

# News

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## EMPLOYMENT COST INDEX -- DECEMBER 1993

The Employment Cost Index (ECI) increased 0.6 percent before seasonal adjustment in the 3 months ended in December 1993, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1993 ECI level of 120.2 (June 1989=100) was 3.5 percent higher than in December 1992. 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 0.8 percent in the September-December 1993 period, the same as in the June-September 1993 period. (See box below.) ECI wages and salaries rose 0.7 percent in the September-December 1993 period, about the same as the 0.8 percent increase for the June-September 1993 period and in line with the quarterly increases for the last 2 years. Benefit costs rose 1.0 percent, about the same as the 0.9 percent increase for the June-September 1993 quarter, but lower than the quarterly increases over the last several years. (See tables A and 1.)

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

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1993
	1992				1993				
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Compensation costs.....	0.8	0.8	0.8	1.0	0.9	0.9	0.8	0.8	3.5
Wages and salaries....	0.8	0.6	0.4	0.8	0.8	0.7	0.8	0.7	3.1
Benefits.....	1.2	1.2	1.5	1.3	1.3	1.3	0.9	1.0	4.6

This release includes annual revisions in seasonally adjusted Employment Cost Indexes for compensation costs, wages and salaries, and benefit costs. Seasonally adjusted indexes for 1989-93 were revised to reflect updated seasonal factors and are available upon request. The seasonal factors for 1994 will be published in the March 1994 issue of the BLS periodical, Compensation and Working Conditions.

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.5 percent for the year ended in December 1993, the same as the gain for the year ended in December 1992. (See table 2.) This pattern held for private industry workers (3.6 percent in 1993, compared with 3.5 percent in 1992) but not for state and local government workers (2.8 percent, down from 3.7 percent). (See table 3.)

For private industry workers in the year ended in December 1993, wages and salaries rose 3.1 percent, up from 2.6 percent for the year ended in December 1992. Benefit cost increases moderated slightly to 5.0 percent, from 5.2 percent. (See chart on page 3.) This moderation in benefit cost gains reflected a continuing slowdown in the rate of gain in health and workers' compensation insurance costs (which continued to rise more rapidly than other benefit costs) and pension costs.

Increases in wages and salaries and benefit costs for state and local government workers in the year ended in December 1993 slowed from the gains in 1992. Wages rose 2.7 percent, compared with 3.0 percent in 1992. Benefit costs increased 2.9 percent, down from 5.4 percent, due primarily to a slowdown in the rate of gain in health insurance and pension costs.

For the year ended in December 1993, compensation cost increases in private industry were higher for goods-producing industries than for service-producing industries (3.9 percent compared with 3.6 percent). Compensation cost gains in goods-producing industries ranged from 2.4 percent for construction to 4.5 percent for durable goods manufacturing. Within the service-producing industries, compensation cost increases ranged from 2.3 percent for business services to 5.7 percent for banking, savings and loan, and other credit agencies.

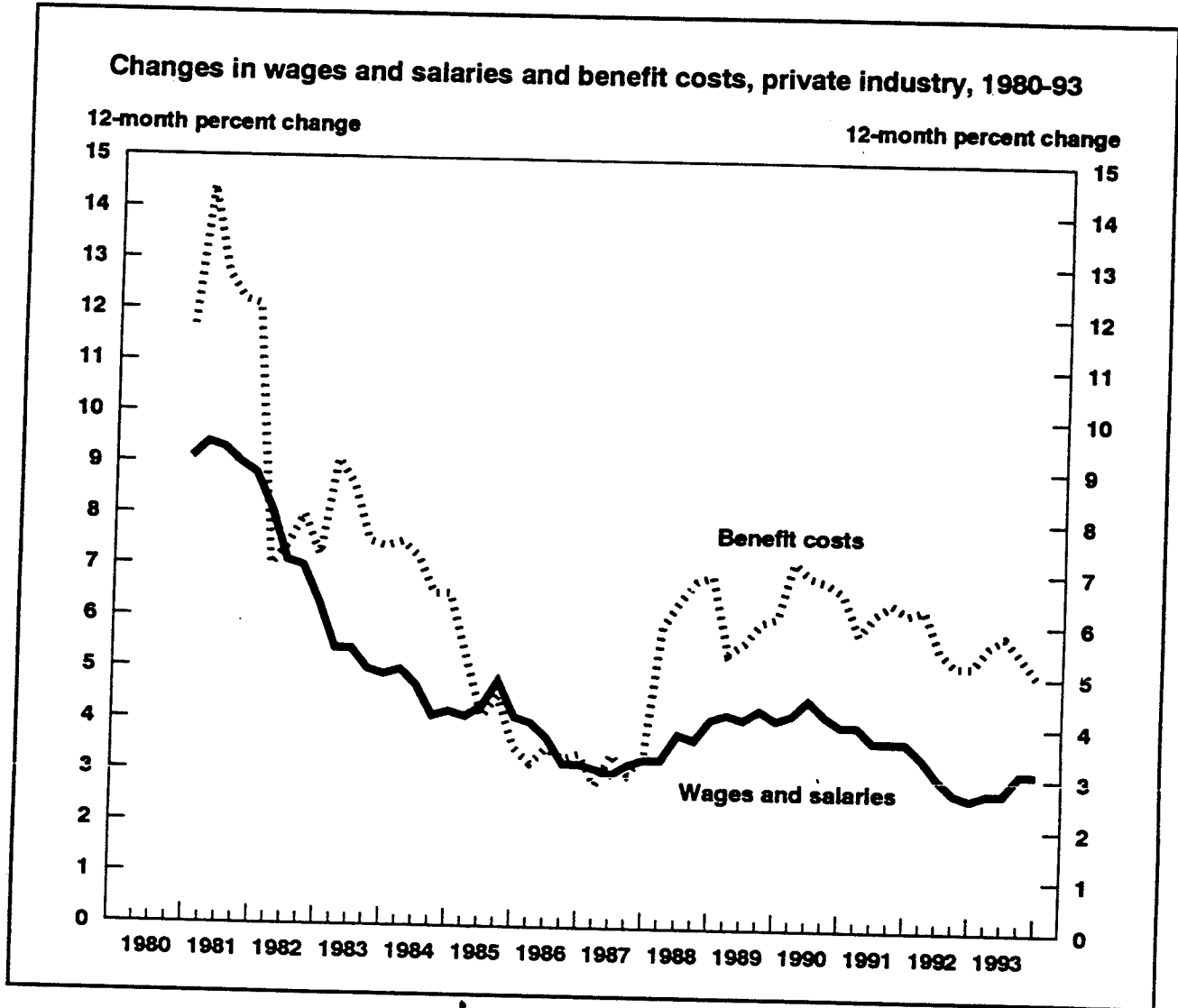
Over the year 1993, compensation cost increases in private industry were higher for white- and blue-collar occupations (both 3.7 percent) than service occupations (3.1 percent). White-collar gains ranged from 3.3 percent for professional specialty and technical occupations to 4.1 percent for administrative support, including clerical. Blue-collar gains ranged from 3.3 percent for handlers, equipment cleaners, helpers, and laborers to 4.3 percent for machine operators, assemblers, and inspectors.

