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EMPLOYMENT COST INDEX - DECEMBER 1996

The Employment Cost Index (ECI) for December 1996 was 130.9 (June 1989=100), an increase of 2.9 percent from December 1995, 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 governments) increased 0.8 percent in the three months that ended December 1996. This continued a pattern of increases that have ranged from 0.6 to 0.8 percent for the last three years. Wages and salaries increased 0.8 percent during the September-December 1996 period. The increase for the June-September period was 0.6 percent. Benefit costs increased 0.7 percent in December; in September, these costs increased 0.6 percent.

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

Compensation Component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1996
	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	
Compensation costs	0.7	0.8	0.6	0.7	0.8	0.8	0.6	0.8	2.9
Wages and salaries	0.7	0.7	0.7	0.7	1.0	0.9	0.6	0.8	3.3
Benefit costs	0.3	0.7	0.6	0.6	0.0	0.7	0.6	0.7	2.0

Compensation costs for private industry workers increased 0.8 percent during the September-December 1996 period. Over the past three years, compensation increases have ranged from 0.6 to 0.8 percent in private industry. Wages and salaries increased 0.7 percent in December; in September, the increase was 0.6 percent. The benefits cost increase of 0.7 percent in December was the same as in the previous two quarters; in March, benefit costs declined 0.1 percent. (See table 1.)

Compensation costs for state and local government workers increased 0.8 percent in the September-December period, up slightly from the 0.5 percent increase reported for the previous quarter. Wages and salaries, which have increased at the rate of 0.6 to 0.8 percent for the last four years, rose 0.8 percent. Benefit costs also increased 0.8 percent; in September, there was no change in benefits cost.

Over-the-year changes, unadjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 2.9 percent for the year ended December 1996, while such costs rose 2.7 percent during the 12-month period that ended December 1995. (See table 2.) In private industry, compensation costs increased 3.1 percent in the year ended in December 1996; in state and local government, compensation costs increased 2.6 percent. (See table 3.)

In private industry, wages and salaries increased 3.4 percent for the 12-month period ended December 1996. For the year that ended December 1995, the increase was 2.8 percent. (See table 6.) Benefit costs for private industry workers increased 2.0 percent in the year ended December 1996. For the 12-month period that ended December 1995, the increase was 2.2 percent. (See table 8.)

Over-the-year compensation cost increases in private industry were 3.2 percent for white-collar workers, 2.7 percent for blue-collar workers, and 3.0 percent for service occupations. Among occupational groups, increases ranged from 1.8 percent for transportation and material moving occupations to 4.0 percent for sales occupations.

For the year ended December 1996, compensation cost gains in private industry were 2.8 percent for goods-producing and 3.2 percent for service-producing industries. Within service-producing industries, increases ranged from 1.7 percent for health services establishments to 4.9 percent for food stores.

Over-the-year compensation cost increases in private industry were 3.1 percent for nonunion workers and 2.4 percent for union workers. The pattern was similar for workers in goods-producing industries where compensation costs increased 3.2 percent for nonunion workers and 1.8 percent for union workers. In service-producing industries, compensation cost increases were about the same for nonunion and union workers, 3.1 and 3.0 percent, respectively. (See table 4.)

The ECI for March 1997 is scheduled to be released Tuesday, April 29, 1997, at 8:30 A.M. (EST).

Data in this news release 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 subcomponent of manufacturing.

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, select option 1 and enter the following codes:

