 1996-March 1997 period; the same as the quarterly increase a year earlier in the December 1995-March 1996 period. In September-December 1996, these costs increased 0.7 percent.

Table A. Percent changes in Employment Cost Index for civilian workers

Compensation Component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Mar. 1997
	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997	
Compensation costs	0.7	0.6	0.6	0.6	0.9	0.6	0.8	0.6	2.9
Wages and salaries	0.7	0.7	0.6	1.0	0.8	0.7	0.8	0.9	3.3
Benefit costs	0.6	0.5	0.5	0.1	0.6	0.6	0.7	0.1	2.0

This release includes annual revisions in seasonally adjusted Employment Cost Indexes for compensation costs, wages and salaries, and benefit costs. Seasonally adjusted indexes for 1992-1996 were revised to reflect updated seasonal factors and are available upon request by calling (202) 606-6199 or sending e-mail to ocltinfo@bls.gov. The seasonal factors for 1997 will be published in the Summer 1997 issue of the BLS periodical, Compensation and Working Conditions.

Compensation costs for private industry workers increased 0.6 percent during the December 1996-March 1997 period. Over the past two years, compensation increases have ranged from 0.6 to 0.9 percent in private industry. Wages and salaries increased 0.9 percent in March; in December, the increase was 0.8 percent. Benefit costs were unchanged in March. (See table 1.)

Compensation costs for state and local government workers increased 0.5 percent in the December 1996-March 1997 period compared with a 0.8 percent increase in the previous quarter. Wages and salaries, which have increased at a three-month rate of 0.6 to 0.9 percent for the last four years, rose 0.6 percent. Benefit costs increased 0.5 percent; in December, there was a 0.7 percent increase in benefit costs.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 2.9 percent for the year that ended in March 1997; such costs rose 2.8 percent during the 12-month period ended in March 1996. (See table 2.) In private industry, compensation costs increased 3.0 percent for the year that ended in March 1997. (See table 3.) In state and local government, these costs increased 2.5 percent over the year. (See table 2.)

In private industry, wages and salaries increased 3.4 percent for the 12-month period that ended in March 1997. For the year that ended in March 1996, the increase was 3.2 percent. (See table 6.) Benefit costs for private industry workers increased 2.0 percent in the year ended in March 1997, compared with an increase of 1.6 percent the previous year. Benefit cost increases have remained low because of decreases in state unemployment insurance and workers' compensation, as well as the continued moderation in health insurance costs. (See table 8 and chart A.)

Over the year ended in March 1997, compensation cost increases in private industry were 3.2 percent for white-collar workers, 2.4 percent for blue-collar workers, and 3.2 percent for service occupations. Among occupational groups, increases ranged from 1.8 percent for transportation and material moving occupations to 4.2 percent for sales occupations.

For the year ended in March 1997, compensation cost gains in private industry were 2.5 percent for goods-producing and 3.1 percent for service-producing industries. Among the specific industries, increases ranged from 0.3 percent for aircraft manufacturing (SIC 3721) to 4.2 percent for wholesale trade.

Over-the-year compensation cost increases in private industry were 3.2 percent for nonunion workers and 1.9 percent for union workers. In goods-producing industries, the difference was statistically significant, with union compensation increasing 1.6 percent and nonunion increasing 2.9 percent. In the service-producing industries, the difference was not statistically significant. (See table 4.)

ECI data for December 1995 and March 1996 were corrected from the originally published estimates. These corrections were introduced with the release of June 1996 ECI data.

Data for aircraft manufacturing (SIC 3721) that formerly appeared in table 9 now appear in the tables that cover the individual compensation components. Thus, compensation estimates appear in table 3, wages and salaries appear in table 6, and benefits appear in table 8. In each of the tables, aircraft manufacturing is listed as a subcategory of manufacturing.

The ECI for June 1997 is scheduled to be released Tuesday, July 29, 1997, at 8:30 A.M. (EDT).

BLS Data Available on the World Wide Web and Fax On Demand

ECI data, as well as other data produced by BLS, are now available on the World Wide Web. The ECI home page address is: <http://stats.bls.gov/ecthome.htm>. The BLS home page address is: <http://stats.bls.gov>. There is no charge from BLS for using this service; however, there may be a charge from your Internet service provider. To access data using GOPHER or Anonymous FTP, use the Internet address: stats.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.

News releases and other information are available from the BLS fax-on-demand service. To request a document fax, call 202-606-6325. 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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Chart A. Changes in wages and salaries and benefit costs, private industry

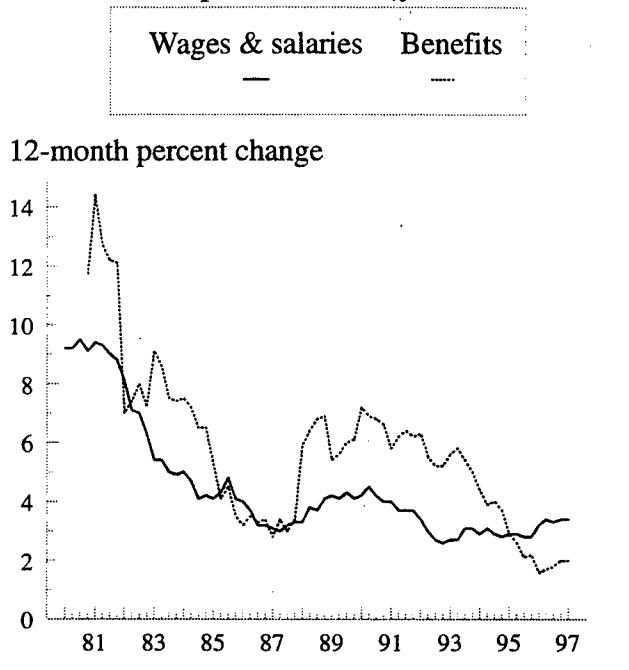


Chart B. Changes in benefits, seasonally adjusted and not seasonally adjusted, private industry