Compensation cost gains over the year ended in December 1993 were higher for union workers (4.3 percent) than for nonunion workers (3.5 percent). This pattern held for both the goods-producing and service-producing industries.

The formats of the tables have been changed with this release. All seasonally adjusted data, formerly in tables 1-3, now appear in table 1. Compensation data, formerly in tables 4-6, now appear in tables 2-4. Wage and salary data, formerly in tables 7-9, now appear in tables 5-7. Benefit data, formerly in table 10, now appear in table 8. Aerospace data, formerly in table 11, now appear in table 9.

Historical data for the Employment Cost Index, as well as other BLS time series, are now available on Internet. For instructions on how to access this database, please call 202/606-6199 or send an e-mail message to: DECTINFO:OCSP@CMAIL.BLS.GOV.

ECI data for March 1994 will be released on Tuesday, April 26, 1994, at 8:30 A.M. (EDT).



**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							
	Sep. 1993	Dec. 1993	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993	Dec. 1993
<b>COMPENSATION</b>										
Civilian workers .....	119.2	120.2	0.8	0.8	0.8	1.0	0.9	0.9	0.8	0.8
State and local government .....	120.8	121.6	.8	1.1	.8	.9	.7	.8	.5	.7
Private industry workers .....	118.9	119.9	.9	.8	.8	.9	1.0	.9	.8	.8
White-collar occupations .....	119.4	120.4	.8	.7	.8	1.0	1.0	.9	.9	.8
Blue-collar occupations .....	118.6	119.6	1.0	.8	.9	.9	1.0	.9	.9	.8
Service occupations .....	118.8	119.6	.9	.6	1.0	.6	1.0	.8	.6	.7
Goods-producing industries 1 ...	119.8	120.7	1.1	.7	1.0	1.0	1.2	.9	.8	.8
Construction .....	116.6	116.7	.5	.8	1.2	1.0	.9	.8	.6	.1
Manufacturing .....	120.6	121.7	1.1	.9	.9	1.0	1.2	1.1	.8	.9
Durables .....	121.1	122.4	1.1	.9	1.0	1.0	1.3	1.1	1.0	1.1
Nondurables .....	119.8	120.6	1.1	.7	.9	1.0	.9	.9	.8	.7
Service-producing industries 2	118.3	119.4	.8	.7	.7	.9	.8	.9	.9	.9
Transportation and public utilities .....	116.7	117.8	1.0	.5	1.0	.9	.9	.9	.8	.9
Wholesale trade .....	116.7	118.0	1.2	.5	.1	1.1	.6	.7	.5	1.1
Retail trade .....	116.1	117.0	.2	.7	.8	.8	1.0	.5	.7	.8
Finance, insurance, and real estate 3 .....	115.7	116.4	1.5	-.8	.3	.2	1.2	.4	2.3	.6
Services .....	122.2	123.1	1.0	1.2	.9	1.1	.9	.9	.9	.7
Nonmanufacturing industries ...	118.3	119.2	.8	.8	.7	.9	.8	.9	.9	.8
<b>WAGES AND SALARIES</b>										
Civilian workers .....	116.2	117.0	0.8	0.6	0.4	0.8	0.8	0.7	0.8	0.7
State and local government .....	118.8	119.5	.6	1.0	.4	.9	.7	.8	.6	.6
Private industry workers .....	115.6	116.5	.7	.6	.4	.8	.8	.6	.9	.8
White-collar occupations .....	116.6	117.6	.8	.5	.4	.9	.8	.7	1.0	.9
Blue-collar occupations 3 .....	114.1	114.8	.8	.6	.6	.5	.8	.6	.8	.6
Service occupations .....	114.8	115.3	.7	.4	.6	.4	.6	.5	.5	.4
Goods-producing industries 1,3	115.3	116.1	.9	.6	.6	.6	.9	.6	.7	.7
Construction .....	111.1	111.2	.5	.4	.6	.5	.6	.5	.7	.1
Manufacturing 3 .....	116.3	117.3	1.1	.6	.6	.7	.9	.7	.7	.9
Durables 3 .....	115.9	117.2	.9	.5	.8	.6	.9	.6	.7	1.1
Nondurables .....	117.0	117.7	.8	.9	.5	1.1	.8	.7	.7	.6
Service-producing industries 2	115.8	116.7	.7	.5	.4	.9	.7	.7	1.0	.8
Transportation and public utilities .....	114.7	115.6	.7	.7	.5	.8	.8	.9	.7	.8
Wholesale trade .....	115.2	116.4	1.1	.5	-.2	1.3	.5	.6	.3	1.0
Retail trade .....	114.3	115.2	.2	.6	.7	.8	.8	.5	.7	.8
Finance, insurance, and real estate 3 .....	112.3	112.9	1.0	-1.2	.0	.1	.9	.0	2.7	.5