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Employment Cost Index

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

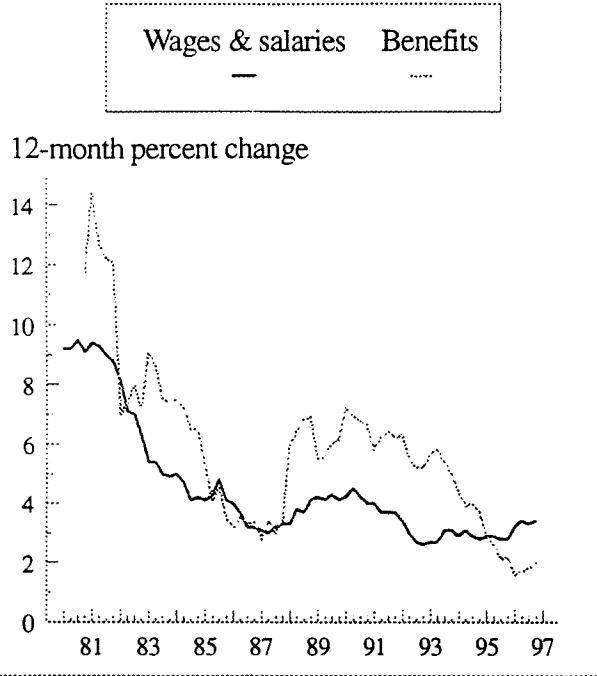


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

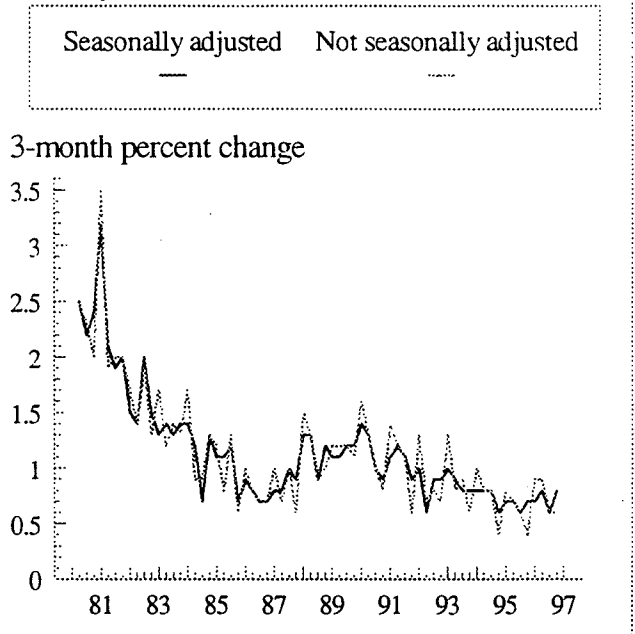


Chart C. Changes in compensation, manufacturing - durable goods and manufacturing - nondurable goods, private industry

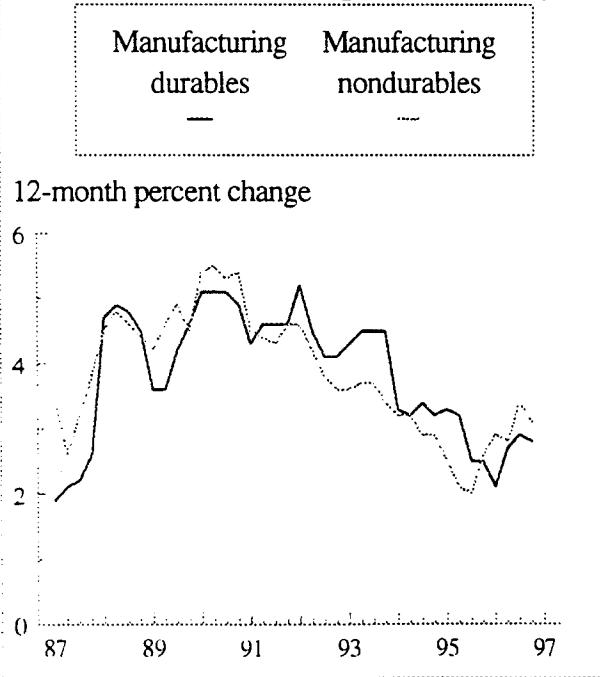


Chart D. Changes in compensation, union and nonunion occupations, private industry