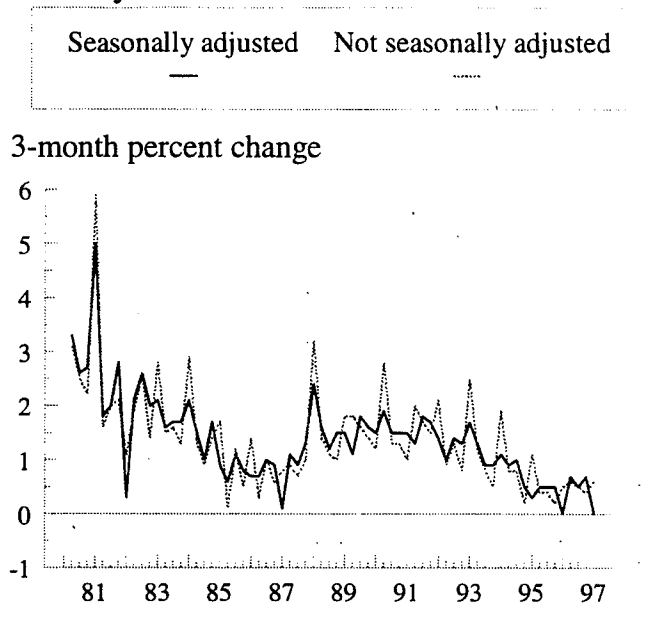


Chart C. Changes in benefits by industry sector, private industry

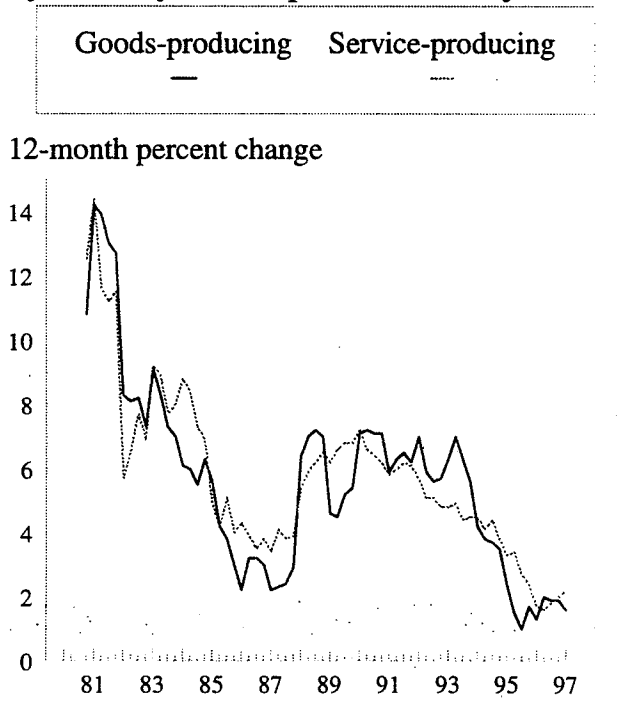


Chart D. Changes in benefits, by bargaining status, private industry

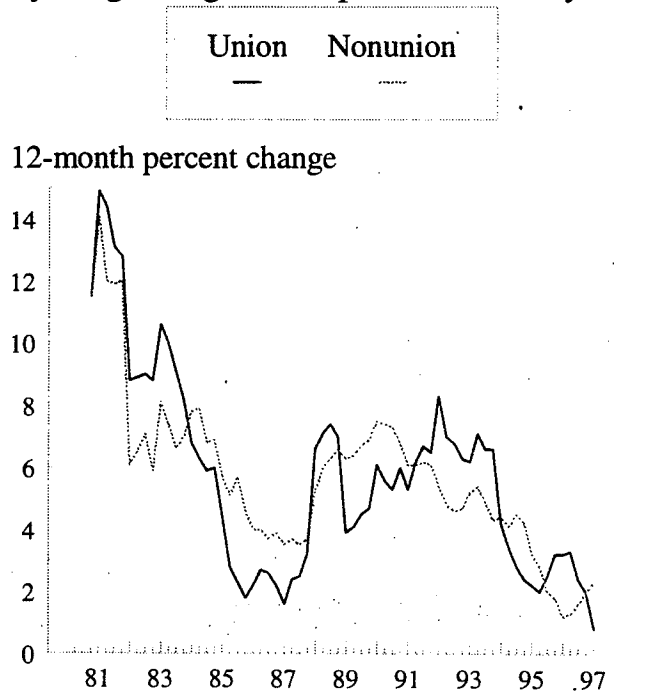


Table 1. SEASONALLY ADJUSTED: Employment Cost Index for total compensation, wages and salaries, and benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1996	Mar. 1997	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997
COMPENSATION										
Civilian workers	131.0	131.8	0.7	0.6	0.6	0.6	0.9	0.6	0.8	0.6
State and local government	132.5	133.2	.8	.6	.7	.6	.6	.6	.8	.5
Private industry workers	130.6	131.4	.6	.6	.7	.6	.9	.7	.7	.6
White-collar occupations	131.9	133.0	.7	.6	.7	.9	.8	.8	.7	.8
Blue-collar occupations	129.2	129.6	.6	.6	.6	.6	.7	.4	.9	.3
Service occupations	128.4	129.5	.6	.5	.3	.5	.7	.6	.9	.9
Goods-producing industries ¹ ...	131.1	131.4	.6	.6	.8	.4	.9	.7	.6	.2
Construction	126.7	127.4	.6	.7	.7	.6	.5	.4	.9	.6
Manufacturing	132.2	132.4	.6	.6	.8	.5	.9	.8	.7	.2
Durables	132.8	132.9	.6	.5	.8	.3	1.2	.6	.7	.1
Nondurables	131.1	131.5	.6	.6	1.0	.7	.5	1.2	.7	.3
Service-producing industries ²	130.4	131.5	.7	.6	.6	.8	.8	.7	.8	.8
Transportation and public utilities	130.6	131.0	.8	1.0	.7	.6	.7	.6	1.0	.3
Wholesale trade	131.0	133.2	.9	1.3	.8	.6	.9	.7	.8	1.7
Retail trade	127.6	128.7	.4	.7	.4	1.5	-.1	1.1	1.3	.9
Finance, insurance, and real estate ³	126.0	128.6	1.3	.7	.3	1.1	1.4	.3	-.6	2.1
Services	133.6	134.5	.6	.5	.5	.8	.8	.7	.8	.7
Nonmanufacturing industries ...	130.1	131.0	.7	.7	.6	.7	.8	.7	.9	.7
WAGES AND SALARIES										
Civilian workers	128.0	129.1	0.7	0.7	0.6	1.0	0.8	0.7	0.8	0.9
State and local government	130.6	131.4	.8	.6	.8	.6	.8	.6	.8	.6
Private industry workers	127.4	128.5	.7	.7	.7	1.0	.9	.7	.8	.9