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							
	Sep. 1993	Dec. 1993	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993	Dec. 1993
	<b>WAGES AND SALARIES</b>									
Services .....	118.7	119.6	0.8	1.1	0.6	1.0	0.7	0.9	0.7	0.8
Nonmanufacturing industries ....	115.3	116.1	.7	.5	.4	.8	.6	.7	1.0	.7
	<b>BENEFIT COSTS</b>									
Civilian workers .....	127.3	128.6	1.2	1.2	1.5	1.3	1.3	1.3	0.9	1.0
State and local government .....	125.8	126.8	1.1	1.5	1.5	1.1	.6	1.0	.4	.8
Private industry workers .....	127.7	129.1	1.2	1.1	1.5	1.3	1.5	1.4	1.0	1.1
White-collar occupations .....	126.8	128.1	.9	1.0	1.5	1.2	1.5	1.1	.9	1.0
Blue-collar occupations .....	128.3	129.7	1.7	1.0	1.3	1.6	1.7	1.5	1.0	1.1
Service occupations .....	130.5	132.0	1.3	1.5	1.8	1.1	1.8	1.3	1.1	1.1
Goods-producing industries <sup>1</sup> ...	130.0	131.3	1.4	1.1	1.6	1.6	1.9	1.6	1.0	1.0
Manufacturing .....	129.7	131.1	1.3	1.0	1.4	1.8	1.9	1.8	1.1	1.1
Service-producing industries <sup>2</sup>	125.7	127.2	1.1	1.1	1.4	1.1	1.2	1.1	1.0	1.2
Nonmanufacturing industries ....	126.5	127.9	1.0	1.1	1.5	1.2	1.1	1.1	1.0	1.1

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, public utilities, trade, finance, insurance, real estate, and

services.

<sup>3</sup> 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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Civilian workers .....	116.1	119.5	120.2	0.6	1.0	0.6	3.5	3.6	3.5
Excluding sales .....	116.4	119.8	120.5	.6	.9	.6	3.6	3.5	3.5
<b>Workers, by occupational group</b>									
White-collar occupations .....	116.6	119.9	120.6	.7	1.1	.6	3.4	3.5	3.4
Excluding sales .....	117.2	120.5	121.2	.7	1.0	.6	3.5	3.5	3.4
Professional specialty and technical ...	119.1	122.0	122.5	.8	1.2	.4	4.1	3.2	2.9
Executive, administrative, and managerial .....	115.0	118.6	119.4	.6	.9	.7	2.2	3.8	3.8
Administrative support, including clerical .....	116.8	120.4	121.3	.8	.9	.7	4.1	3.9	3.9
Blue-collar occupations .....	115.2	118.8	119.4	.7	.8	.5	3.7	3.8	3.6
Service occupations .....	116.7	119.9	120.5	.4	1.0	.5	3.2	3.2	3.3
<b>Workers, by industry division</b>									
Goods-producing <sup>1</sup> .....	116.2	120.0	120.6	.8	.8	.5	3.8	4.1	3.8
Manufacturing .....	116.5	120.6	121.3	.7	.8	.6	3.8	4.2	4.1
Service-producing <sup>2</sup> .....	116.2	119.3	120.0	.7	1.1	.6	3.4	3.4	3.3
Services .....	119.2	122.2	122.9	.8	1.3	.6	4.0	3.4	3.1
Health services .....	121.3	124.4	125.4	.9	1.0	.8	4.5	3.5	3.4
Hospitals .....	121.0	123.9	125.0	1.0	1.1	.9	4.4	3.4	3.3
Educational services .....	119.7	122.6	122.9	.7	2.0	.2	3.7	3.1	2.7
Public administration .....	116.3	119.3	120.0	.4	1.1	.6	3.3	3.0	3.2
Nonmanufacturing .....	116.0	119.2	119.8	.6	1.1	.5	3.3	3.4	3.3
State and local government workers .....	118.6	121.4	121.9	.6	1.5	.4	3.7	3.0	2.8
<b>Workers, by occupational group</b>									
White-collar occupations .....	118.9	121.5	121.9	.7	1.6	.3	3.8	2.9	2.5
Professional specialty and technical ...	119.2	121.7	122.0	.6	1.7	.2	3.7	2.7	2.3
Executive, administrative, and managerial .....	117.8	121.0	121.6	.9	1.5	.5	3.6	3.6	3.2
Administrative support, including clerical .....	118.5	121.0	121.6	.9	1.2	.5	3.9	3.0	2.6
Blue-collar occupations .....	117.8	120.5	121.4	.8	1.5	.7	4.3	3.1	3.1
<b>Workers, by industry division</b>									
Services .....	119.6	122.2	122.6	.7	1.7	.3	3.7	2.9	2.5
Excluding schools <sup>3</sup> .....	118.6	121.4	121.9	.9	1.2	.4	3.7	3.3	2.8
Health services .....	119.4	122.2	123.1	.7	1.2	.7	3.9	3.0	3.1
Hospitals .....	119.4	122.0	123.3	.7	1.3	1.1	3.6	2.9	3.3
Educational services .....	119.7	122.3	122.7	.7	1.8	.3	3.8	2.9	2.5
Schools .....	119.9	122.5	122.9	.6	1.8	.3	3.7	2.8	2.5
Elementary and secondary .....	120.7	123.0	123.6	.7	1.8	.5	3.9	2.6	2.4
Colleges and universities .....	117.2	120.8	120.7	.3	1.9	-.1	3.3	3.3	3.0
Public administration .....	116.3	119.3	120.0	.4	1.1	.6	3.3	3.0	3.2