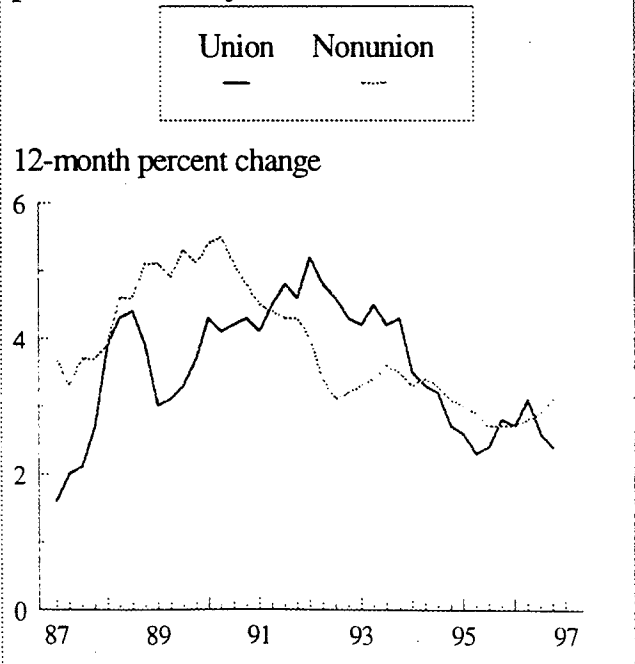


Table 1. SEASONALLY ADJUSTED: Employment Cost Index for total compensation, wages and salaries, and benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Sep. 1996	Dec. 1996	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996
	COMPENSATION									
Civilian workers	130.0	131.0	0.7	0.8	0.6	0.7	0.8	0.8	0.6	0.8
State and local government	131.4	132.5	.8	1.0	.5	.7	.6	.7	.5	.8
Private industry workers	129.6	130.6	.7	.7	.6	.7	.7	.8	.6	.8
White-collar occupations	131.0	131.9	.7	.7	.7	.7	.9	.8	.8	.7
Blue-collar occupations	128.0	129.2	.5	.7	.6	.6	.6	.8	.4	.9
Service occupations	127.1	128.6	.6	.6	.5	.5	.3	.6	.6	1.2
Goods-producing industries ¹	130.3	131.2	.7	.6	.6	.8	.4	.9	.7	.7
Construction	125.5	126.7	.2	.5	.7	.7	.6	.6	.2	1.0
Manufacturing	131.3	132.2	.6	.6	.6	.8	.5	.9	.8	.7
Durables	131.9	132.8	.6	.7	.4	.8	.2	1.3	.5	.7
Nondurables	130.2	131.1	.4	.6	.6	1.0	.7	.5	1.2	.7
Service-producing industries ²	129.4	130.3	.9	.7	.7	.6	.8	.8	.7	.7
Transportation and public utilities	129.2	130.8	1.1	.8	1.0	.9	.5	.6	.6	1.2
Wholesale trade	129.9	131.1	1.4	.9	1.3	.9	.4	1.0	.7	.9
Retail trade	125.9	127.7	.7	.2	.7	.6	1.5	-2	1.1	1.4
Finance, insurance, and real estate ³	126.7	126.0	1.1	1.3	.7	.3	1.1	1.4	.3	-6
Services	132.6	133.5	.6	.7	.5	.5	.8	.9	.6	.7
Nonmanufacturing industries	128.9	130.1	.7	.8	.6	.7	.8	.8	.5	.9
WAGES AND SALARIES										
Civilian workers	127.0	128.0	0.7	0.7	0.7	0.7	1.0	0.9	0.6	0.8
State and local government	129.6	130.7	.8	.7	.7	.8	.6	.8	.6	.8
Private industry workers	126.4	127.3	.8	.7	.7	.7	1.1	.9	.6	.7
White-collar occupations	127.9	128.8	.7	.8	.7	.7	1.2	.9	.7	.7
Blue-collar occupations ³	124.3	125.1	.8	.9	.6	.5	.9	1.0	.5	.6
Service occupations	124.1	125.7	.5	.6	.6	.5	.7	.7	.8	1.3
Goods-producing industries ^{1,3}	126.1	126.8	.7	.8	.6	.7	.8	1.0	.8	.6
Construction	120.1	120.9	.3	.5	.6	.9	.9	.8	.4	.7
Manufacturing ³	127.7	128.4	.9	.8	.5	.6	.9	.9	.9	.5
Durables ³	127.7	128.4	.9	.8	.6	.6	.6	1.1	.9	.5
Nondurables	127.7	128.6	.7	.7	.6	.9	1.0	.4	1.1	.7
Service-producing industries ²	126.5	127.6	.8	.7	.7	.7	1.2	.8	.6	.9
Transportation and public utilities	125.9	127.2	1.1	.7	.8	.8	.5	.3	.8	1.0
Wholesale trade	128.6	129.5	1.2	1.0	1.3	1.1	.8	1.0	.7	.7
Retail trade	124.0	126.0	.9	.3	.7	.5	2.0	-2	.9	1.6
Finance, insurance, and real estate ³	122.2	122.2	.7	1.7	.9	.3	1.2	1.8	.2	.0
Services	129.7	130.5	.7	.6	.6	.6	1.2	1.1	.6	.6
Nonmanufacturing industries	125.7	126.9	.7	.8	.7	.7	1.1	.9	.5	1.0

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. 1996	Dec. 1996	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996
	BENEFIT COSTS									
Civilian workers	137.4	138.4	0.3	0.7	0.6	0.6	0.0	0.7	0.6	0.7
State and local government	135.6	136.7	.6	1.1	.4	.5	.7	.6	.0	.8
Private industry workers	137.8	138.8	.1	.6	.6	.6	-.1	.7	.7	.7
White-collar occupations	139.5	140.4	.7	.7	.7	.6	-.1	.7	.9	.6
Blue-collar occupations	136.1	137.4	.2	.3	.4	.8	-.1	.7	.1	1.0
Service occupations	136.3	137.5	-.1	.5	.2	.3	-.5	.5	.1	.9
Goods-producing industries ¹	138.9	140.3	.0	.2	.4	1.0	-.4	.9	.4	1.0
Manufacturing	139.0	140.2	.0	.2	.4	1.0	-.1	1.0	.4	.9
Service-producing industries ²	137.1	137.9	.7	.8	.7	.4	.0	.6	.8	.6
Nonmanufacturing industries	137.4	138.5	.5	.7	.7	.4	-.1	.6	.7	.8