White-collar occupations	128.9	130.2	.7	.7	.7	1.1	.9	.8	.8	1.0
Blue-collar occupations ³	125.1	126.0	.9	.6	.5	.9	1.0	.5	.6	.7
Service occupations	125.5	126.6	.6	.6	.4	.7	.7	.9	1.0	.9
Goods-producing industries ^{1,3}	126.8	127.5	.8	.6	.7	.8	1.0	.8	.6	.6
Construction	120.9	122.3	.4	.8	.9	.9	.8	.5	.7	1.2
Manufacturing ³	128.4	129.1	.8	.5	.6	.9	.9	.9	.5	.5
Durables ³	128.4	129.0	.8	.6	.6	.6	1.1	.9	.5	.5
Nondurables	128.7	129.2	.7	.6	1.0	.9	.5	1.1	.8	.4
Service-producing industries ²	127.7	129.0	.7	.8	.7	1.1	.8	.7	.9	1.0
Transportation and public utilities	127.0	128.1	.7	.8	.6	.6	.5	.7	.8	.9
Wholesale trade	129.5	131.8	.9	1.4	1.1	.9	.9	.7	.7	1.8
Retail trade	125.8	127.4	.4	.7	.2	2.1	-.1	1.0	1.3	1.3
Finance, insurance, and real estate ³	122.2	124.5	1.7	.9	.3	1.2	1.8	.2	.0	1.9
Services	130.6	131.6	.6	.6	.6	1.0	1.1	.7	.7	.8
Nonmanufacturing industries ...	127.0	128.2	.7	.8	.7	1.0	.9	.6	1.0	.9

See footnotes at end of table.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1996	Mar. 1997	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997
	BENEFIT COSTS									
Civilian workers	138.3	138.5	0.6	0.5	0.5	0.1	0.6	0.6	0.7	0.1
State and local government	136.8	137.5	1.0	.5	.5	.7	.4	.4	.7	.5
Private industry workers	138.7	138.7	.5	.5	.5	.0	.7	.5	.7	.0
White-collar occupations	140.1	140.5	.7	.4	.5	.1	.7	.8	.5	.3
Blue-collar occupations	137.2	137.0	.3	.5	.6	.0	.7	.2	.7	-.1
Service occupations	137.2	138.4	.4	.2	.1	-.1	.3	.1	.6	.9
Goods-producing industries ¹ ...	140.2	139.4	.2	.4	1.0	-.2	.8	.4	.9	-.6
Manufacturing	140.2	139.4	.1	.5	1.1	-.1	.9	.6	.8	-.6
Service-producing industries ²	137.8	138.3	.8	.4	.4	.1	.6	.7	.6	.4
Nonmanufacturing industries	138.3	138.8	.7	.5	.3	.1	.5	.5	.7	.4

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 No identifiable seasonality was found for this series.