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, public utilities, trade, finance, insurance, real estate,

services, and, where applicable, public administration in State and local governments.

<sup>3</sup> 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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Private industry workers .....	115.6	119.1	119.8	0.7	0.9	0.6	3.5	3.7	3.6
Excluding sales .....	115.9	119.5	120.2	.7	.8	.6	3.5	3.8	3.7
White-collar occupations .....	115.9	119.4	120.2	.7	.9	.7	3.3	3.7	3.7
Excluding sales .....	116.6	120.2	121.0	.7	.8	.7	3.5	3.8	3.8
Professional specialty and technical .....	119.0	122.2	122.9	.8	.7	.6	4.5	3.6	3.3
Executive, administrative, and managerial .....	114.5	118.1	118.9	.5	.8	.7	2.0	3.7	3.8
Sales .....	112.6	115.6	116.5	.7	1.6	.8	2.7	3.4	3.5
Administrative support, including clerical .....	116.4	120.3	121.2	.8	.9	.7	4.0	4.2	4.1
Blue-collar occupations .....	115.0	118.7	119.3	.6	.8	.5	3.6	3.8	3.7
Precision production, craft, and repair .....	115.0	118.7	118.9	.6	.9	.2	3.6	3.8	3.4
Machine operators, assemblers, and inspectors .....	115.8	120.0	120.8	.7	.8	.7	3.8	4.3	4.3
Transportation and material moving .....	113.0	115.9	117.0	.4	.6	.9	3.7	3.0	3.5
Handlers, equipment cleaners, helpers, and laborers .....	115.3	118.4	119.1	.6	.7	.6	3.5	3.3	3.3
Service occupations .....	115.9	118.9	119.5	.4	.8	.5	3.1	3.0	3.1
Production and nonsupervisory occupations <sup>1</sup> .....	115.5	119.0	119.7	.6	.9	.6	3.6	3.7	3.6
Goods-producing industries <sup>2</sup> .....	116.1	119.9	120.6	.7	.7	.6	3.8	4.0	3.9
Excluding sales occupations .....	115.9	119.6	120.1	.6	.7	.4	3.7	3.8	3.6
White-collar occupations .....	116.7	120.5	121.1	1.0	.8	.5	3.9	4.3	3.8
Excluding sales .....	116.2	119.7	119.9	1.0	.6	.2	3.6	4.0	3.2
Blue-collar occupations .....	115.8	119.6	120.2	.6	.8	.5	3.8	3.9	3.8
Service occupations .....	117.5	121.5	122.4	.5	.7	.7	4.8	3.9	4.2
Construction .....	113.8	116.8	116.5	.6	.7	-.3	3.5	3.3	2.4
Manufacturing .....	116.5	120.6	121.3	.7	.8	.6	3.8	4.2	4.1
White-collar occupations .....	116.6	120.5	121.3	1.0	.7	.7	3.7	4.3	4.0
Excluding sales .....	115.9	119.5	119.9	.8	.6	.3	3.3	3.9	3.5
Blue-collar occupations .....	116.4	120.5	121.3	.6	.8	.7	3.9	4.1	4.2
Service occupations .....	117.6	121.7	122.7	.5	.8	.8	4.9	4.0	4.3
Durables .....	116.7	121.0	121.9	.8	.8	.7	4.1	4.5	4.5
Nondurables .....	116.3	119.7	120.3	.8	.6	.5	3.6	3.7	3.4
Service-producing industries <sup>3</sup> .....	115.2	118.5	119.3	.7	1.0	.7	3.2	3.6	3.6
Excluding sales occupations .....	115.9	119.3	120.2	.7	.8	.8	3.4	3.6	3.7
White-collar occupations .....	115.7	119.0	119.8	.7	1.0	.7	3.2	3.6	3.5
Excluding sales .....	116.8	120.4	121.4	.6	.9	.8	3.4	3.7	3.9
Blue-collar occupations .....	113.2	116.6	117.2	.7	1.0	.5	3.5	3.7	3.5
Service occupations .....	115.7	118.6	119.1	.4	.8	.4	2.8	3.0	2.9
Transportation and public utilities .....	113.5	116.8	117.5	.5	.7	.6	3.5	3.5	3.5
Transportation .....	111.8	114.8	115.7	.1	.6	.8	2.9	2.8	3.5
Public utilities .....	115.6	119.2	119.9	1.0	.8	.6	4.0	4.2	3.7
Communications .....	114.7	118.5	119.2	1.1	.9	.6	3.6	4.5	3.9
Electric, gas, and sanitary services .....	116.7	120.2	120.8	.7	.7	.5	4.5	3.7	3.5
Wholesale and retail trade .....	113.7	116.4	117.1	.6	.4	.6	2.7	3.0	3.0
Excluding sales occupations .....	114.1	117.0	118.0	.5	.7	.9	3.0	3.1	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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Wholesale trade .....	114.4	116.6	117.8	1.1	0.2	1.0	3.0	3.0	3.0
Excluding sales occupations .....	114.9	117.6	118.7	.7	.7	.9	3.3	3.1	3.3
Retail trade .....	113.4	116.2	116.8	.4	.5	.5	2.6	2.9	3.0
General merchandise stores .....	113.3	115.5	116.3	.0	.7	.7	2.0	1.9	2.6
Food stores .....	115.1	117.1	118.3	.8	-.1	1.0	3.0	2.5	2.8
Finance, insurance, and real estate .....	111.3	115.7	116.4	.2	2.3	.6	1.2	4.1	4.6
Excluding sales occupations .....	113.0	117.5	118.2	.4	.9	.6	1.4	4.4	4.6
Banking, savings and loan, and other credit agencies .....	111.4	116.9	117.8	.4	.8	.8	3.7	5.3	5.7
Insurance .....	115.2	117.4	119.7	.3	1.1	2.0	4.1	2.2	3.9
Excluding sales occupations .....	117.2	121.8	122.7	.9	1.0	.7	4.2	4.9	4.7
Services .....	118.9	122.3	123.1	.9	1.2	.7	4.3	3.8	3.5
Business services .....	115.9	118.1	118.6	.6	.6	.4	4.3	2.5	2.3
Health services .....	121.8	125.0	126.0	1.0	.8	.8	4.5	3.6	3.4
Hospitals .....	121.6	124.5	125.6	1.2	.9	.9	4.7	3.6	3.3
Nursing homes .....	-	-	-	.9	.8	.9	-	3.9	3.9
Educational services .....	120.0	123.8	124.1	.6	2.7	.2	3.7	3.8	3.4
Colleges and universities .....	120.8	125.0	125.3	.4	2.9	.2	3.9	3.9	3.7
Nonmanufacturing industries .....	115.1	118.4	119.0	.6	1.0	.5	3.2	3.5	3.4
White-collar occupations .....	115.7	119.0	119.9	.7	.9	.8	3.2	3.6	3.6
Excluding sales .....	116.9	120.4	121.4	.8	.8	.8	3.5	3.8	3.8
Blue-collar occupations .....	113.4	116.6	117.1	.5	.9	.4	3.3	3.4	3.3
Service occupations .....	115.7	118.6	119.1	.4	.8	.4	2.8	3.0	2.9

