

News

United States
Department
of Labor



Bureau of Labor Statistics

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TRANSMISSION OF MATERIAL IN
THIS RELEASE IS EMBARGOED UNTIL
8:30 A.M. (EDT), TUESDAY, APRIL 27, 1993

EMPLOYMENT COST INDEX--March 1993

The Employment Cost Index (ECI) increased 1.2 percent before seasonal adjustment in the 3 months ended March 1993, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1993 level of 117.5 (June 1989=100) was 3.5 percent higher than in March 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 1.0 percent in the December 1992-March 1993 period, about the same as the 0.9 percent increase in September-December 1992. ECI wages and salaries rose 0.7 percent in December 1992-March 1993, about the same as the 0.8 percent increase for the previous period. Corresponding increases in benefit costs were 1.4 percent and 1.2 percent. (See Table A.)

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

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended March 1993
	1991			1992			1993		
	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	Mar.	
Compensation costs	1.2	0.9	0.9	1.0	0.7	0.9	0.9	1.0	3.5
Wages and salaries	1.0	0.7	0.7	0.8	0.6	0.5	0.8	0.7	2.7
Benefits	1.6	1.4	1.2	1.3	1.2	1.5	1.2	1.4	5.4

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.5 percent for the year ended March 1993--the same as for the year ended December 1992.

March 1992-93 wage and salary increases averaged 2.7 percent for private industry workers, compared with 3.0 percent for State and local government workers. These increases were similar to

those in the December 1991-92 period. The two groups of workers showed markedly different patterns of benefit cost gains, however.

State and local government workers' benefit cost increases slowed (4.8 percent in March 1992-93, down from 5.4 percent in December 1991-92). Benefit cost rises were dampened because several jurisdictions decreased payments into employee retirement funds during December 1992-March 1993.

Benefit cost increases in private industry, on the other hand, accelerated (5.6 percent in March 1992-93, up from 5.2 percent in December 1991-92). The higher rate of increase resulted from growth in nonproduction bonuses, State unemployment insurance costs, and contributions to savings and thrift plans, along with continued higher-than-average gains in employer costs for health and workers' compensation insurance.

For the year ended in March 1993, compensation cost increases in private industry were higher for goods-producing industries than for service-producing industries (4.0 percent compared with 3.2 percent). Compensation cost gains in goods-producing industries ranged from 3.6 percent in nondurable goods manufacturing to 4.3 percent in durable goods manufacturing. Within the service-producing industries, compensation cost increases varied from 0.8 percent in finance, insurance, and real estate to 4.3 percent in public utilities and in health services.

Over-the-year compensation cost increases in private industry were about the same for white-collar (3.5 percent) and blue-collar workers (3.6 percent) and were slightly lower for service workers (3.3 percent). White-collar gains ranged from 1.2 percent for sales workers to 4.4 percent for professional specialty and technical workers. Blue-collar compensation cost increases ranged from 3.2 percent for transportation and material moving occupations to 3.9 percent for precision production, craft, and repair occupations.

Compensation cost gains over the year ended March 1993 were higher for union (4.2 percent) than for nonunion workers (3.3 percent). This pattern held for both the goods-producing and service-producing industries, although the difference was more pronounced in the service-producing industries.

ECI data for June 1993 will be released on Tuesday, July 27, 1993 at 8:30 A.M. (EDT)