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					
	Dec. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Civilian workers	127.2	130.2	130.9	0.5	0.8	0.5	2.7	2.8	2.9
Excluding sales	127.5	130.5	131.2	.5	.9	.5	2.7	2.8	2.9
Workers, by occupational group									
White-collar occupations	128.0	131.3	131.9	.5	1.0	.5	2.9	3.1	3.0
Excluding sales	128.6	131.9	132.4	.5	1.1	.4	2.8	3.0	3.0
Professional specialty and technical ...	129.4	132.6	133.1	.4	.9	.4	2.5	2.9	2.9
Executive, administrative, and managerial	127.4	131.1	131.5	.6	1.5	.3	3.1	3.5	3.2
Administrative support, including clerical	129.0	132.0	132.6	.7	.9	.5	3.0	3.0	2.8
Blue-collar occupations	125.8	128.3	129.1	.5	.5	.6	2.5	2.5	2.6
Service occupations	127.4	129.7	131.0	.6	.8	1.0	2.5	2.4	2.8
Workers, by industry division									
Goods-producing ¹	127.4	130.1	130.9	.7	.6	.6	2.4	2.8	2.7
Manufacturing	128.3	131.3	132.1	.8	.7	.6	2.6	3.1	3.0
Service-producing ²	127.1	130.2	130.9	.4	.9	.5	2.8	2.8	3.0
Services	129.4	132.5	133.2	.4	1.0	.5	2.4	2.8	2.9
Health services	132.0	134.1	134.4	.7	.5	.2	2.7	2.3	1.8
Hospitals	131.4	133.6	133.8	.8	.5	.1	2.3	2.5	1.8
Educational services	130.2	133.2	133.9	.3	1.8	.5	3.0	2.6	2.8
Public administration	128.3	130.7	131.8	.7	.8	.8	3.3	2.6	2.7
Nonmanufacturing	126.8	129.8	130.5	.4	.8	.5	2.8	2.8	2.9
State and local government workers	129.3	131.9	132.7	.5	1.3	.6	2.9	2.5	2.6
Workers, by occupational group									
White-collar occupations	129.1	131.8	132.5	.4	1.5	.5	2.9	2.5	2.6
Professional specialty and technical ...	128.8	131.6	132.3	.3	1.6	.5	2.6	2.5	2.7
Executive, administrative, and managerial	129.9	132.0	132.9	.6	.8	.7	3.7	2.2	2.3
Administrative support, including clerical	129.1	131.8	133.0	.5	1.1	.9	2.8	2.6	3.0
Blue-collar occupations	128.0	130.3	131.2	.6	.6	.7	2.6	2.4	2.5
Service occupations	131.0	133.6	134.5	.7	1.0	.7	3.5	2.7	2.7
Workers, by industry division									
Services	129.6	132.4	133.1	.3	1.6	.5	2.8	2.5	2.7
Excluding schools ³	129.4	131.9	132.0	.4	.8	.1	3.0	2.3	2.0
Health services	131.6	134.0	134.1	.5	.7	.1	3.1	2.3	1.9
Hospitals	131.7	134.2	134.3	.5	.8	.1	3.1	2.4	2.0
Educational services	129.4	132.3	133.0	.3	1.8	.5	2.7	2.6	2.8
Schools	129.8	132.6	133.4	.3	1.8	.6	2.8	2.5	2.8
Elementary and secondary	130.1	132.6	133.1	.2	1.6	.4	2.8	2.2	2.3
Colleges and universities	128.7	132.5	134.0	.5	2.0	1.1	2.5	3.5	4.1
Public administration	128.3	130.7	131.8	.7	.8	.8	3.3	2.6	2.7

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					
	Dec. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Private industry workers	126.7	129.8	130.6	0.4	0.6	0.6	2.6	2.9	3.1
Excluding sales	127.1	130.2	130.8	.5	.8	.5	2.6	2.9	2.9
White-collar occupations	127.6	131.1	131.7	.5	.8	.5	2.8	3.2	3.2
Excluding sales	128.6	132.0	132.5	.6	1.0	.4	2.8	3.3	3.0
Professional specialty and technical	129.9	133.3	133.7	.5	.5	.3	2.4	3.1	2.9
Executive, administrative, and managerial	126.9	130.9	131.3	.6	1.6	.3	2.9	3.7	3.5
Sales	123.2	126.7	128.1	.0	-.2	1.1	3.0	2.8	4.0
Administrative support, including clerical	129.0	132.0	132.5	.7	.9	.4	3.1	3.0	2.7
Blue-collar occupations	125.6	128.1	129.0	.4	.4	.7	2.4	2.4	2.7
Precision production, craft, and repair	125.7	128.2	129.1	.2	.4	.7	2.6	2.2	2.7
Machine operators, assemblers, and inspectors	126.2	128.7	129.5	.9	.5	.6	2.3	2.9	2.6
Transportation and material moving	123.0	124.9	125.2	.1	.2	.2	2.0	1.6	1.8
Handlers, equipment cleaners, helpers, and laborers	126.8	130.0	131.3	.7	.5	1.0	3.2	3.3	3.5
Service occupations	125.2	127.4	128.9	.4	.7	1.2	1.9	2.2	3.0
Production and nonsupervisory occupations ¹	126.3	129.2	130.0	.4	.5	.6	2.6	2.7	2.9
Goods-producing industries ²	127.3	130.1	130.9	.6	.6	.6	2.4	2.8	2.8
Excluding sales occupations	127.0	129.8	130.5	.7	.6	.5	2.4	2.9	2.8
White-collar occupations	129.0	132.2	132.9	.7	.9	.5	2.5	3.2	3.0
Excluding sales	128.2	131.5	132.1	.8	1.0	.5	2.6	3.4	3.0
Blue-collar occupations	126.3	128.9	129.6	.6	.5	.5	2.4	2.7	2.6
Service occupations ³	129.5	-	-	.5	-	-	2.5	-	-
Construction	123.4	125.9	126.4	.2	.5	.4	2.2	2.3	2.4
Manufacturing	128.3	131.3	132.1	.8	.7	.6	2.6	3.1	3.0
White-collar occupations	129.5	132.8	133.6	.6	.9	.6	2.8	3.2	3.2
Excluding sales	128.3	131.8	132.5	.7	1.0	.5	2.7	3.5	3.3
Blue-collar occupations	127.5	130.2	131.1	1.0	.5	.7	2.4	3.1	2.8
Service occupations ³	130.2	-	-	.5	-	-	2.5	-	-
Durables	129.0	131.9	132.6	.6	.5	.5	2.5	2.9	2.8
Aircraft manufacturing (SIC 3721)	133.8	138.2	137.4	1.7	.0	-.6	3.6	5.1	2.7
White-collar occupations	129.0	133.8	133.7	.9	-.1	-.1	3.0	4.7	3.6
Blue-collar occupations	140.5	144.4	142.3	3.1	.2	-1.5	4.7	5.9	1.3
Nondurables	127.0	130.0	131.0	1.0	.9	.8	2.6	3.4	3.1
Service-producing industries ⁴	126.2	129.5	130.2	.3	.7	.5	2.8	2.9	3.2
Excluding sales occupations	127.2	130.3	130.9	.5	.9	.5	2.7	2.9	2.9
White-collar occupations	127.1	130.6	131.1	.5	.8	.4	3.0	3.2	3.1
Excluding sales	128.7	132.2	132.6	.5	1.0	.3	2.9	3.3	3.0
Blue-collar occupations	124.0	126.4	127.3	.1	.3	.7	2.7	2.0	2.7
Service occupations	124.8	127.1	128.6	.5	.8	1.2	1.9	2.3	3.0