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

- Data not available.



**Table 4. 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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
<b>Workers, by bargaining status</b>									
Union .....	115.9	120.0	120.9	0.6	0.8	0.8	4.3	4.2	4.3
Blue-collar occupations .....	115.5	119.7	120.6	.6	.8	.8	4.3	4.3	4.4
Goods-producing industries <sup>1</sup> .....	116.4	121.0	121.9	.6	.8	.7	4.6	4.6	4.7
Service-producing industries <sup>2</sup> .....	115.2	118.6	119.6	.5	.8	.8	3.9	3.5	3.8
Manufacturing .....	116.9	121.9	123.0	.7	.7	.9	4.7	5.0	5.2
Blue-collar occupations .....	116.8	121.8	122.9	.7	.7	.9	4.7	5.0	5.2
Nonmanufacturing .....	115.1	118.5	119.3	.5	.9	.7	4.1	3.5	3.6
Nonunion .....	115.5	118.8	119.5	.7	.9	.6	3.2	3.6	3.5
Blue-collar occupations .....	114.6	117.8	118.2	.6	.8	.3	3.1	3.4	3.1
Goods-producing industries <sup>1</sup> .....	116.0	119.4	119.9	.8	.7	.4	3.4	3.7	3.4
Service-producing industries <sup>2</sup> .....	115.2	118.4	119.2	.7	1.0	.7	3.0	3.5	3.5
Manufacturing .....	116.4	120.0	120.6	.8	.8	.5	3.6	3.9	3.6
Blue-collar occupations .....	116.2	119.4	119.9	.6	.8	.4	3.3	3.4	3.2
Nonmanufacturing .....	115.1	118.3	119.0	.7	.9	.6	3.0	3.5	3.4
<b>Workers, by region <sup>3</sup></b>									
Northeast .....	116.4	120.2	120.7	.8	.9	.4	3.5	4.1	3.7
South .....	114.8	118.1	118.8	.6	.9	.6	3.2	3.5	3.5
Midwest .....	116.1	120.1	121.2	.7	.7	.9	3.5	4.2	4.4
West .....	114.9	117.8	118.1	.7	1.2	.3	3.6	3.2	2.8
<b>Workers, by area size</b>									
Metropolitan areas .....	115.6	119.1	119.8	.7	.8	.6	3.4	3.7	3.6
Other areas .....	115.6	118.7	119.7	.7	.8	.8	4.0	3.4	3.5

<sup>1</sup> Includes mining, construction, and manufacturing.

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

<sup>3</sup> 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. See explanatory note.