Changes in wages and salaries and benefit costs, private industry, 1980-93

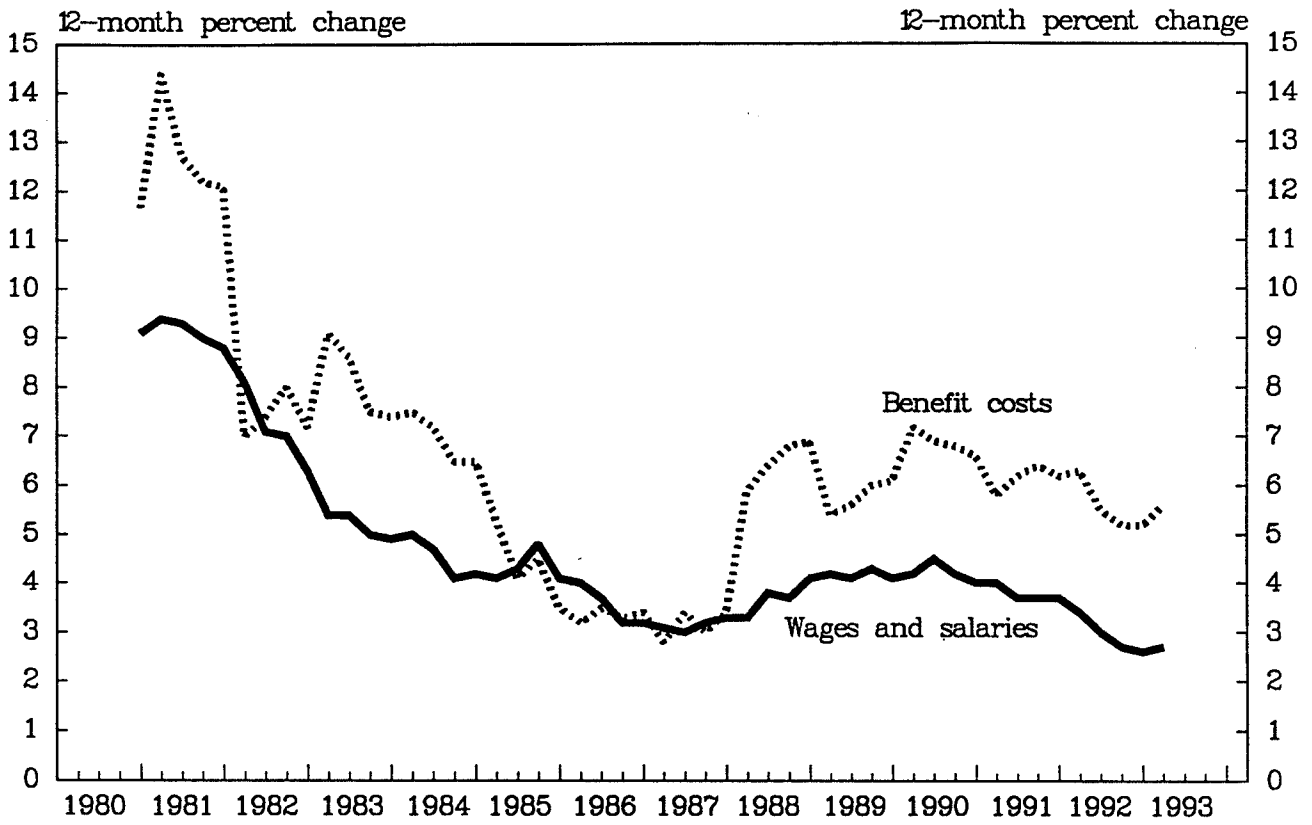


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1992	Mar. 1993	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993
	Civilian workers.....	116.1	117.3	1.2	0.9	0.9	1.0	0.7	0.9	0.9
State and local government.....	118.4	119.2	.9	.5	.8	.8	1.1	.8	.9	.7
Private industry workers.....	115.7	116.9	1.2	1.1	.9	1.0	.7	.8	.9	1.0
White-collar occupations 3/.....	115.9	117.4	1.0	1.0	.7	1.1	.7	.8	.7	1.3
Blue-collar occupations.....	115.2	116.5	1.0	1.2	.9	1.1	.8	.9	.8	1.1
Service occupations.....	115.9	117.2	1.6	1.4	.8	1.0	.7	.9	.5	1.1
Goods-producing industries 1/.....	116.2	117.7	1.4	.9	1.1	1.2	.8	.9	.9	1.3
Construction.....	113.8	115.0	.9	.6	.7	.6	.9	1.1	.8	1.1
Manufacturing.....	116.9	118.4	1.4	1.2	1.1	1.2	.9	.9	1.0	1.3
Durables.....	117.0	118.7	1.6	1.2	1.1	1.2	.9	.9	1.0	1.5
Nondurables.....	116.5	117.8	1.2	1.1	1.2	1.1	.8	.8	.9	1.1
Service-producing industries 2/.....	115.3	116.3	1.2	1.1	.8	.8	.7	.7	.9	.9
Transportation and public utilities... ..	113.8	114.7	1.5	1.2	1.0	.9	.7	.9	.9	.8
Wholesale trade.....	114.8	115.2	1.4	1.4	.5	.9	.6	.3	1.2	.3
Retail trade.....	113.6	114.8	1.0	1.1	.7	.4	.6	.8	.8	1.1
Finance, insurance, and real estate 3/.....	111.3	112.6	1.1	1.2	.3	1.5	-.8	.3	.2	1.2
Services.....	119.0	120.0	.9	1.2	1.0	1.0	1.2	.9	1.1	.8
Nonmanufacturing industries.....	115.3	116.2	1.1	1.1	.8	.8	.8	.7	.9	.8

NOTE: See footnotes at end of table 3.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1992	Mar. 1993	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993
Civilian workers.....	113.7	114.5	1.0	0.7	0.7	0.8	0.6	0.5	0.8	0.7
State and local government.....	116.4	117.2	.9	.5	.7	.7	1.0	.4	.9	.7
Private industry workers.....	113.0	113.9	1.0	.7	.8	.7	.5	.6	.7	.8
White-collar occupations ^{3/}	113.7	114.7	1.1	.9	.5	.9	.5	.5	.7	.9
Blue-collar occupations ^{3/}	111.6	112.5	.8	.7	.7	.8	.6	.6	.5	.8
Service occupations.....	112.8	113.6	1.3	1.2	.7	.7	.4	.6	.4	.7
Goods-producing industries ^{1/3/}	112.8	113.8	.9	.6	.9	.9	.6	.6	.6	.9
Construction.....	109.0	109.6	.6	.4	.7	.4	.5	.7	.4	.6
Manufacturing ^{3/}	113.7	114.7	.9	.8	.9	1.1	.6	.6	.7	.9
Durables ^{3/}	113.4	114.4	.9	.8	.9	.9	.5	.8	.6	.9
Nondurables.....	114.5	115.4	.9	.9	1.1	.9	.9	.5	1.1	.8
Service-producing industries ^{2/}	113.2	113.9	1.0	.9	.7	.6	.5	.5	.9	.6
Transportation and public utilities... Wholesale trade.....	111.9	113.0	.9	1.0	1.1	.9	.6	.6	.6	1.0
Retail trade.....	113.6	114.0	1.3	1.4	1.1	.9	.5	-.1	1.4	.4
Finance, insurance, and real estate ^{3/} Services.....	112.0	113.0	1.0	.9	.6	.3	.5	.6	.9	.9
	108.3	109.3	1.0	-.1	.4	1.0	-1.2	.0	1.1	.7
	116.1	116.9	.8	.9	.8	.8	1.1	.6	1.0	.7
Nonmanufacturing industries.....	112.7	113.4	.9	.8	.6	.7	.5	.5	.8	.6

NOTE: See footnotes at end of table 3.

