

# News

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Department  
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Bureau of Labor Statistics

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## EMPLOYMENT COST INDEX - JUNE 1988

The Employment Cost Index (ECI) rose 1.1 percent in the 3 months ended in June 1988 to a level of 142.1 (June 1981=100), the U.S. Department of Labor's Bureau of Labor Statistics reported today. For the year ended in June, the increase was 4.6 percent. The ECI measures changes in compensation costs--wages, salaries, and employer costs for employee benefits. It is not seasonally adjusted.

The 1.1 percent increase in compensation costs in the March-June 1988 period was above the 0.7 percent gain in the same period a year ago. This acceleration, resulting primarily from higher health insurance costs and wage and salary increases, was concentrated in private industry. (See table 1.) For state and local government workers, compensation cost increases were the same in March-June 1988 as they were a year ago (0.3 percent).

The 4.6 percent increase in compensation costs for the year ended in June 1988 was above the 3.3 percent increase a year ago. This over-the-year pattern was not as pronounced for state and local government workers (5.0 percent, up from 4.7 percent) as for private industry workers (4.5 percent, up from 3.0 percent). The table below shows over-the-year changes in private industry since September of 1985:

### 12-month percent changes in the ECI, private industry workers

	12-months ended	Compensation costs	Wages and salaries	Benefit costs
1985	Sept.	4.7	4.8	4.4
	Dec.	3.9	4.1	3.5
1986	March	3.8	3.9	3.2
	June	3.8	3.7	3.5
	Sept.	3.2	3.1	3.3
	Dec.	3.2	3.1	3.4
1987	March	3.1	3.2	2.9
	June	3.0	3.0	3.3
	Sept.	3.3	3.3	3.1
	Dec.	3.3	3.3	3.5
1988	March	3.9	3.3	5.8
	June	4.5	3.7	6.4

Benefit cost increases in private industry for the year ended in June 1988 (6.4 percent) were almost twice as large as they were a year ago (3.3 percent). (See table 5.) The large over-the-year increases in benefit costs resulted primarily from a rise in the employer's social security tax rate from 7.15 to 7.51 percent occurring in the first quarter of 1988 and higher health insurance costs in both the first and second quarters of 1988.

Wage and salary gains in private industry for the year ended in June 1988 (3.7 percent) also were higher than they were a year ago (3.0 percent). (See table 4.) This relationship held for both white-collar occupations (4.0 percent, up from 3.3 percent) and blue-collar occupations (3.6 percent, up from 2.3 percent). Wage and salary gains for service occupations were the same as a year ago (3.0 percent).

Over-the-year pay gains in private goods-producing industries (3.8 percent) were about the same as those in service-producing industries (3.7 percent). The pattern differed, however, for occupational groups within those industry categories. In goods-producing industries, pay increases were higher for white-collar occupations (4.3 percent) than for blue-collar occupations (3.5 percent) and service occupations (3.0 percent). In service-producing industries, on the other hand, pay increases were about the same for white-collar (3.8 percent) and blue-collar occupations (3.7 percent), while those for service occupations were lower (2.9 percent).

June 1987-88 wage and salary advances for nonunion workers (4.0 percent) exceeded those for union workers (2.9 percent), as they have since 1983-84. With benefit cost increases included, however, compensation cost increases for nonunion and union workers were similar (4.5 percent and 4.3 percent, respectively). In manufacturing, compensation cost increases for union workers (5.8 percent) exceeded those for nonunion workers (4.5 percent). With the comparison limited to blue-collar workers in manufacturing, the difference was even larger (6.0 percent for union workers, compared with 4.3 percent for nonunion). (See tables 6 and 7.)

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 \* This release includes, for the first time, new ECI series on changes in \*  
 \* compensation costs for broad occupational categories within private \*  
 \* goods-producing, service-producing, manufacturing, and nonmanufacturing \*  
 \* industries (tables 3 and 4), as well as for blue-collar occupations \*  
 \* by union status in all private industry and in manufacturing (tables \*  
 \* 6 and 7). To incorporate these new series, the tables in this release \*  
 \* have been rearranged: Tables 3 and 4 now include both industry and \*  
 \* occupation data, table 5 includes benefit cost changes, and tables 6 \*  
 \* and 7 include data by union status, region, and area size. \*  
 \* \*  
 \* This release also includes first-time estimates of quarterly changes in \*  
 \* compensation costs and in wages and salaries for workers in state and \*  
 \* local government hospitals. (See tables 1 and 2.) The addition of \*  
 \* these series is part of the Federal government's effort to improve \*  
 \* statistical programs for service-producing industries. \*  
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ECI data for September 1988 will be released on Tuesday, October 25, 1988, at 10:00 a.m. E.D.T.