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. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Transportation and public utilities	126.6	129.3	130.4	0.5	0.7	0.9	3.7	2.6	3.0
Transportation	125.1	128.2	129.2	.3	.4	.8	4.0	2.8	3.3
Public utilities	128.5	130.4	131.7	.8	1.0	1.0	3.3	2.3	2.5
Communications	128.3	129.1	131.1	.7	1.3	1.5	3.5	1.3	2.2
Electric, gas, and sanitary services	128.7	132.0	132.4	.8	.7	.3	3.1	3.4	2.9
Wholesale and retail trade	124.2	127.5	128.6	.3	.9	.9	3.0	3.0	3.5
Excluding sales occupations	125.0	128.0	129.0	.7	1.3	.8	3.4	3.1	3.2
Wholesale trade	127.0	129.9	130.9	.7	.5	.8	4.5	3.0	3.1
Excluding sales occupations	127.1	130.0	130.9	.7	1.0	.7	4.2	3.0	3.0
Retail trade	122.7	126.2	127.4	.1	1.1	1.0	2.2	2.9	3.8
General merchandise stores	121.7	124.6	126.3	.6	.8	1.4	2.0	3.0	3.8
Food stores	122.4	127.0	128.4	.5	2.1	1.1	2.0	4.3	4.9
Finance, insurance, and real estate	123.1	126.7	126.0	.3	.3	-.6	3.5	3.3	2.4
Excluding sales occupations	125.7	129.7	129.2	.2	.9	-.4	3.2	3.4	2.8
Banking, savings and loan, and other credit agencies	124.4	130.3	128.0	-.3	1.6	-1.8	3.2	4.4	2.9
Insurance	125.9	129.3	129.6	.8	.9	.2	2.9	3.5	2.9
Excluding sales occupations	130.2	133.4	133.5	.5	.5	.1	2.9	2.9	2.5
Services	129.4	132.7	133.4	.4	.8	.5	2.2	2.9	3.1
Business services	126.3	130.2	131.8	.5	.8	1.2	2.7	3.6	4.4
Health services	132.2	134.2	134.5	.7	.5	.2	2.7	2.2	1.7
Hospitals	131.3	133.4	133.7	.8	.5	.2	2.1	2.4	1.8
Nursing homes	-	-	-	1.0	.2	.9	3.4	2.8	2.6
Educational services	133.7	137.5	138.0	.4	2.0	.4	4.1	3.2	3.2
Colleges and universities	135.2	138.6	139.1	.4	1.8	.4	5.0	3.0	2.9
Nonmanufacturing industries	125.9	129.1	129.8	.3	.7	.5	2.7	2.9	3.1
White-collar occupations	127.0	130.5	131.1	.4	.8	.5	2.8	3.2	3.2
Excluding sales	128.6	132.1	132.5	.5	1.0	.3	2.8	3.2	3.0
Blue-collar occupations	123.7	125.9	126.7	.2	.2	.6	2.7	1.9	2.4
Service occupations	124.7	127.0	128.6	.4	.8	1.3	1.9	2.3	3.1

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 Publication of data for service occupations in manufacturing and other

goods-producing industries has been discontinued due to insufficient sample size.

⁴ 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					
	Dec. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Workers, by bargaining status									
Union	127.7	130.1	130.8	0.7	0.3	0.5	2.8	2.6	2.4
Blue-collar occupations	126.3	128.3	128.9	.5	.2	.5	2.4	2.1	2.1
Goods-producing industries ¹	127.5	129.2	129.8	.6	.2	.5	2.2	2.0	1.8
Service-producing industries ²	127.9	131.0	131.7	.9	.5	.5	3.5	3.3	3.0
Manufacturing	128.1	129.8	130.6	.8	.0	.6	1.8	2.1	2.0
Blue-collar occupations	127.8	129.5	130.1	.8	.1	.5	1.8	2.1	1.8
Nonmanufacturing	127.1	129.9	130.4	.7	.5	.4	3.3	2.9	2.6
Nonunion	126.5	129.7	130.4	.4	.8	.5	2.7	2.9	3.1
Blue-collar occupations	125.1	127.8	128.9	.5	.4	.9	2.6	2.7	3.0
Goods-producing industries ¹	127.2	130.4	131.3	.6	.8	.7	2.5	3.2	3.2
Service-producing industries ²	126.0	129.2	129.9	.3	.7	.5	2.7	2.9	3.1
Manufacturing	128.3	131.7	132.5	.8	.9	.6	2.8	3.5	3.3
Blue-collar occupations	127.0	130.3	131.4	1.0	.8	.8	2.8	3.7	3.5
Nonmanufacturing	125.7	128.9	129.6	.3	.7	.5	2.6	2.9	3.1
Workers, by region ³									
Northeast	127.8	130.6	131.1	.3	.7	.4	2.8	2.5	2.6
South	125.6	128.8	129.7	.3	.8	.7	2.5	2.9	3.3
Midwest	128.3	131.3	132.1	.5	.5	.6	2.6	2.8	3.0
West	125.0	128.3	128.9	.9	.8	.5	2.7	3.6	3.1
Workers, by area size									
Metropolitan areas	126.8	130.0	130.6	.5	.7	.5	2.8	3.0	3.0
Other areas	126.5	128.7	130.2	.3	.5	1.2	2.4	2.1	2.9