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

Series	Indexes (June 1989=100)			Percent changes for 3-months ended								
	Dec. 1992	Mar. 1993		June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	
		Dec. 1992	Mar. 1993									
Civilian workers	122.9	124.6	124.6	1.6	1.4	1.2	1.3	1.2	1.5	1.2	1.4	
State and local government	123.3	123.9	123.9	.8	.6	.9	1.0	1.6	1.4	1.2	.5	
Private industry workers.....	122.7	124.8	124.8	1.8	1.6	1.4	1.3	1.2	1.3	1.2	1.7	
White-collar occupations.....	122.4	124.4	124.4	1.7	1.4	1.3	1.1	1.0	1.4	1.2	1.6	
Blue-collar occupations	122.7	125.1	125.1	1.8	2.0	1.1	1.9	1.0	1.3	1.3	2.0	
Service occupations.....	124.9	127.5	127.5	2.1	1.7	1.4	1.4	1.5	1.6	1.1	2.1	
Goods-producing industries 1/.....	124.0	126.8	126.8	2.1	1.8	1.2	1.7	1.1	1.5	1.4	2.3	
Manufacturing.....	123.6	125.9	125.9	2.4	1.9	1.5	1.3	1.2	1.3	1.7	1.9	
Service-producing industries 2/.....	121.6	123.1	123.1	1.6	1.5	1.3	1.1	1.1	1.4	1.0	1.2	
Nonmanufacturing industries.....	122.4	123.9	123.9	1.6	1.5	1.3	1.1	1.2	1.4	1.2	1.2	

1/ Includes mining, construction, and manufacturing

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

3/ No identifiable seasonality was found for this series

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

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended			12 Months Ended		
	Mar. 1992	Mar. 1993	Mar. 1992	Dec. 1992	Mar. 1993	Mar. 1992	Dec. 1992	Mar. 1993
Civilian workers	113.5	117.5	1.2	0.6	1.2	4.0	3.5	3.5
Excluding sales	113.6	117.9	1.1	.6	1.3	4.0	3.6	3.8
Workers, by occupational group								
White-collar occupations	113.9	117.9	1.0	.7	1.1	3.7	3.4	3.5
Excluding sales	114.2	118.6	.9	.8	1.2	3.8	3.5	3.9
Professional specialty and technical	115.4	120.1	.9	.6	.8	4.0	4.1	4.1
Executive, administrative, and managerial	113.0	116.9	1.5	.8	1.7	3.3	2.2	3.5
Administrative support, including clerical	113.9	118.3	1.4	.7	1.3	4.3	4.1	3.9
Blue-collar occupations	112.6	116.7	1.4	.4	1.3	4.3	3.7	3.6
Service occupations	114.1	117.9	.9	.4	1.0	4.3	3.2	3.3
Workers, by industry division								
Goods-producing 1/	113.5	118.0	1.4	.8	1.5	4.5	3.8	4.0
Manufacturing	114.0	118.6	1.6	.7	1.8	5.0	3.8	4.3
Service-producing 2/	113.5	117.2	1.0	.7	.9	3.7	3.4	3.3
Services	115.5	120.1	.8	.8	.8	3.6	4.0	4.0
Health services	117.5	122.3	1.2	.9	.8	4.4	4.5	4.1
Hospitals	117.3	121.0	1.2	1.0	.8	4.5	4.4	4.0
Educational services	115.7	122.0	1.3	.7	.3	3.0	3.7	3.8
Public administration	114.0	117.6	1.2	.4	1.1	2.9	3.3	3.2
Nonmanufacturing	113.3	117.1	.9	.6	.9	3.6	3.3	3.4
State and local government workers	115.2	119.3	.7	.6	.6	3.0	3.7	3.6
Workers, by occupational group								
White-collar occupations	115.4	119.5	.7	.7	.5	2.9	3.8	3.6
Professional specialty and technical	115.5	119.6	.4	.6	.3	2.8	3.7	3.5
Executive, administrative, and managerial	115.0	119.0	1.1	.9	1.0	2.5	3.6	3.5
Administrative support, including clerical	115.4	119.2	1.2	.9	.6	3.2	3.9	3.3
Blue-collar occupations	114.2	118.3	1.2	.8	.4	3.4	4.3	3.6
Workers, by industry division								
Services	115.8	120.0	.4	.7	.3	3.0	3.7	3.6
Excluding schools 3/	115.1	119.6	.6	.9	.8	2.6	3.9	3.9
Health services	115.9	120.2	.9	.7	.7	2.9	3.7	3.7
Hospitals	115.9	120.4	.6	.7	.5	3.3	3.6	3.5
Educational services	115.7	120.0	.3	.7	.3	2.9	3.8	3.7
Schools	116.0	119.9	.3	.6	.3	3.1	3.7	3.6
Elementary and secondary	116.6	120.7	.3	.7	.0	3.3	3.9	3.5
Colleges and universities	114.0	118.4	.4	.3	1.0	2.4	3.3	3.9
Public administration	114.0	117.6	1.2	.4	1.1	2.9	3.3	3.2