Table 2. 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					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Civilian workers	128.3	130.9	132.0	0.9	0.5	0.8	2.8	2.9	2.9
Excluding sales	128.6	131.2	132.1	.9	.5	.7	2.7	2.9	2.7
Workers, by occupational group									
White-collar occupations	129.1	131.9	133.1	.9	.5	.9	2.9	3.0	3.1
Excluding sales	129.7	132.4	133.5	.9	.4	.8	2.7	3.0	2.9
Professional specialty and technical ...	130.6	133.1	133.7	.9	.4	.5	2.8	2.9	2.4
Executive, administrative, and managerial	128.5	131.5	133.2	.9	.3	1.3	2.6	3.2	3.7
Administrative support, including clerical	130.1	132.6	133.6	.9	.5	.8	2.8	2.8	2.7
Blue-collar occupations	126.7	129.1	129.8	.7	.6	.5	2.5	2.6	2.4
Service occupations	128.0	131.0	132.0	.5	1.0	.8	2.4	2.8	3.1
Workers, by industry division									
Goods-producing ¹	128.3	130.9	131.5	.7	.6	.5	2.4	2.7	2.5
Manufacturing	129.3	132.1	132.6	.8	.6	.4	2.5	3.0	2.6
Service-producing ²	128.2	130.9	132.1	.9	.5	.9	2.9	3.0	3.0
Services	130.4	133.2	134.1	.8	.5	.7	2.5	2.9	2.8
Health services	132.5	134.4	135.2	.4	.2	.6	2.4	1.8	2.0
Hospitals	132.3	133.8	134.2	.7	.1	.3	2.7	1.8	1.4
Educational services	130.5	133.9	134.0	.2	.5	.1	2.8	2.8	2.7
Public administration	129.2	131.8	133.0	.7	.8	.9	3.0	2.7	2.9
Nonmanufacturing	127.9	130.5	131.7	.9	.5	.9	2.8	2.9	3.0
State and local government workers	129.9	132.7	133.2	.5	.6	.4	2.8	2.6	2.5
Workers, by occupational group									
White-collar occupations	129.6	132.5	132.9	.4	.5	.3	2.7	2.6	2.5
Professional specialty and technical ...	129.1	132.3	132.5	.2	.5	.2	2.5	2.7	2.6
Executive, administrative, and managerial	130.7	132.9	134.1	.6	.7	.9	3.0	2.3	2.6
Administrative support, including clerical	130.0	133.0	133.3	.7	.9	.2	2.9	3.0	2.5
Blue-collar occupations	129.0	131.2	132.1	.8	.7	.7	2.9	2.5	2.4
Service occupations	131.9	134.5	135.6	.7	.7	.8	3.4	2.7	2.8
Workers, by industry division									
Services	130.0	133.1	133.2	.3	.5	.1	2.6	2.7	2.5
Excluding schools ³	130.3	132.0	132.5	.7	.1	.4	3.1	2.0	1.7
Health services	132.5	134.1	134.5	.7	.1	.3	3.2	1.9	1.5
Hospitals	132.6	134.3	134.8	.7	.1	.4	3.3	2.0	1.7
Educational services	129.7	133.0	133.1	.2	.5	.1	2.5	2.8	2.6
Schools	130.0	133.4	133.4	.2	.6	.0	2.5	2.8	2.6
Elementary and secondary	130.2	133.1	133.1	.1	.4	.0	2.4	2.3	2.2
Colleges and universities	129.4	134.0	134.3	.5	1.1	.2	2.7	4.1	3.8
Public administration	129.2	131.8	133.0	.7	.8	.9	3.0	2.7	2.9

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 Formerly called hospitals and other services.

Table 3. 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					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Private industry workers	127.9	130.6	131.7	0.9	0.6	0.8	2.7	3.1	3.0
Excluding sales	128.3	130.8	131.9	.9	.5	.8	2.6	2.9	2.8
White-collar occupations	129.0	131.7	133.1	1.1	.5	1.1	3.0	3.2	3.2
Excluding sales	129.9	132.5	133.7	1.0	.4	.9	2.9	3.0	2.9
Professional specialty and technical	131.6	133.7	134.6	1.3	.3	.7	3.1	2.9	2.3
Executive, administrative, and managerial	128.0	131.3	133.0	.9	.3	1.3	2.5	3.5	3.9
Sales	124.8	128.1	130.1	1.3	1.1	1.6	3.8	4.0	4.2
Administrative support, including clerical	130.1	132.5	133.7	.9	.4	.9	2.8	2.7	2.8
Blue-collar occupations	126.6	129.0	129.6	.8	.7	.5	2.5	2.7	2.4
Precision production, craft, and repair	126.5	129.1	129.6	.6	.7	.4	2.5	2.7	2.5
Machine operators, assemblers, and inspectors	127.1	129.5	130.0	.7	.6	.4	2.3	2.6	2.3
Transportation and material moving	123.9	125.2	126.1	.7	.2	.7	1.7	1.8	1.8
Handlers, equipment cleaners, helpers, and laborers	128.5	131.3	132.8	1.3	1.0	1.1	3.5	3.5	3.3
Service occupations	125.8	128.9	129.8	.5	1.2	.7	1.9	3.0	3.2
Production and nonsupervisory occupations ¹	127.5	130.0	131.1	1.0	.6	.8	2.7	2.9	2.8
Goods-producing industries ²	128.2	130.9	131.4	.7	.6	.4	2.3	2.8	2.5
Excluding sales occupations	128.0	130.5	131.1	.8	.5	.5	2.5	2.8	2.4
White-collar occupations	130.0	132.9	133.5	.8	.5	.5	2.2	3.0	2.7
Excluding sales	129.4	132.1	132.6	.9	.5	.4	2.5	3.0	2.5
Blue-collar occupations	127.1	129.6	130.2	.6	.5	.5	2.4	2.6	2.4
Construction	124.3	126.4	127.2	.7	.4	.6	2.6	2.4	2.3
Manufacturing	129.3	132.1	132.6	.8	.6	.4	2.5	3.0	2.6
White-collar occupations	130.5	133.6	133.9	.8	.6	.2	2.4	3.2	2.6
Excluding sales	129.5	132.5	132.8	.9	.5	.2	2.7	3.3	2.5
Blue-collar occupations	128.4	131.1	131.7	.7	.7	.5	2.5	2.8	2.6
Durables	129.7	132.6	133.0	.5	.5	.3	2.1	2.8	2.5
Aircraft manufacturing (SIC 3721)	136.9	137.4	137.3	2.3	-.6	-.1	4.8	2.7	.3
White-collar occupations	132.4	133.7	133.5	2.6	-.1	-.1	4.5	3.6	.8
Blue-collar occupations	143.3	142.3	142.3	2.0	-1.5	.0	5.6	1.3	-.7
Nondurables	128.3	131.0	131.7	1.0	.8	.5	2.9	3.1	2.7
Service-producing industries ³	127.6	130.2	131.6	1.1	.5	1.1	3.0	3.2	3.1
Excluding sales occupations	128.4	130.9	132.2	.9	.5	1.0	2.7	2.9	3.0
White-collar occupations	128.5	131.1	132.7	1.1	.4	1.2	3.1	3.1	3.3
Excluding sales	130.0	132.6	134.0	1.0	.3	1.1	2.8	3.0	3.1
Blue-collar occupations	125.2	127.3	128.2	1.0	.7	.7	2.5	2.7	2.4
Service occupations	125.3	128.6	129.5	.4	1.2	.7	1.9	3.0	3.4