¹ Includes mining, construction, and manufacturing.

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

³ 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					
	Dec. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Civilian workers	123.9	127.2	128.0	.6	.9	.6	2.9	3.2	3.3
Excluding sales	124.2	127.5	128.1	.6	1.0	.5	2.9	3.3	3.1
Workers, by occupational group									
White-collar occupations	125.1	128.6	129.3	.6	1.0	.5	3.0	3.5	3.4
Excluding sales	125.8	129.4	129.9	.6	1.3	.4	2.9	3.5	3.3
Professional specialty and technical ...	126.9	130.2	130.7	.6	1.1	.4	2.8	3.3	3.0
Executive, administrative, and managerial	124.7	129.0	129.4	.7	1.6	.3	3.2	4.2	3.6
Administrative support, including clerical	125.2	128.4	129.1	.7	1.0	.5	3.0	3.3	3.1
Blue-collar occupations	121.7	124.5	125.4	.5	.5	.7	3.0	2.8	3.0
Service occupations	123.4	126.2	127.6	.5	1.0	1.1	2.5	2.8	3.4
Workers, by industry division									
Goods-producing ¹	122.9	126.1	126.8	.7	.8	.6	2.8	3.3	3.2
Manufacturing	124.3	127.7	128.4	.6	.9	.5	2.9	3.4	3.3
Service-producing ²	124.3	127.7	128.5	.5	.9	.6	3.0	3.2	3.4
Services	126.9	130.3	131.1	.6	1.1	.6	2.8	3.2	3.3
Health services	128.4	130.8	131.4	.7	1.6	.5	2.4	2.6	2.3
Hospitals	127.8	130.0	130.5	.8	.6	.4	2.3	2.5	2.1
Educational services	128.5	131.6	132.3	.5	1.9	.5	3.4	3.0	3.0
Public administration	124.1	126.6	127.7	.7	1.0	.9	2.9	2.8	2.9
Nonmanufacturing	123.7	127.0	127.8	.5	.9	.6	2.9	3.2	3.3
State and local government workers	127.3	130.1	130.9	.6	1.6	.6	3.2	2.8	2.8
Workers, by occupational group									
White-collar occupations	127.4	130.3	131.1	.5	1.6	.6	3.1	2.8	2.9
Professional specialty and technical ...	128.0	131.1	131.7	.5	1.9	.5	3.1	2.9	2.9
Executive, administrative, and managerial	126.9	129.3	130.2	.7	1.0	.7	3.7	2.6	2.6
Administrative support, including clerical	125.1	127.7	129.0	.6	1.3	1.0	2.8	2.7	3.1
Blue-collar occupations	125.7	127.9	128.8	.7	.7	.7	2.6	2.5	2.5
Service occupations	127.3	130.1	131.0	.6	1.2	.7	3.2	2.8	2.9
Workers, by industry division									
Services	128.2	131.2	131.9	.5	1.8	.5	3.2	2.8	2.9
Excluding schools ³	127.4	130.1	130.5	.4	1.1	.3	2.7	2.5	2.4
Health services	128.6	131.1	131.4	.5	.9	.2	2.6	2.5	2.2
Hospitals	128.4	130.9	131.3	.6	.9	.3	2.6	2.6	2.3
Educational services	128.3	131.3	132.0	.5	1.9	.5	3.3	2.8	2.9
Schools	128.4	131.4	132.2	.5	1.9	.6	3.3	2.8	3.0
Elementary and secondary	129.2	132.0	132.4	.4	1.9	.3	3.4	2.6	2.5
Colleges and universities	125.9	129.8	131.2	.7	2.1	1.1	2.8	3.8	4.2
Public administration	124.1	126.6	127.7	.7	1.0	.9	2.9	2.8	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 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. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Private industry workers	123.1	126.5	127.3	0.6	0.7	0.6	2.8	3.3	3.4
Excluding sales	123.4	126.8	127.5	.7	.9	.6	2.8	3.4	3.3
White-collar occupations	124.3	128.0	128.7	.6	.8	.5	2.9	3.6	3.5
Excluding sales	125.2	129.0	129.4	.7	1.1	.3	2.9	3.8	3.4
Professional specialty and technical	126.1	129.6	129.9	.6	.6	.2	2.5	3.4	3.0
Executive, administrative, and managerial	124.4	128.9	129.3	.8	1.7	.3	3.2	4.5	3.9
Sales	120.4	123.9	125.9	-.1	-.4	1.6	3.2	2.8	4.6
Administrative support, including clerical	125.3	128.5	129.2	.8	.9	.5	3.0	3.4	3.1
Blue-collar occupations	121.4	124.3	125.1	.5	.5	.6	2.9	2.9	3.0
Precision production, craft, and repair	121.4	124.2	125.1	.3	.4	.7	3.0	2.6	3.0
Machine operators, assemblers, and inspectors	122.3	125.4	126.4	.7	.7	.8	2.9	3.3	3.4
Transportation and material moving	118.6	121.0	121.1	.1	.3	.1	2.6	2.1	2.1
Handlers, equipment cleaners, helpers, and laborers	122.6	125.8	127.1	.9	.6	1.0	3.1	3.5	3.7
Service occupations	121.4	124.1	125.7	.5	.9	1.3	2.2	2.7	3.5
Production and nonsupervisory occupations ¹	122.4	125.6	126.5	.5	.6	.7	2.8	3.1	3.3
Goods-producing industries ²	122.9	126.1	126.8	.7	.8	.6	2.8	3.3	3.2
Excluding sales occupations	122.4	125.7	126.3	.7	.9	.5	2.8	3.4	3.2
White-collar occupations	125.3	128.6	129.1	.7	1.0	.4	2.7	3.4	3.0
Excluding sales	124.2	127.7	128.1	.8	1.1	.3	2.8	3.7	3.1
Blue-collar occupations	121.4	124.5	125.3	.6	.6	.6	2.8	3.1	3.2
Service occupations ³	123.5	-	-	.6	-	-	3.2	-	-
Construction	117.4	120.4	120.8	.5	.7	.3	2.4	3.1	2.9
Manufacturing	124.3	127.7	128.4	.6	.9	.5	2.9	3.4	3.3
White-collar occupations	126.1	129.6	130.1	.6	1.1	.4	2.8	3.4	3.2
Excluding sales	124.8	128.4	128.9	.7	1.1	.4	2.8	3.6	3.3
Blue-collar occupations	123.1	126.3	127.3	.7	.7	.8	3.0	3.4	3.4
Service occupations ³	124.3	-	-	.5	-	-	3.1	-	-
Durables	124.3	127.7	128.4	.6	.9	.5	2.9	3.3	3.3
Aircraft manufacturing (SIC 3721)	128.1	130.6	130.9	.5	.2	.2	2.6	2.5	2.2
White-collar occupations	123.2	126.1	126.5	.4	.2	.3	2.5	2.8	2.7
Blue-collar occupations	135.1	137.0	137.1	.7	.4	.1	2.6	2.2	1.5
Nondurables	124.4	127.6	128.5	.9	.9	.7	3.0	3.5	3.3
Service-producing industries ⁴	123.2	126.7	127.5	.5	.7	.6	2.9	3.3	3.5
Excluding sales occupations	124.2	127.6	128.3	.6	.9	.5	2.9	3.4	3.3
White-collar occupations	124.0	127.8	128.5	.6	.8	.5	3.0	3.7	3.6
Excluding sales	125.6	129.5	129.9	.7	1.1	.3	2.9	3.8	3.4
Blue-collar occupations	121.4	123.8	124.8	.2	.2	.8	3.2	2.2	2.8
Service occupations	121.3	124.0	125.6	.5	1.0	1.3	2.2	2.7	3.5