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)		Percent Changes for			
			3 Months Ended		12 Months Ended	
	Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992	Mar. 1992	Mar. 1993
Private industry workers	113.1	115.6	1.3	0.7	4.2	3.5
Excluding sales	113.3	115.9	1.2	.7	4.3	3.7
White-collar occupations	113.4	115.9	1.1	.7	4.0	3.5
Excluding sales	113.8	116.6	1.0	.8	4.2	4.0
Professional, technical, and managerial	112.7	114.5	1.4	.5	3.5	4.4
Sales	111.6	112.6	1.8	.7	3.3	3.4
Administrative support, including clerical	113.6	116.4	1.5	.8	4.6	1.2
Blue-collar occupations	112.5	115.0	1.4	.6	4.3	4.0
Precision production, craft, and repair	112.2	115.0	1.1	.6	3.9	3.6
Machine operators, assemblers, and inspectors	113.9	115.8	2.1	.7	5.2	3.4
Transportation and material moving	110.4	113.0	1.3	.4	3.9	3.2
Handlers, equipment cleaners, helpers, and laborers	112.6	115.3	1.1	.6	4.2	3.7
Service occupations	113.5	115.9	1.0	.4	4.8	3.1
Production and nonsupervisory occupations	113.0	115.5	1.3	.6	4.2	3.6
Goods-producing industries 1/	113.5	116.1	1.4	.7	4.6	3.8
Excluding sales occupations	113.4	115.9	1.4	.6	4.6	3.9
White-collar occupations	113.6	116.7	1.2	1.0	4.4	4.4
Excluding sales	113.2	116.2	.9	1.0	4.3	4.3
Blue-collar occupations	113.4	115.8	1.6	.6	4.6	3.7
Service occupations	113.8	117.5	1.5	.5	5.5	5.4
Construction	110.6	113.8	.6	.6	3.0	3.9
Manufacturing	114.0	116.5	1.6	.7	5.0	4.0
White-collar occupations	113.6	116.6	1.1	1.0	4.4	4.5
Excluding sales	113.0	115.9	1.7	.8	4.3	4.4
Blue-collar occupations	114.2	116.4	2.0	.6	5.3	3.8
Service occupations	113.9	117.6	1.6	.5	5.7	5.6
Durable	114.1	116.7	1.8	.8	5.2	4.3
Nondurables	113.8	116.3	1.3	.8	4.6	3.6

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

Series	Indexes (June 1989=100)		Percent Changes for							
	Mar. 1992	Dec. 1992	3 Months Ended		12 Months Ended		Mar. 1993	Dec. 1992	Mar. 1993	
			Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992				
Service-producing industries 2/	112.8	115.2	116.4	1.1	0.7	1.0	4.0	3.2	3.2	3.2
Excluding sales occupations	113.2	115.9	117.3	1.0	.7	1.2	4.1	3.4	3.4	3.6
White-collar occupations	113.4	115.7	116.9	1.2	.6	1.0	3.9	3.2	3.2	3.1
Excluding sales	114.1	116.8	118.4	1.0	.6	1.4	4.2	3.4	3.4	3.8
Blue-collar occupations	110.4	113.2	114.3	.9	.7	1.0	3.6	3.5	3.5	3.5
Service occupations	113.4	115.7	116.8	.8	.4	1.0	4.6	2.8	2.8	3.0
Transportation and public utilities	111.1	113.5	114.8	1.3	.5	1.1	4.8	3.5	3.5	3.3
Transportation	109.9	111.8	112.8	1.2	.1	1.9	4.5	2.9	2.9	2.6
Public utilities	112.6	115.6	117.4	1.3	1.0	1.6	5.2	4.0	4.0	4.3
Communications	111.8	114.7	116.5	1.0	1.1	1.6	5.5	3.6	3.6	4.2
Electric, gas, and sanitary services	113.7	116.7	118.6	1.8	.7	1.6	5.0	4.5	4.5	4.3
Wholesale and retail trade	111.4	113.7	114.7	.6	.6	.9	3.7	2.7	2.7	3.0
Excluding sales occupations	111.5	114.1	115.4	.6	.5	1.1	3.5	3.0	3.0	3.5
Wholesale trade	112.5	114.4	115.3	1.3	1.1	.8	4.4	3.0	3.0	3.5
Excluding sales occupations	110.8	113.4	114.5	1.2	.4	1.0	4.0	3.3	3.3	3.1
Retail trade	111.7	113.3	114.1	.5	.0	.7	3.3	2.6	2.6	3.3
General merchandise stores	112.6	115.1	115.9	.8	.8	.7	3.1	2.0	2.0	2.9
Food stores	111.7	111.3	112.6	1.5	.2	1.2	3.1	1.2	1.2	.8
Finance, insurance, and real estate	112.5	113.0	114.9	1.0	.4	1.7	3.6	1.4	1.4	2.1
Excluding sales occupations	110.2	111.4	114.6	2.6	.4	2.9	2.6	3.7	3.7	4.0
Banking, savings and loan, and other credit agencies	113.2	115.2	114.3	2.3	.3	-.8	5.4	4.1	4.1	1.0
Insurance	115.3	118.9	120.1	1.1	.9	1.0	4.1	4.3	4.3	4.2
Business services	112.5	115.9	116.5	1.3	.6	1.5	2.0	4.3	4.3	3.6
Health services	117.9	121.8	123.0	1.2	1.0	1.0	4.7	4.5	4.5	4.3
Hospitals	117.7	121.6	122.7	1.4	1.2	.9	4.9	4.7	4.7	4.2
Nursing homes	-	-	-	-	.9	1.3	-	-	-	4.3
Educational services	115.8	120.0	120.5	.1	.6	.4	3.5	3.7	3.7	4.1
Colleges and universities	116.8	120.8	121.5	.4	.4	.6	4.9	3.9	3.9	4.0
Nonmanufacturing industries	112.7	115.1	116.3	1.1	.6	1.0	3.9	3.2	3.2	3.2
White-collar occupations	113.4	115.7	117.0	1.2	.7	1.1	3.9	3.2	3.2	3.9
Excluding sales	114.1	116.9	118.5	1.1	.8	1.4	4.2	3.5	3.5	3.5
Blue-collar occupations	110.7	113.4	114.6	.8	.5	1.1	3.3	3.3	3.3	3.5
Service occupations	113.4	115.7	116.8	.8	.4	1.0	4.6	2.8	2.8	3.0