**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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Civilian workers .....	113.6	116.4	117.1	0.5	1.0	0.6	2.7	3.0	3.1
Excluding sales .....	113.9	116.6	117.2	.6	1.0	.5	2.8	3.0	2.9
Workers, by occupational group									
White-collar occupations .....	114.5	117.4	118.1	.7	1.2	.6	2.9	3.3	3.1
Excluding sales .....	115.1	118.0	118.7	.6	1.0	.6	2.9	3.1	3.1
Professional specialty and technical ...	116.7	119.5	120.0	.6	1.3	.4	3.3	3.0	2.8
Executive, administrative, and managerial .....	113.5	116.5	117.3	.6	.9	.7	1.8	3.3	3.3
Administrative support, including clerical .....	114.2	117.1	118.0	.7	.9	.8	3.3	3.3	3.3
Blue-collar occupations .....	111.9	114.4	115.0	.5	.9	.5	2.8	2.8	2.8
Service occupations .....	113.8	116.1	116.6	.4	.8	.4	2.2	2.4	2.5
Workers, by industry division									
Goods-producing <sup>1</sup> .....	112.9	115.4	116.2	.6	.7	.7	2.9	2.9	2.9
Manufacturing .....	113.7	116.3	117.3	.7	.7	.9	3.1	3.0	3.2
Service-producing <sup>2</sup> .....	114.0	116.8	117.5	.6	1.1	.6	2.7	3.1	3.1
Services .....	116.7	119.5	120.0	.7	1.4	.4	3.3	3.1	2.8
Health services .....	118.6	121.4	122.2	.8	.9	.7	3.6	3.1	3.0
Hospitals .....	118.0	120.7	121.7	.8	1.0	.8	3.2	3.1	3.1
Educational services .....	117.5	120.4	120.7	.5	2.0	.2	3.1	3.0	2.7
Public administration .....	113.6	115.9	116.6	.4	.9	.6	2.4	2.5	2.6
Nonmanufacturing .....	113.6	116.4	117.0	.5	1.1	.5	2.6	3.0	3.0
State and local government workers .....	116.6	119.3	119.7	.6	1.6	.3	3.0	2.9	2.7
Workers, by occupational group									
White-collar occupations .....	116.9	119.6	119.9	.6	1.7	.3	3.0	2.9	2.6
Professional specialty and technical ...	117.6	120.4	120.7	.5	1.9	.2	3.0	2.9	2.6
Executive, administrative, and managerial .....	115.5	118.2	118.8	.7	1.4	.5	2.8	3.1	2.9
Administrative support, including clerical .....	114.9	117.2	117.8	.7	1.1	.5	2.8	2.7	2.5
Blue-collar occupations .....	115.6	118.4	119.0	.5	1.6	.5	3.6	3.0	2.9
Workers, by industry division									
Services .....	117.5	120.3	120.6	.5	1.8	.2	3.0	2.9	2.6
Excluding schools <sup>3</sup> .....	117.4	120.1	120.4	.9	1.2	.2	2.8	3.2	2.6
Health services .....	117.4	120.4	121.0	.6	1.3	.5	3.0	3.2	3.1
Hospitals .....	117.1	119.9	120.7	.5	1.4	.7	2.6	2.9	3.1
Educational services .....	117.6	120.3	120.6	.6	1.9	.2	3.1	2.9	2.6
Schools .....	117.5	120.3	120.7	.4	1.9	.3	3.1	2.8	2.7
Elementary and secondary .....	118.5	121.1	121.6	.5	1.9	.4	3.3	2.7	2.6
Colleges and universities .....	114.3	117.8	117.7	.2	1.9	-.1	2.1	3.2	3.0
Public administration .....	113.6	115.9	116.6	.4	.9	.6	2.4	2.5	2.6

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, public utilities, trade, finance, insurance, real estate,

services, and, where applicable, public administration in State and local governments.