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. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Transportation and public utilities	123.7	125.9	127.0	0.7	0.7	0.9	3.4	2.4	2.7
Transportation	121.6	123.8	124.7	.5	.5	.7	3.5	2.3	2.5
Public utilities	126.1	128.4	129.8	.7	1.0	1.1	3.1	2.6	2.9
Communications	126.2	128.2	130.3	.7	1.3	1.6	3.4	2.3	3.2
Electric, gas, and sanitary services	125.9	128.5	129.0	.6	.6	.4	2.9	2.6	2.5
Wholesale and retail trade	122.3	125.8	127.0	.6	.8	1.0	3.3	3.5	3.8
Excluding sales occupations	123.2	126.5	127.7	1.1	1.3	.9	3.7	3.8	3.7
Wholesale trade	125.5	128.5	129.6	1.3	.4	.9	4.7	3.7	3.3
Excluding sales occupations	125.7	128.9	129.8	1.6	1.0	.7	4.6	4.2	3.3
Retail trade	120.6	124.4	125.8	.1	1.1	1.1	2.4	3.2	4.3
General merchandise stores	120.1	122.6	124.7	.9	.7	1.7	2.2	3.0	3.8
Food stores	119.1	123.1	124.7	.4	1.6	1.3	1.5	3.8	4.7
Finance, insurance, and real estate	118.4	122.2	122.2	.3	.2	.0	3.7	3.6	3.2
Excluding sales occupations	121.3	126.0	125.3	.2	1.2	-.6	3.3	4.0	3.3
Banking, savings and loan, and other credit agencies	120.1	126.8	123.8	-.2	2.1	-.2.4	3.4	5.3	3.1
Insurance	122.2	125.4	126.0	.9	1.0	.5	3.0	3.6	3.1
Excluding sales occupations	126.3	129.3	129.7	.5	.5	.3	2.9	2.9	2.7
Services	126.0	129.7	130.5	.6	.8	-.6	2.4	3.5	3.6
Business services	124.3	128.5	130.1	.6	.6	1.2	3.2	4.0	4.7
Health services	128.4	130.8	131.4	.7	.5	.5	2.4	2.6	2.3
Hospitals	127.7	129.7	130.3	.9	.5	.5	2.3	2.4	2.0
Nursing homes	-	-	-	.9	.4	1.0	3.3	2.8	2.6
Educational services	129.4	133.3	133.8	.6	2.2	.4	3.4	3.7	3.4
Colleges and universities	130.1	133.4	133.8	.9	1.9	.3	4.2	3.4	2.8
Nonmanufacturing industries	122.5	125.9	126.8	.5	.6	.7	2.9	3.3	3.5
White-collar occupations	123.8	127.6	128.3	.6	.8	.5	3.0	3.7	3.6
Excluding sales	125.4	129.2	129.6	.8	1.1	.3	3.0	3.9	3.3
Blue-collar occupations	119.8	122.4	123.1	.3	.3	.6	2.9	2.5	2.8
Service occupations	121.2	123.9	125.5	.5	1.0	1.3	2.2	2.7	3.5