- Data not available.

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)			Percent Changes for								
	1992		1993	3 Months Ended		12 Months Ended		1992		1993		
	Mar.	Dec.	Mar.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	
Workers, by bargaining status												
Union	113.1	115.9	117.8	1.8	0.6	1.6	5.2	4.3	4.3	4.2	4.0	
Blue-collar occupations	112.9	115.5	117.4	2.0	.6	1.6	5.1	4.3	4.3	4.0	4.0	
Goods-producing industries 1/	114.0	116.4	118.7	2.4	.6	2.0	5.7	4.6	4.6	4.1	4.3	
Service-producing industries 2/	111.9	115.2	116.7	.9	.5	1.3	4.5	3.9	3.9	4.3	4.3	
Manufacturing	114.8	116.9	119.8	2.8	.7	2.5	6.2	4.7	4.7	4.4	4.4	
Blue-collar occupations	114.7	116.8	119.6	2.8	.7	2.4	6.1	4.7	4.7	4.3	4.3	
Nonmanufacturing	111.8	115.1	116.3	1.1	.5	1.0	4.4	4.1	4.1	4.0	4.0	
Nonunion	113.1	115.5	116.8	1.1	.7	1.1	4.0	3.2	3.2	3.3	3.3	
Blue-collar occupations	112.2	114.6	115.9	.9	.6	1.1	3.6	3.1	3.1	3.3	3.3	
Goods-producing industries 1/	113.3	116.0	117.7	1.0	.8	1.5	4.1	3.4	3.4	3.9	2.9	
Service-producing industries 2/	113.0	115.2	116.3	1.1	.7	1.0	3.9	3.0	3.0	2.9	2.9	
Manufacturing	113.6	116.4	118.1	1.1	.8	1.5	4.4	3.6	3.6	4.0	4.0	
Blue-collar occupations	113.8	116.2	117.5	1.2	.6	1.1	4.4	3.3	3.3	3.3	3.3	
Nonmanufacturing	112.9	115.1	116.3	1.1	.7	1.0	3.8	3.0	3.0	3.0	3.0	
Workers, by region 5/												
Northeast	113.9	116.4	117.8	1.2	.8	1.2	4.1	3.5	3.5	3.4	3.4	
South	112.5	114.8	116.2	1.2	.6	1.2	3.8	3.2	3.2	3.3	3.3	
Midwest	113.8	116.1	117.9	1.4	.7	1.6	4.9	3.5	3.5	3.6	3.6	
West	111.9	114.9	116.2	.9	.7	1.1	4.1	3.6	3.6	3.8	3.8	
Workers, by area size												
Metropolitan areas	113.1	115.6	117.1	1.2	.7	1.3	4.2	3.4	3.4	3.5	3.4	
Other areas	113.1	115.6	117.0	1.7	.7	1.2	4.3	4.0	4.0	3.5	3.4	