<sup>3</sup> 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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Private industry workers .....	112.9	115.7	116.4	0.6	1.0	0.6	2.6	3.1	3.1
Excluding sales .....	113.2	115.9	116.6	.6	.8	.6	2.7	3.0	3.0
White-collar occupations .....	113.7	116.7	117.5	.7	1.0	.7	2.7	3.4	3.3
Excluding sales .....	114.4	117.4	118.2	.6	.9	.7	2.8	3.3	3.3
Professional specialty and technical .....	116.0	118.9	119.5	.6	.8	.5	3.6	3.1	3.0
Executive, administrative, and managerial .....	113.2	116.2	117.0	.6	.8	.7	1.6	3.3	3.4
Sales .....	110.7	113.8	114.7	.9	2.0	.8	2.6	3.7	3.6
Administrative support, including clerical .....	114.0	117.1	118.0	.7	.9	.8	3.3	3.4	3.5
Blue-collar occupations .....	111.6	114.1	114.8	.5	.8	.6	2.6	2.7	2.9
Precision production, craft, and repair .....	111.5	114.2	114.7	.5	.9	.4	2.9	2.9	2.9
Machine operators, assemblers, and inspectors .....	112.4	114.7	115.6	.6	.8	.8	2.4	2.7	2.8
Transportation and material moving .....	109.7	111.7	112.6	.4	.4	.8	2.8	2.2	2.6
Handlers, equipment cleaners, helpers, and laborers .....	112.6	114.9	115.7	.4	.5	.7	2.5	2.5	2.8
Service occupations .....	112.9	114.9	115.3	.4	.7	.3	2.1	2.1	2.1
Production and nonsupervisory occupations <sup>1</sup> .....	112.6	115.3	115.9	.5	1.0	.5	2.7	2.9	2.9
Goods-producing industries <sup>2</sup> .....	112.8	115.3	116.1	.6	.7	.7	2.8	2.9	2.9
Excluding sales occupations .....	112.6	114.9	115.6	.5	.6	.6	2.6	2.6	2.7
White-collar occupations .....	114.2	117.3	118.2	.9	.8	.8	3.4	3.6	3.5
Excluding sales .....	113.7	116.4	116.8	.7	.7	.3	2.9	3.1	2.7
Blue-collar occupations .....	111.9	114.1	114.9	.4	.6	.7	2.5	2.4	2.7
Service occupations .....	113.1	115.7	116.9	.8	1.1	1.0	3.4	3.1	3.4
Construction .....	108.9	111.3	111.1	.2	.8	-.2	2.0	2.4	2.0
Manufacturing .....	113.7	116.3	117.3	.7	.7	.9	3.1	3.0	3.2
White-collar occupations .....	114.6	117.7	118.8	.9	.7	.9	3.5	3.6	3.7
Excluding sales .....	114.0	116.7	117.2	.9	.7	.4	3.0	3.3	2.8
Blue-collar occupations .....	113.1	115.2	116.2	.6	.6	.9	2.8	2.5	2.7
Service occupations .....	113.4	116.0	117.3	1.0	1.3	1.1	3.8	3.3	3.4
Durables .....	113.4	115.9	117.2	.6	.7	1.1	2.9	2.8	3.4
Nondurables .....	114.3	116.9	117.5	1.0	.5	.5	3.3	3.3	2.8
Service-producing industries <sup>3</sup> .....	113.0	115.9	116.6	.6	1.0	.6	2.5	3.2	3.2
Excluding sales occupations .....	113.7	116.6	117.4	.6	.9	.7	2.7	3.2	3.3
White-collar occupations .....	113.6	116.5	117.3	.7	1.1	.7	2.6	3.3	3.3
Excluding sales .....	114.7	117.8	118.7	.6	.9	.8	2.8	3.3	3.5
Blue-collar occupations .....	111.0	114.1	114.6	.6	1.1	.4	3.0	3.4	3.2
Service occupations .....	112.9	114.9	115.2	.3	.7	.3	2.0	2.0	2.0
Transportation and public utilities .....	111.8	114.7	115.4	.5	.6	.6	3.1	3.1	3.2
Transportation .....	109.9	112.6	113.4	.1	.5	.7	2.7	2.6	3.2
Public utilities .....	114.1	117.2	117.9	1.0	.7	.6	3.7	3.7	3.3
Communications .....	113.5	116.5	117.1	1.2	.8	.5	3.6	3.8	3.2
Electric, gas, and sanitary services .....	114.8	118.2	118.8	.5	.7	.5	3.9	3.5	3.5
Wholesale and retail trade .....	112.3	114.7	115.4	.7	.4	.6	2.5	2.9	2.8
Excluding sales occupations .....	112.6	115.2	116.1	.4	.7	.8	2.7	2.8	3.1

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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended.			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Wholesale trade .....	113.5	115.1	116.4	1.4	0.0	1.1	2.9	2.9	2.6
Excluding sales occupations .....	114.1	116.3	117.5	.7	.7	1.0	3.3	2.6	3.0
Retail trade .....	111.8	114.5	115.0	.4	.6	.4	2.4	2.9	2.9
General merchandise stores .....	111.8	114.5	115.0	.1	1.0	.4	1.1	2.5	2.9
Food stores .....	113.7	114.9	115.9	.7	-.4	.9	3.0	1.8	1.9
Finance, insurance, and real estate .....	108.3	112.3	112.9	.1	2.7	.5	-.1	3.8	4.2
Excluding sales occupations .....	110.2	114.0	114.6	.3	.8	.5	-.2	3.7	4.0
Banking, savings and loan, and other credit agencies .....	109.0	113.7	114.5	.4	.7	.7	2.5	4.7	5.0
Insurance .....	112.7	113.9	116.6	.0	.9	2.4	3.8	1.1	3.5
Excluding sales occupations .....	114.9	118.3	119.2	1.0	.6	.8	4.0	4.0	3.7
Services .....	116.1	118.9	119.6	.8	1.1	.6	3.5	3.2	3.0
Business services .....	113.9	115.3	115.7	.5	.6	.3	3.5	1.8	1.6
Health services .....	118.9	121.7	122.6	.8	.8	.7	3.8	3.2	3.1
Hospitals .....	118.3	121.0	122.0	.9	.9	.8	3.4	3.2	3.1
Nursing homes .....	-	-	-	.9	.9	.8	-	3.8	3.7
Educational services .....	117.1	120.7	120.9	.5	2.8	.2	3.0	3.6	3.2
Colleges and universities .....	117.6	121.3	121.6	.3	3.1	.2	3.0	3.4	3.4
Nonmanufacturing industries .....	112.6	115.4	116.0	.6	1.1	.5	2.6	3.1	3.0
White-collar occupations .....	113.5	116.4	117.2	.6	1.0	.7	2.6	3.2	3.3
Excluding sales .....	114.6	117.6	118.5	.6	.9	.8	2.8	3.2	3.4
Blue-collar occupations .....	110.2	113.0	113.4	.5	1.0	.4	2.5	3.0	2.9
Service occupations .....	112.9	114.8	115.1	.3	.6	.3	2.0	2.0	1.9