See footnotes at end of table.

Table 3. 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					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Transportation and public utilities	127.9	130.4	131.3	1.0	0.9	0.7	3.1	3.0	2.7
Transportation	126.9	129.2	130.6	1.4	.8	1.1	3.8	3.3	2.9
Public utilities	128.9	131.7	132.0	.3	1.0	.2	2.2	2.5	2.4
Communications	128.0	131.1	130.2	-2	1.5	-7	1.3	2.2	1.7
Electric, gas, and sanitary services	130.1	132.4	134.2	1.1	.3	1.4	3.3	2.9	3.2
Wholesale and retail trade	125.5	128.6	130.1	1.0	.9	1.2	3.1	3.5	3.7
Excluding sales occupations	125.9	129.0	130.4	.7	.8	1.1	2.9	3.2	3.6
Wholesale trade	127.5	130.9	132.9	.4	.8	1.5	3.5	3.1	4.2
Excluding sales occupations	127.4	130.9	132.6	.2	.7	1.3	2.4	3.0	4.1
Retail trade	124.5	127.4	128.5	1.5	1.0	.9	3.0	3.8	3.2
General merchandise stores	122.4	126.3	126.4	.6	1.4	.1	1.9	3.8	3.3
Food stores	123.6	128.4	128.2	1.0	1.1	-2	2.3	4.9	3.7
Finance, insurance, and real estate	124.5	126.0	128.6	1.1	-.6	2.1	3.6	2.4	3.3
Excluding sales occupations	127.5	129.2	131.5	1.4	-.4	1.8	3.1	2.8	3.1
Banking, savings and loan, and other credit agencies	126.9	128.0	130.6	2.0	-1.8	2.0	2.8	2.9	2.9
Insurance	127.6	129.6	131.9	1.4	.2	1.8	3.3	2.9	3.4
Excluding sales occupations	132.1	133.5	136.0	1.5	.1	1.9	3.5	2.5	3.0
Services	130.7	133.4	134.6	1.0	.5	.9	2.5	3.1	3.0
Business services	128.9	131.8	133.3	2.1	1.2	1.1	3.5	4.4	3.4
Health services	132.6	134.5	135.5	.3	.2	.7	2.2	1.7	2.2
Hospitals	132.2	133.7	134.0	.7	.2	.2	2.6	1.8	1.4
Nursing homes	-	-	-	.5	.9	.7	2.7	2.6	2.8
Educational services	134.4	138.0	138.5	.5	.4	.4	4.3	3.2	3.1
Colleges and universities	135.9	139.1	139.5	.5	.4	.3	5.1	2.9	2.6
Nonmanufacturing industries	127.2	129.8	131.1	1.0	.5	1.0	2.8	3.1	3.1
White-collar occupations	128.5	131.1	132.7	1.2	.5	1.2	3.0	3.2	3.3
Excluding sales	130.0	132.5	134.0	1.1	.3	1.1	2.8	3.0	3.1
Blue-collar occupations	124.6	126.7	127.5	.7	.6	.6	2.6	2.4	2.3
Service occupations	125.3	128.6	129.4	.5	1.3	.6	1.9	3.1	3.3

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

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.

- Data not available.

Table 4. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by bargaining status and area size

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Workers, by bargaining status									
Union	128.5	130.8	131.0	0.6	0.5	0.2	2.7	2.4	1.9
Blue-collar occupations	126.8	128.9	128.9	.4	.5	.0	2.3	2.1	1.7
Goods-producing industries ¹	127.9	129.8	130.0	.3	.5	.2	2.2	1.8	1.6
Service-producing industries ²	129.0	131.7	131.9	.9	.5	.2	3.4	3.0	2.2
Manufacturing	128.8	130.6	130.8	.5	.6	.2	2.0	2.0	1.6
Blue-collar occupations	128.3	130.1	130.5	.4	.5	.3	1.7	1.8	1.7
Nonmanufacturing	128.0	130.4	130.6	.7	.4	.2	3.2	2.6	2.0
Nonunion	127.7	130.4	131.8	.9	.5	1.1	2.7	3.1	3.2
Blue-collar occupations	126.3	128.9	129.9	1.0	.9	.8	2.7	3.0	2.9
Goods-producing industries ¹	128.3	131.3	132.0	.9	.7	.5	2.5	3.2	2.9
Service-producing industries ²	127.3	129.9	131.5	1.0	.5	1.2	2.8	3.1	3.3
Manufacturing	129.3	132.5	133.1	.8	.6	.5	2.5	3.3	2.9
Blue-collar occupations	128.1	131.4	132.2	.9	.8	.6	2.9	3.5	3.2
Nonmanufacturing	127.0	129.6	131.1	1.0	.5	1.2	2.8	3.1	3.2
Workers, by region ³									
Northeast	128.9	131.1	132.2	.9	.4	.8	2.6	2.6	2.6
South	127.0	129.7	130.8	1.1	.7	.8	2.7	3.3	3.0
Midwest	129.5	132.1	133.3	.9	.6	.9	2.9	3.0	2.9
West	125.9	128.9	130.3	.7	.5	1.1	2.7	3.1	3.5
Workers, by area size									
Metropolitan areas	128.0	130.6	131.7	.9	.5	.8	2.8	3.0	2.9
Other areas	127.2	130.2	131.4	.6	1.2	.9	1.9	2.9	3.3