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

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

Series	Indexes (June 1989=100)			Percent Changes for					
	1992		1993	3 Months Ended		12 Months Ended		1993	
	Mar.	Dec.	Mar.	Mar.	Dec.	Mar.	Dec.	Mar.	
Civilian workers	111.5	113.6	114.5	0.8	0.5	0.8	3.2	2.7	2.7
Excluding sales	111.6	113.9	114.8	.7	.6	.8	3.3	2.8	2.9
Workers, by occupational group									
White-collar occupations	112.2	114.5	115.4	.8	.7	.8	3.3	2.9	2.9
Excluding sales	112.6	115.1	116.2	.6	.6	1.0	3.3	2.9	3.2
Professional specialty and technical	113.6	116.7	117.5	.5	.6	1.7	3.4	3.3	3.4
Executive, administrative, and managerial	111.9	113.5	115.0	1.4	.6	1.3	3.1	1.8	2.8
Administrative support, including clerical	111.8	114.2	115.3	1.1	.7	1.0	3.6	3.3	3.1
Blue-collar occupations	109.8	111.9	112.7	.8	.5	.7	3.0	2.8	2.6
Service occupations	111.9	113.8	114.5	.5	.4	.6	3.8	2.2	2.3
Workers, by industry division									
Goods-producing 1/	110.7	112.9	113.8	.9	.6	.8	3.5	2.9	2.8
Manufacturing	111.5	113.7	114.7	1.1	.7	.9	3.8	3.1	2.9
Service-producing 2/	113.7	116.7	117.4	.6	.7	.6	3.2	2.7	2.7
Services	115.2	118.6	119.5	.8	.8	.8	3.9	3.6	3.3
Health services	115.4	118.0	118.9	.8	.8	.8	4.0	3.2	3.6
Hospitals	114.1	117.5	117.9	1.1	.5	.3	2.7	3.1	3.2
Educational services	111.9	113.6	114.4	.9	.4	.7	2.6	2.4	2.2
Public administration	111.5	113.6	114.4	.7	.5	.7	3.1	2.6	2.6
Nonmanufacturing	113.8	116.6	117.2	.5	.6	.5	2.9	3.0	3.0
State and local government workers									
Workers, by occupational group									
White-collar occupations	114.0	116.9	117.5	.4	.6	.5	2.7	3.0	3.1
Professional specialty and technical	114.5	117.6	118.1	.3	.5	.4	2.7	3.0	3.1
Executive, administrative, and managerial	112.7	114.9	116.5	.9	.7	.9	2.4	2.8	2.8
Administrative support, including clerical	112.5	115.6	116.2	.8	.7	.4	3.0	2.8	2.4
Blue-collar occupations				.8	.5	.5	3.1	3.6	3.3
Workers, by industry division									
Services	114.4	117.5	118.1	.3	.5	.5	2.8	3.0	3.2
Excluding schools 3/	114.8	117.4	118.4	.5	.9	.9	3.1	2.8	3.1
Health services	114.9	118.1	118.6	.4	.6	.6	3.4	3.0	3.2
Hospitals	114.5	117.1	117.6	.8	.5	.4	3.7	2.6	2.7
Educational services	114.3	117.6	118.0	.2	.6	.3	2.8	3.1	3.2
Schools	114.9	117.5	117.9	.3	.4	.3	2.8	3.1	3.1
Elementary and secondary	112.3	118.5	118.7	.2	.5	.2	1.9	3.3	3.3
Colleges and universities	111.9	114.3	115.5	.9	.2	1.0	1.9	3.5	2.8
Public administration		113.6	114.4		.4	.7	2.6	2.4	2.2

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992	Mar. 1993	Dec. 1993
Private industry workers	110.9	112.9	0.8	0.6	0.9	3.4	2.6	2.7
Excluding sales	111.1	113.2	.8	.6	.9	3.4	2.7	2.8
White-collar occupations	111.7	113.7	.9	.7	.9	3.5	2.7	2.7
Excluding sales	112.1	114.4	.9	.6	1.1	3.6	2.8	3.2
Professional specialty and technical	113.0	116.0	.9	.6	1.9	4.1	3.6	3.6
Executive, administrative, and managerial	111.6	113.2	.2	.6	1.3	3.1	1.6	2.8
Sales	109.7	110.7	1.7	.9	-.2	2.7	2.6	2.7
Administrative support, including clerical	111.6	114.0	1.1	.7	1.1	3.7	3.3	3.2
Blue-collar occupations	109.7	111.6	.8	.5	.8	3.1	2.6	2.6
Precision production, craft, and repair	109.3	111.5	.8	.5	.8	2.8	2.9	2.8
Machine operators, assemblers, and inspectors	110.9	112.4	1.0	.6	.7	3.5	2.4	2.1
Transportation and material moving	107.4	109.7	.7	.4	.3	2.8	2.8	2.4
Handlers, equipment cleaners, helpers, and laborers	110.6	112.6	.6	.4	.9	3.1	2.5	2.7
Service occupations	111.2	112.9	.5	.4	.5	4.0	2.1	2.1
Production and nonsupervisory occupations <u>5/</u>	110.6	112.6	.9	.5	.7	3.4	2.7	2.5
Goods-producing industries 1/	110.7	112.8	.9	.6	.9	3.5	2.8	2.8
Excluding sales occupations	110.5	112.6	.7	.5	.8	3.4	2.6	2.7
White-collar occupations	111.7	114.2	1.2	.9	1.1	4.0	3.4	3.3
Excluding sales	111.3	113.7	.7	.7	1.1	3.8	2.9	3.2
Blue-collar occupations	110.1	111.9	.8	.4	.8	3.1	2.5	2.5
Service occupations	110.1	113.1	.6	.8	.7	3.9	3.4	3.5
Construction	107.2	108.9	.4	.2	.6	2.0	2.0	2.1
Manufacturing	111.5	113.7	1.1	.7	.9	3.8	3.1	2.9
White-collar occupations	111.9	114.6	1.1	.9	1.2	4.0	3.5	3.7
Excluding sales	111.4	114.0	.6	.9	1.1	3.9	3.0	3.5
Blue-collar occupations	111.1	113.1	1.0	.6	1.1	3.5	2.8	2.5
Service occupations	110.1	113.4	.7	1.0	.8	4.1	3.8	3.8
Durables	111.2	113.4	.9	.6	.9	3.6	2.9	2.9
Nondurables	111.8	114.3	1.1	1.0	1.0	3.9	3.3	3.3