## EMPLOYMENT COST INDEX: Private Industry

Percent changes for 12-month periods ending March, June, September and December, for total compensation, wages and salaries, and benefit costs

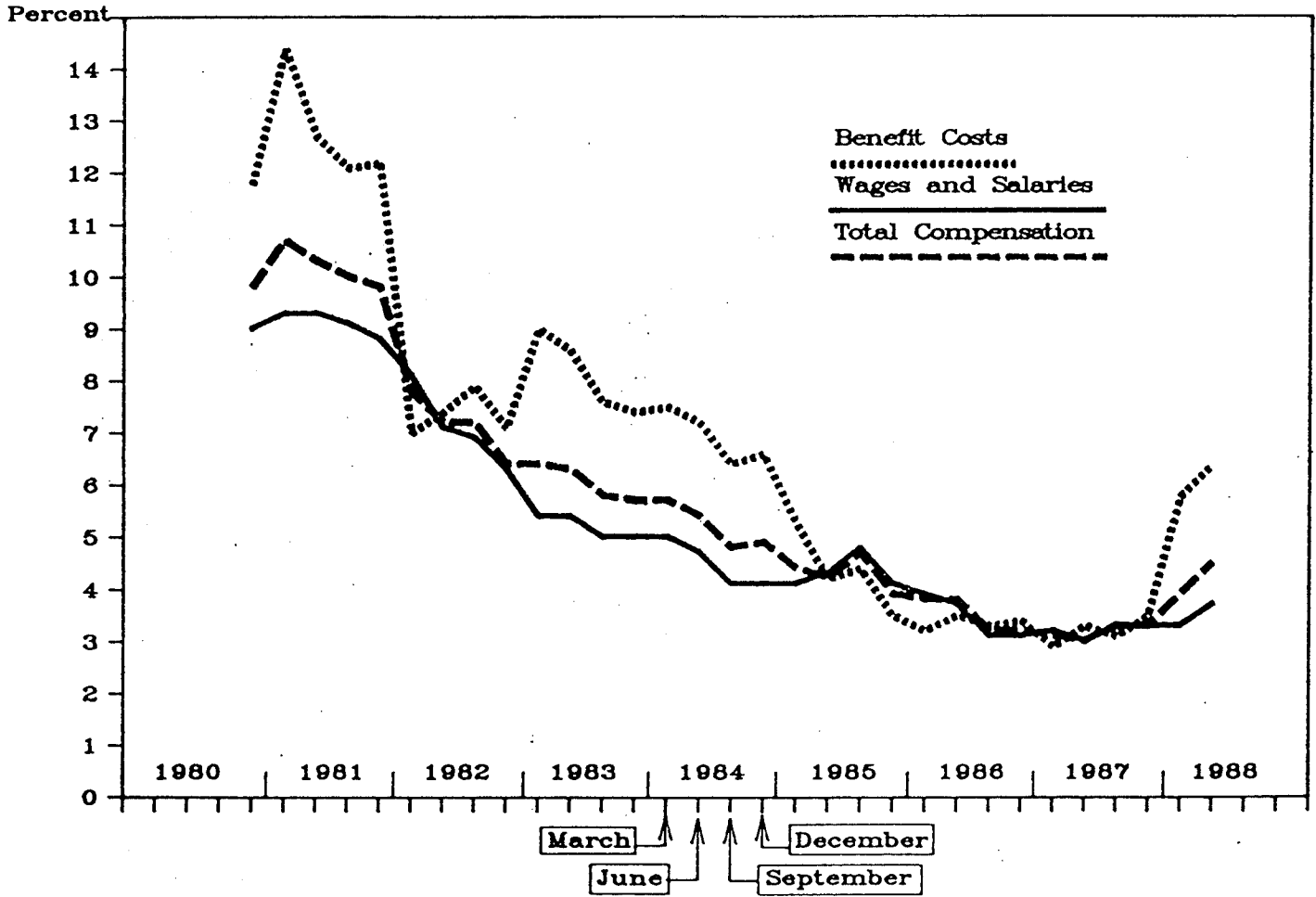


Table 1. Employment Cost Index by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for						
	June 1987	Mar. 1988	June 1988	3 Months Ended		12 Months Ended		June 1988	
				June 1987	Mar. 1988	June 1987	Mar. 1988		
Civilian workers .....	135.9	140.6	142.1	0.7	1.4	1.1	3.3	4.1	4.6
Workers, by occupational group									
White-collar occupations.....	139.3	144.2	145.7	.6	1.4	1.0	3.8	4.1	4.6
Blue-collar occupations.....	130.1	134.7	136.2	.8	1.7	1.1	2.6	4.3	4.7
Service occupations.....	138.5	142.9	144.3	.4	1.5	1.0	3.6	3.6	4.2
Workers, by industry division									
Goods-producing 1/.....	131.1	135.8	137.3	.7	1.7	1.1	2.3	4.3	4.7
Manufacturing.....	131.5	136.8	138.1	.6	2.0	1.0	2.2	4.7	5.0
Service-producing 2/.....	138.9	143.6	145.1	.6	1.3	1.0	3.9	4.0	4.5
Services.....	145.8	152.8	153.8	.4	1.5	1.7	4.6	5.2	5.5
Health services.....	-	-	-	.6	1.2	1.4	4.7	4.3	5.1
Hospitals.....	-	-	-	.8	1.3	1.4	4.5	5.1	5.7
Public administration.....	144.7	150.3	151.2	.4	1.5	.6	4.9	4.3	4.5
Nonmanufacturing.....	137.8	142.3	143.9	.7	1.3	1.1	3.8	3.9	4.4
Private industry workers .....	133.8	138.1	139.8	.7	1.5	1.2	3.0	3.9	4.5
Workers, by occupational group									
White-collar occupations.....	137.0	141.2	143.0	.7	1.4	1.3	3.4	3.7	4.4
Blue-collar occupations.....	129.5	134.1	135.6	.9	1.7	1.1	2.5	4.4	4.7
Service occupations.....	135.2	138.6	140.1	.4	1.4	1.1	3.1	2.9	3.6
Workers, by industry division									
Goods-producing 1/.....	130.8	135.6	137.1	.7	1.8	1.1	2.3	4.4	4.8