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 5. 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. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Civilian workers	125.1	128.0	129.2	1.0	0.6	0.9	3.1	3.3	3.3
Excluding sales	125.3	128.1	129.2	.9	.5	.9	3.0	3.1	3.1
Workers, by occupational group									
White-collar occupations	126.3	129.3	130.6	1.0	.5	1.0	3.2	3.4	3.4
Excluding sales	127.0	129.9	131.0	1.0	.4	.8	3.1	3.3	3.1
Professional specialty and technical ...	128.0	130.7	131.4	.9	.4	.5	3.1	3.0	2.7
Executive, administrative, and managerial	126.2	129.4	131.0	1.2	.3	1.2	3.3	3.8	3.8
Administrative support, including clerical	126.4	129.1	130.4	1.0	.5	1.0	2.9	3.1	3.2
Blue-collar occupations	122.8	125.4	126.2	.9	.7	.6	3.0	3.0	2.8
Service occupations	124.2	127.6	128.6	.6	1.1	.8	2.5	3.4	3.5
Workers, by industry division									
Goods-producing ¹	123.9	126.8	127.6	.8	.6	.6	2.8	3.2	3.0
Manufacturing	125.4	128.4	129.1	.9	.5	.5	2.9	3.3	3.0
Service-producing ²	125.6	128.5	129.8	1.0	.6	1.0	3.2	3.4	3.3
Services	128.0	131.1	132.0	.9	.6	.7	2.9	3.3	3.1
Health services	129.3	131.4	132.4	.7	.5	.8	2.5	2.3	2.4
Hospitals	128.6	130.5	131.0	.6	.4	.4	2.5	2.1	1.9
Educational services	128.8	132.3	132.5	.2	.5	.2	3.0	3.0	2.9
Public administration	124.9	127.7	128.9	.6	.9	.9	2.5	2.9	3.2
Nonmanufacturing	125.0	127.8	129.1	1.1	.6	1.0	3.2	3.3	3.3
State and local government workers	127.8	130.9	131.4	.4	.6	.4	2.8	2.8	2.8
Workers, by occupational group									
White-collar occupations	127.9	131.1	131.4	.4	.6	.2	2.8	2.9	2.7
Professional specialty and technical ...	128.3	131.7	131.9	.2	.5	.2	2.8	2.9	2.8
Executive, administrative, and managerial	127.7	130.2	131.3	.6	.7	.8	2.9	2.6	2.8
Administrative support, including clerical	125.8	129.0	129.2	.6	1.0	.2	2.7	3.1	2.7
Blue-collar occupations	126.6	128.8	129.6	.7	.7	.6	2.8	2.5	2.4
Service occupations	128.1	131.0	132.4	.6	.7	1.1	2.8	2.9	3.4
Workers, by industry division									
Services	128.6	131.9	132.1	.3	.5	.2	3.0	2.9	2.7
Excluding schools ³	128.2	130.5	131.2	.6	.3	.5	2.6	2.4	2.3
Health services	129.3	131.4	132.1	.5	.2	.5	2.6	2.2	2.2
Hospitals	129.1	131.3	131.9	.5	.3	.5	2.6	2.3	2.2
Educational services	128.5	132.0	132.1	.2	.5	.1	3.0	2.9	2.8
Schools	128.7	132.2	132.2	.2	.6	.0	3.0	3.0	2.7
Elementary and secondary	129.3	132.4	132.4	.1	.3	.0	3.0	2.5	2.4
Colleges and universities	126.8	131.2	131.5	.7	1.1	.2	2.9	4.2	3.7
Public administration	124.9	127.7	128.9	.6	.9	.9	2.5	2.9	3.2

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 Formerly called hospitals and other services.