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 Publication of data for service occupations in manufacturing and other

goods-producing industries has been discontinued due to insufficient sample size.
⁴ 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					
	Dec. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Workers, by bargaining status									
Union	122.2	124.8	125.4	0.6	0.5	0.5	2.6	2.7	2.6
Blue-collar occupations	120.3	122.8	123.4	.3	.7	.5	2.3	2.3	2.6
Goods-producing industries ¹	120.6	123.2	123.6	.3	.6	.3	2.3	2.5	2.5
Service-producing industries ²	124.2	126.8	127.6	.8	.5	.6	3.0	2.9	2.7
Manufacturing	122.0	124.5	125.2	.6	.5	.6	2.3	2.6	2.6
Blue-collar occupations	121.6	124.2	125.0	.5	.6	.6	2.3	2.6	2.8
Nonmanufacturing	122.3	124.9	125.5	.6	.5	.5	2.8	2.7	2.6
Nonunion	123.3	126.9	127.7	.6	.8	.6	2.9	3.5	3.6
Blue-collar occupations	122.1	125.2	126.3	.6	.4	.9	3.2	3.1	3.4
Goods-producing industries ¹	123.8	127.3	128.0	.7	1.0	.5	2.9	3.6	3.4
Service-producing industries ²	123.0	126.6	127.5	.5	.7	.7	2.9	3.4	3.7
Manufacturing	125.2	128.8	129.6	.7	1.0	.6	3.0	3.6	3.5
Blue-collar occupations	124.2	127.8	128.8	.9	.9	.8	3.5	3.8	3.7
Nonmanufacturing	122.6	126.1	127.0	.6	.7	.7	2.9	3.4	3.6
Workers, by region ³									
Northeast	123.6	127.0	127.7	.4	.8	.6	2.8	3.2	3.3
South	122.4	126.0	127.0	.5	.7	.8	2.8	3.4	3.8
Midwest	123.6	126.9	127.7	.5	.6	.6	2.9	3.2	3.3
West	122.7	125.8	126.5	1.1	.8	.6	3.1	3.6	3.1
Workers, by area size									
Metropolitan areas	123.2	126.7	127.4	.7	.7	.6	2.9	3.5	3.4
Other areas	122.4	125.0	126.5	.2	.6	1.2	2.9	2.4	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 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. 1995	Sep. 1996	Dec. 1996	3 months ended			12 months ended		
				Dec. 1995	Sep. 1996	Dec. 1996	Dec. 1995	Sep. 1996	Dec. 1996
Civilian workers	135.5	137.7	138.2	0.2	0.6	0.4	2.3	1.8	2.0
State and local government workers	133.9	136.1	136.8	.2	.7	.5	2.6	1.9	2.2
Private industry workers	135.9	138.1	138.6	.2	.5	.4	2.2	1.8	2.0
White-collar occupations	136.7	139.5	139.7	.1	.8	.1	2.6	2.1	2.2
Blue-collar occupations	134.7	136.2	137.0	.4	.1	.6	1.7	1.6	1.7
Service occupations	136.0	136.2	137.4	.2	-.1	.9	1.0	.4	1.0
Goods-producing industries ¹	137.1	138.8	139.7	.7	.1	.6	1.7	1.9	1.9
Service-producing industries ²	134.7	137.2	137.4	-.1	.7	.1	2.4	1.8	2.0
Manufacturing	136.7	138.8	139.8	.9	.2	.7	1.8	2.4	2.3
Aircraft manufacturing (SIC 3721)	146.1	154.8	151.6	4.0	-.4	-2.1	5.6	10.2	3.8
White-collar occupations	142.5	152.1	150.9	1.9	-.5	-.8	3.8	8.7	5.9
Blue-collar occupations	150.8	158.4	152.2	7.3	.0	-3.9	8.3	12.7	.9
Nonmanufacturing	135.3	137.5	137.9	-.1	.6	.3	2.3	1.6	1.9
Union workers	138.0	139.9	140.7	1.0	-.1	.6	3.2	2.4	2.0
Nonunion workers	135.1	137.4	137.8	-.1	.7	.3	1.8	1.6	2.0

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 16,500 occupations within about 3,900 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 that 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 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 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 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, 1975-95, (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 and Compensation and Working Conditions. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690, 312-353-1880. Reprints of the articles 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.