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

Series	Indexes (June 1989=100)			Percent Changes for					
	Mar. 1992		Mar. 1993		3 Months Ended		12 Months Ended		Mar. 1993
	Mar. 1992	Dec. 1992	Mar. 1993	Dec. 1992	Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992	
Service-producing industries 2/	111.1	113.0	113.9	0.8	0.6	0.8	3.3	2.5	2.5
Excluding sales occupations	111.5	113.7	114.8	.7	.6	1.0	3.5	2.7	3.0
White-collar occupations	111.7	113.6	114.5	.9	.7	1.0	3.3	2.6	3.0
Excluding sales	112.4	114.7	116.0	.7	.6	1.1	3.6	2.8	3.2
Blue-collar occupations	108.7	111.0	111.9	.8	.6	.8	2.9	3.0	2.9
Service occupations	111.3	112.9	113.5	.5	.3	.5	4.0	2.0	2.0
Transportation and public utilities	109.7	111.8	112.9	1.2	.5	1.0	4.1	3.1	2.9
Transportation	108.3	109.9	110.8	1.2	.1	.8	3.8	2.7	2.3
Public utilities	111.4	114.1	115.4	1.3	1.0	1.1	4.2	3.7	3.6
Communications	110.8	113.5	114.7	1.1	1.2	1.1	4.0	3.6	3.5
Electric, gas, and sanitary services	112.2	114.8	116.3	1.5	1.5	1.3	4.6	3.9	3.7
Wholesale and retail trade	109.9	112.3	113.0	.3	.7	.6	3.1	2.5	2.8
Excluding sales occupations	110.1	113.6	113.6	.5	.4	.9	3.1	2.9	2.2
Wholesale trade	111.4	113.5	113.9	1.0	1.4	.4	3.8	2.7	2.9
Excluding sales occupations	111.5	114.1	114.7	.9	.7	.5	3.3	3.3	2.9
Retail trade	109.3	111.8	112.6	.1	.4	.7	2.9	2.4	3.0
General merchandise stores	111.1	111.8	112.4	.5	.1	.5	3.1	1.1	1.2
Food stores	110.9	113.7	114.6	.5	.7	.8	3.7	3.0	3.3
Finance, insurance, and real estate	109.5	108.3	109.3	1.0	.1	.9	2.3	-1	-2
Excluding sales occupations	110.6	110.2	112.0	.2	.3	1.6	2.8	1.3	1.3
Banking, savings and loan, and other credit agencies	108.2	109.0	112.1	1.8	.4	2.8	1.5	2.5	3.6
Insurance	111.2	112.7	111.2	2.4	.0	-1.3	5.2	3.8	.0
Services	113.2	116.1	117.0	.9	.8	.8	3.4	3.5	3.4
Business services	111.0	113.9	114.2	.9	.5	.3	1.3	3.5	2.9
Health services	115.6	118.9	119.8	.9	.8	.8	4.1	3.8	3.6
Hospitals	115.4	118.3	119.3	.9	.9	.8	4.2	3.4	3.4
Nursing homes	-	-	-	-	.9	1.1	2	-	4.0
Educational services	113.4	117.1	117.5	.3	.5	.3	4.2	3.0	3.6
Colleges and universities	114.2	117.6	118.0	.0	.3	.3	4.2	3.0	3.3
Nonmanufacturing industries	110.7	112.6	113.4	.8	.6	.7	3.2	2.6	2.4
White-collar occupations	111.6	113.5	114.6	.9	.6	.8	3.3	2.6	2.5
Excluding sales	112.3	114.6	115.8	.7	.6	1.0	3.5	2.8	3.1
Blue-collar occupations	108.2	110.2	111.1	.7	.5	.8	2.6	2.5	2.7
Service occupations	111.3	112.9	113.4	.5	.3	.4	3.9	2.0	1.9

- Data not available.