Table 6. 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					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Private industry workers	124.4	127.3	128.6	1.1	0.6	1.0	3.2	3.4	3.4
Excluding sales	124.7	127.5	128.6	1.1	.6	.9	3.1	3.3	3.1
White-collar occupations	125.8	128.7	130.2	1.2	.5	1.2	3.4	3.5	3.5
Excluding sales	126.7	129.4	130.8	1.2	.3	1.1	3.2	3.4	3.2
Professional specialty and technical	127.8	129.9	131.0	1.3	.2	.8	3.3	3.0	2.5
Executive, administrative, and managerial	125.9	129.3	131.0	1.2	.3	1.3	3.3	3.9	4.1
Sales	122.0	125.9	127.8	1.3	1.6	1.5	4.4	4.6	4.8
Administrative support, including clerical	126.5	129.2	130.6	1.0	.5	1.1	2.9	3.1	3.2
Blue-collar occupations	122.5	125.1	126.0	.9	.6	.7	2.9	3.0	2.9
Precision production, craft, and repair	122.4	125.1	125.8	.8	.7	.6	3.0	3.0	2.8
Machine operators, assemblers, and inspectors	123.4	126.4	127.2	.9	.8	.6	3.2	3.4	3.1
Transportation and material moving	120.0	121.1	122.3	1.2	.1	1.0	2.6	2.1	1.9
Handlers, equipment cleaners, helpers, and laborers	124.2	127.1	128.4	1.3	1.0	1.0	3.4	3.7	3.4
Service occupations	122.2	125.7	126.6	.7	1.3	.7	2.3	3.5	3.6
Production and nonsupervisory occupations ¹	123.7	126.5	127.7	1.1	.7	.9	3.2	3.3	3.2
Goods-producing industries ²	123.9	126.8	127.5	.8	.6	.6	2.9	3.2	2.9
Excluding sales occupations	123.5	126.3	127.0	.9	.5	.6	3.0	3.2	2.8
White-collar occupations	126.2	129.1	130.0	.7	.4	.7	2.6	3.0	3.0
Excluding sales	125.3	128.1	128.9	.9	.3	.6	2.9	3.1	2.9
Blue-collar occupations	122.4	125.3	126.0	.8	.6	.6	3.0	3.2	2.9
Construction	118.3	120.8	122.0	.8	.3	1.0	3.0	2.9	3.1
Manufacturing	125.4	128.4	129.1	.9	.5	.5	2.9	3.3	3.0
White-collar occupations	127.1	130.1	130.6	.8	.4	.4	2.6	3.2	2.8
Excluding sales	126.0	128.9	129.3	1.0	.4	.3	2.9	3.3	2.6
Blue-collar occupations	124.2	127.3	128.0	.9	.8	.5	3.2	3.4	3.1
Durables	125.1	128.4	129.0	.6	.5	.5	2.6	3.3	3.1
Aircraft manufacturing (SIC 3721)	129.0	130.9	132.0	.7	.2	.8	2.6	2.2	2.3
White-collar occupations	124.1	126.5	127.8	.7	.3	1.0	2.6	2.7	3.0
Blue-collar occupations	136.1	137.1	137.7	.7	.1	.4	2.6	1.5	1.2
Nondurables	125.8	128.5	129.3	1.1	.7	.6	3.2	3.3	2.8
Service-producing industries ³	124.7	127.5	129.0	1.2	.6	1.2	3.3	3.5	3.4
Excluding sales occupations	125.6	128.3	129.7	1.1	.5	1.1	3.1	3.3	3.3
White-collar occupations	125.6	128.5	130.1	1.3	.5	1.2	3.5	3.6	3.6
Excluding sales	127.2	129.9	131.5	1.3	.3	1.2	3.2	3.4	3.4
Blue-collar occupations	122.7	124.8	126.0	1.1	.8	1.0	2.9	2.8	2.7
Service occupations	122.0	125.6	126.5	.6	1.3	.7	2.3	3.5	3.7

See footnotes at end of table.

Table 6. 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					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Transportation and public utilities	124.6	127.0	128.2	0.7	0.9	0.9	2.8	2.7	2.9
Transportation	122.9	124.7	126.5	1.1	.7	1.4	3.3	2.5	2.9
Public utilities	126.5	129.8	130.1	.3	1.1	.2	2.1	2.9	2.8
Communications	126.1	130.3	129.8	-.1	1.6	-.4	1.4	3.2	2.9
Electric, gas, and sanitary services	127.0	129.0	130.4	.9	.4	1.1	2.9	2.5	2.7
Wholesale and retail trade	123.9	127.0	128.5	1.3	1.0	1.2	3.8	3.8	3.7
Excluding sales occupations	124.4	127.7	129.3	1.0	.9	1.3	3.5	3.7	3.9
Wholesale trade	126.1	129.6	131.4	.5	.9	1.4	4.3	3.3	4.2
Excluding sales occupations	126.3	129.8	131.8	.5	.7	1.5	3.4	3.3	4.4
Retail trade	122.8	125.8	127.1	1.8	1.1	1.0	3.5	4.3	3.5
General merchandise stores	121.0	124.7	125.0	.7	1.7	.2	2.6	3.8	3.3
Food stores	120.5	124.7	124.8	1.2	1.3	.1	2.3	4.7	3.6
Finance, insurance, and real estate	119.8	122.2	124.5	1.2	.0	1.9	4.2	3.2	3.9
Excluding sales occupations	123.4	125.3	127.2	1.7	-.6	1.5	3.4	3.3	3.1
Banking, savings and loan, and other credit agencies	122.7	123.8	125.9	2.2	-2.4	1.7	2.9	3.1	2.6
Insurance	123.6	126.0	127.9	1.1	.5	1.5	3.2	3.1	3.5
Excluding sales occupations	128.0	129.7	131.6	1.3	.3	1.5	3.4	2.7	2.8
Services	127.6	130.5	131.8	1.3	.6	1.0	3.0	3.6	3.3
Business services	126.9	130.1	131.4	2.1	1.2	1.0	3.9	4.7	3.5
Health services	129.3	131.4	132.5	.7	.5	.8	2.5	2.3	2.5
Hospitals	128.5	130.3	130.7	.6	.5	.3	2.5	2.0	1.7
Nursing homes	-	-	-	.8	1.0	1.1	3.1	2.8	3.1
Educational services	130.1	133.8	134.5	.5	.4	.5	3.6	3.4	3.4
Colleges and universities	130.6	133.8	134.6	.4	.3	.6	4.1	2.8	3.1
Nonmanufacturing industries	123.9	126.8	128.2	1.1	.7	1.1	3.3	3.5	3.5
White-collar occupations	125.4	128.3	129.9	1.3	.5	1.2	3.6	3.6	3.6
Excluding sales	126.9	129.6	131.2	1.2	.3	1.2	3.3	3.3	3.4
Blue-collar occupations	120.9	123.1	124.1	.9	.6	.8	2.9	2.8	2.6
Service occupations	122.0	125.5	126.4	.7	1.3	.7	2.3	3.5	3.6

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

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.