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

- 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, region, and area size**

Series	Indexes (June 1989=100)			Percent changes for					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
<b>Workers, by bargaining status</b>									
Union .....	112.3	114.8	115.7	0.5	0.8	0.8	3.1	2.8	3.0
Blue-collar occupations .....	111.3	113.7	114.5	.5	.8	.7	2.9	2.6	2.9
Goods-producing industries <sup>1</sup> .....	111.7	113.8	114.8	.5	.7	.9	2.8	2.4	2.8
Service-producing industries <sup>2</sup> .....	113.1	116.0	116.8	.5	.8	.7	3.6	3.1	3.3
Manufacturing .....	112.5	114.6	115.9	.7	.6	1.1	2.8	2.6	3.0
Blue-collar occupations .....	112.4	114.4	115.7	.7	.5	1.1	2.8	2.5	2.9
Nonmanufacturing .....	112.2	114.9	115.5	.4	.9	.5	3.3	2.9	2.9
Nonunion .....	113.1	115.9	116.6	.6	1.0	.6	2.5	3.1	3.1
Blue-collar occupations .....	111.9	114.4	115.0	.5	.7	.5	2.5	2.8	2.8
Goods-producing industries <sup>1</sup> .....	113.3	116.0	116.7	.6	.7	.6	2.9	3.0	3.0
Service-producing industries <sup>2</sup> .....	113.0	115.9	116.6	.6	1.1	.6	2.4	3.2	3.2
Manufacturing .....	114.2	117.0	117.9	.7	.8	.8	3.2	3.2	3.2
Blue-collar occupations .....	113.7	116.0	116.7	.5	.7	.6	2.7	2.6	2.6
Nonmanufacturing .....	112.7	115.5	116.1	.6	1.0	.5	2.4	3.1	3.0
<b>Workers, by region <sup>3</sup></b>									
Northeast .....	113.7	116.8	117.3	.6	1.0	.4	2.5	3.4	3.2
South .....	112.7	115.3	116.0	.6	.9	.6	2.8	2.9	2.9
Midwest .....	112.5	115.2	116.5	.6	.5	1.1	2.4	3.0	3.6
West .....	112.8	115.3	115.7	.5	1.4	.3	3.1	2.8	2.6
<b>Workers, by area size</b>									
Metropolitan areas .....	112.9	115.8	116.5	.5	1.0	.6	2.5	3.1	3.2
Other areas .....	112.8	115.0	115.8	.7	.5	.7	3.1	2.7	2.7

<sup>1</sup> Includes mining, construction, and manufacturing.

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

<sup>3</sup> 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. See explanatory note.

**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					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
Civilian workers .....	122.5	127.4	128.1	0.9	1.0	0.5	5.3	4.9	4.6
State and local government workers .....	123.4	126.2	127.0	.9	1.4	.6	5.4	3.2	2.9
Private industry workers .....	122.2	127.7	128.3	.8	.8	.5	5.2	5.4	5.0
Workers, by occupational group									
White-collar occupations .....	122.0	126.8	127.6	.8	.7	.6	4.8	4.8	4.6
Blue-collar occupations .....	122.2	128.4	128.9	.8	.9	.4	5.6	5.9	5.5
Service occupations .....	124.6	130.5	131.5	.7	.9	.8	5.8	5.5	5.5
Workers, by industry division									
Goods-producing industries <sup>1</sup> .....	123.4	130.0	130.3	.9	.8	.2	5.7	6.3	5.6
Service-producing industries <sup>2</sup> .....	121.2	125.7	126.7	.7	.9	.8	4.8	4.4	4.5
Manufacturing .....	122.6	129.7	130.0	.9	.9	.2	5.6	6.7	6.0
Nonmanufacturing .....	122.0	126.5	127.4	.8	.8	.7	5.0	4.5	4.4
Workers, by bargaining status									
Union workers .....	122.5	129.7	130.6	.7	.9	.7	6.3	6.6	6.6
Nonunion workers .....	122.1	126.9	127.4	.9	.8	.4	4.7	4.9	4.3

<sup>1</sup> Includes mining, construction, and manufacturing.

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

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

**Table 9. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation**

Series	Indexes (June 1989=100)			Percent changes for					
	Dec. 1992	Sep. 1993	Dec. 1993	3 months ended			12 months ended		
				Dec. 1992	Sep. 1993	Dec. 1993	Dec. 1992	Sep. 1993	Dec. 1993
<b>COMPENSATION</b>									
Aircraft manufacturing (SIC 3721) .....	122.9	126.7	125.2	2.3	1.8	-1.2	7.1	5.5	1.9
White-collar occupations .....	119.0	123.2	121.8	1.7	1.7	-1.1	6.3	5.3	2.4
Blue-collar occupations .....	128.2	131.5	129.8	3.2	1.8	-1.3	7.9	5.9	1.2
<b>WAGES AND SALARIES</b>									
Aircraft manufacturing (SIC 3721) .....	117.2	120.5	121.6	1.0	1.4	0.9	4.1	3.9	3.8
White-collar occupations .....	113.1	116.7	117.3	.8	1.3	.5	3.9	4.0	3.7
Blue-collar occupations .....	123.3	126.1	127.9	1.5	1.6	1.4	4.5	3.8	3.7
<b>BENEFIT COSTS</b>									
Aircraft manufacturing (SIC 3721) .....	135.1	140.1	133.1	4.8	2.3	-5.0	12.9	8.7	-1.5
White-collar occupations .....	133.0	138.7	132.5	3.6	2.4	-4.5	11.6	8.0	-4
Blue-collar occupations .....	137.7	141.9	133.5	6.3	2.1	-5.9	14.4	9.6	-3.1

NOTE: SIC refers to the 1987 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 4,600 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. 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 1993 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1993." 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, 1975-93, (Bulletin 2434); 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. 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.