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)		Percent Changes for								
	Mar. 1992	Dec. 1992	3 Months Ended		12 Months Ended		Mar. 1993	Mar. 1992	Dec. 1992	Mar. 1993	
			Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992					
Workers, by bargaining status											
Union.....	109.8	112.3	0.8	0.5	0.7	3.4	3.1	3.0			
Blue-collar occupations.....	109.1	111.3	.8	.5	.6	3.1	2.9	2.7			
Goods-producing industries 1/.....	109.6	111.7	.8	.5	.4	3.2	2.8	2.4			
Service-producing industries 2/.....	110.1	113.1	.8	.5	1.0	3.8	3.6	3.7			
Manufacturing.....	110.4	112.5	.9	.7	.6	3.5	2.8	2.5			
Blue-collar occupations.....	110.3	112.4	.9	.7	.6	3.5	2.8	2.5			
Nonmanufacturing.....	109.4	112.2	.7	.4	.7	3.4	3.3	3.3			
Nonunion.....	111.2	113.1	.8	.6	.9	3.3	2.5	2.6			
Blue-collar occupations.....	110.1	111.9	.8	.5	.8	3.1	2.5	2.5			
Goods-producing industries 1/.....	111.2	113.3	1.0	.6	1.0	3.6	2.9	2.9			
Service-producing industries 2/.....	111.2	113.0	.7	.6	.7	3.2	2.4	2.3			
Manufacturing.....	111.9	114.2	1.1	.7	1.1	3.9	3.2	3.1			
Blue-collar occupations.....	111.9	113.7	1.1	.5	.8	3.7	2.7	2.4			
Nonmanufacturing.....	110.9	112.7	.7	.6	.7	3.1	2.4	2.3			
Workers, by region 5/											
Northeast.....	111.7	113.7	.7	.6	.8	3.1	2.5	2.6			
South.....	110.8	112.7	1.1	.6	.8	3.2	2.8	2.5			
Midwest.....	110.7	112.5	.7	.6	.9	3.6	2.4	2.5			
West.....	110.2	112.8	.7	.5	.7	3.6	3.1	3.1			
Workers, by area size											
Metropolitan areas.....	110.9	112.9	1.2	.5	.9	3.4	2.5	2.7			
Other areas.....	110.7	112.8	1.2	.7	.6	3.3	3.1	2.5			

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

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

Series	Indexes (June 1989=100)			Percent Changes for					
	Mar. 1992		Mar. 1993	3 Months Ended		12 Months Ended			
	Dec. 1992	Dec. 1992	Mar. 1993	Mar. 1992	Dec. 1992	Mar. 1992	Dec. 1992	Mar. 1993	Mar. 1993
Civilian workers.....	118.6	122.5	125.0	2.0	0.9	2.0	5.7	5.3	5.4
State and local government workers.....	118.5	123.4	124.2	1.2	.9	.6	3.4	5.4	4.8
Private industry workers.....	118.6	122.2	125.2	2.1	.8	2.5	6.3	5.2	5.6
Workers, by occupational group									
White-collar occupations.....	118.4	122.0	124.7	1.7	.8	2.2	5.6	4.8	5.3
Blue-collar occupations.....	118.7	122.2	125.5	2.6	.8	2.7	6.9	5.6	5.7
Service occupations.....	120.0	124.6	127.7	1.9	.7	2.5	6.9	5.8	6.4
Workers, by industry division									
Goods-producing industries 1/.....	119.7	123.4	127.3	2.6	.9	3.2	7.0	5.7	6.3
Service-producing industries 2/.....	117.7	121.2	123.4	1.7	.7	1.8	5.7	4.8	4.8
Manufacturing.....	119.3	122.6	126.8	2.8	.9	3.4	7.3	5.6	6.3
Nonmanufacturing.....	118.2	122.0	124.2	1.7	.8	1.8	5.6	5.0	5.1
Workers, by bargaining status									
Union workers.....	119.2	122.5	126.6	3.5	.7	3.3	8.3	6.3	6.2
Nonunion workers.....	118.4	122.1	124.6	1.5	.9	2.0	5.4	4.7	5.2

1/ Includes mining, construction, and manufacturing.

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

3/ Formerly called Hospitals and other services.

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

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

5/ The regional coverage is as follows: Northeast-- Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South--Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest--Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West--Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Series	Indexes (June 1989=100)			Percent Changes for						
	Mar. 1992		Mar. 1993	3 Months Ended		12 Months Ended				
	Dec. 1992	Mar. 1993	Mar. 1993	Mar. 1992	Dec. 1992	Mar. 1993	Mar. 1992	Dec. 1992	Mar. 1993	
	COMPENSATION									
Aircraft manufacturing (SIC 3721).....	116.9	122.9	124.1	1.8	2.3	1.0	6.1	7.1	6.2	
White-collar occupations.....	114.2	119.0	120.5	2.0	1.7	1.3	5.6	6.3	5.5	
Blue-collar occupations.....	120.8	128.2	129.2	1.7	3.2	.8	6.7	7.9	7.0	
	WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721).....	113.6	117.2	117.9	0.9	1.0	0.6	4.8	4.1	3.8	
White-collar occupations.....	110.0	113.1	113.9	1.0	.8	.7	3.8	3.9	3.5	
Blue-collar occupations.....	119.0	123.3	123.9	.8	1.5	.5	6.3	4.5	4.1	
	BENEFIT COSTS									
Aircraft manufacturing (SIC 3721).....	124.1	135.1	137.6	3.7	4.8	1.9	8.7	12.9	10.9	
White-collar occupations.....	124.0	133.0	136.2	4.0	3.6	2.4	9.6	11.6	9.8	
Blue-collar occupations.....	124.2	137.7	139.3	3.2	6.3	1.2	7.5	14.4	12.2	

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

NOTE: SIC refers to the 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.

The costs per hour worked of compensation components, based on March 1992 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1992." 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, 1975-92, (Bulletin 2413); 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.