- Data not available.

Table 7. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by bargaining status and area size

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Workers, by bargaining status									
Union	122.8	125.4	126.0	0.5	0.5	0.5	2.5	2.6	2.6
Blue-collar occupations	120.9	123.4	123.6	.5	.5	.2	2.3	2.6	2.2
Goods-producing industries ¹	121.3	123.6	124.1	.6	.3	.4	2.4	2.5	2.3
Service-producing industries ²	124.8	127.6	128.2	.5	.6	.5	2.6	2.7	2.7
Manufacturing	122.9	125.2	125.6	.7	.6	.3	2.6	2.6	2.2
Blue-collar occupations	122.4	125.0	125.4	.7	.6	.3	2.4	2.8	2.5
Nonmanufacturing	122.8	125.5	126.1	.4	.5	.5	2.5	2.6	2.7
Nonunion	124.8	127.7	129.1	1.2	.6	1.1	3.3	3.6	3.4
Blue-collar occupations	123.6	126.3	127.5	1.2	.9	1.0	3.4	3.4	3.2
Goods-producing industries ¹	124.9	128.0	128.9	.9	.5	.7	3.0	3.4	3.2
Service-producing industries ²	124.6	127.5	129.1	1.3	.7	1.3	3.4	3.7	3.6
Manufacturing	126.3	129.6	130.3	.9	.6	.5	2.9	3.5	3.2
Blue-collar occupations	125.4	128.8	129.8	1.0	.8	.8	3.5	3.7	3.5
Nonmanufacturing	124.2	127.0	128.5	1.3	.7	1.2	3.5	3.6	3.5
Workers, by region ³									
Northeast	124.9	127.7	128.8	1.1	.6	.9	3.0	3.3	3.1
South	124.1	127.0	128.5	1.4	.8	1.2	3.4	3.8	3.5
Midwest	125.1	127.7	129.0	1.2	.6	1.0	3.5	3.3	3.1
West	123.3	126.5	127.7	.5	.6	.9	2.8	3.1	3.6
Workers, by area size									
Metropolitan areas	124.6	127.4	128.7	1.1	.6	1.0	3.3	3.4	3.3
Other areas	123.4	126.5	127.7	.8	1.2	.9	2.4	3.3	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. 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. 1996	Dec. 1996	Mar. 1997	3 months ended			12 months ended		
				Mar. 1996	Dec. 1996	Mar. 1997	Mar. 1996	Dec. 1996	Mar. 1997
Civilian workers	136.2	138.2	138.9	0.5	0.4	0.5	1.8	2.0	2.0
State and local government workers	134.7	136.8	137.4	.6	.5	.4	2.7	2.2	2.0
Private industry workers	136.6	138.6	139.4	.5	.4	.6	1.6	2.0	2.0
White-collar occupations	137.7	139.7	140.8	.7	.1	.8	1.8	2.2	2.3
Blue-collar occupations	135.2	137.0	137.2	.4	.6	.1	1.4	1.7	1.5
Service occupations	135.7	137.4	138.3	-.2	.9	.7	.5	1.0	1.9
Goods-producing industries ¹	137.7	139.7	139.9	.4	.6	.1	1.3	1.9	1.6
Service-producing industries ²	135.5	137.4	138.5	.6	.1	.8	-1.7	2.0	2.2
Manufacturing	137.5	139.8	139.9	.6	.7	.1	1.6	2.3	1.7
Aircraft manufacturing (SIC 3721)	154.2	151.6	148.6	5.5	-2.1	-2.0	9.4	3.8	-3.6
White-collar occupations	152.0	150.9	146.8	6.7	-.8	-2.7	8.5	5.9	-3.4
Blue-collar occupations	156.7	152.2	150.9	3.9	-3.9	-.9	10.7	.9	-3.7
Nonmanufacturing	136.0	137.9	138.9	.5	.3	.7	1.6	1.9	2.1
Union workers	139.1	140.7	140.2	.8	.6	-.4	3.2	2.0	.8
Nonunion workers	135.8	137.8	138.9	.5	.3	.8	1.2	2.0	2.3

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.

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

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, sickness and accident, and long-term disability); retirement and savings benefits (defined benefit and defined contribution); legally required benefits (social security, 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.

Data for this quarter were collected from a probability sample of approximately 17,800 occupations within about 4,200 sample establishments in private industry and approximately 4,500 occupations within about 850 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. From June 1986 through December 1994, the jobs were 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. Beginning with March 1995, the jobs are classified according to the 1990 Census, which differs little from the 1980 Census.

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. Beginning in March 1995, 1990 employment counts primarily from the Bureau's Occupational Employment Statistics survey were used. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," that was published in the June 1995 issue of Compensation and Working Conditions, and which is available upon request. From June 1986 through December 1994, employment counts from the 1980 Census were 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 September 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. 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, so they are not necessarily a weighted average of the component occupation series.

The costs per hour worked of compensation components, based on March 1996 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1996." 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 usually published annually in the summer, 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 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, 1975-95, (Bulletin 2466); a chapter in the BLS Handbook of Methods (Bulletin 2414), "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, 312-353-1880. 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: 202-606-7828, Telecommunications Device for the Deaf (TDD) phone: 202-606-5897, TDD Message Referral Phone Number: 1-800-326-2577.