Service-producing 2/.....	136.3	140.2	142.1	.7	1.3	1.4	3.6	3.6	4.3
State and local government workers.....	146.3	153.1	153.6	.3	1.3	.3	4.7	4.9	5.0
Workers, by occupational group									
White-collar occupations.....	147.5	154.8	155.2	.2	1.4	.3	5.0	5.2	5.2
Blue-collar occupations.....	141.3	145.9	145.9	.4	1.1	.0	3.7	3.0	3.3
Workers, by industry division									
Services.....	147.6	155.2	155.6	.2	1.4	.3	4.8	5.4	5.0
Hospitals and other services 3/.....	143.3	150.3	150.4	.6	2.7	.1	3.9	5.5	5.0
Health services.....	-	-	-	.6	1.1	.4	3.8	5.0	4.8
Hospitals.....	-	-	-	-	-	.9	5.2	5.3	5.5
Schools.....	149.1	156.8	157.3	.1	.8	.3	5.2	5.6	5.8
Elementary and secondary.....	150.7	158.9	159.4	.1	.7	.3	5.2	5.6	5.8
Public administration.....	144.7	150.3	151.2	.4	1.5	.6	4.9	4.3	4.5

- Data not available.  
NOTE: See footnotes at end of tables.

WAGES AND SALARIES

Table 2. Employment Cost Index for wages and salaries only, by occupation and industry group  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for					
				3 Months Ended		12 Months Ended			
	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988
Civilian workers .....	133.5	137.4	138.7	0.5	1.0	0.9	3.2	3.5	3.9
Workers, by occupational group									
White-collar occupations.....	137.3	141.5	143.0	.5	.9	1.1	3.7	3.6	4.2
Blue-collar occupations.....	127.1	130.4	131.6	.7	.8	.9	2.4	3.3	3.5
Service occupations.....	134.7	138.0	139.3	.4	1.0	.9	3.6	2.8	3.4
Workers, by industry division									
Goods-producing 1/.....	128.5	132.2	133.4	.5	.9	.9	2.3	3.4	3.8
Manufacturing.....	129.5	133.3	134.4	.6	.8	.8	2.4	3.6	3.8
Service-producing 2/.....	136.5	140.5	141.9	.5	.9	1.0	3.8	3.5	4.0
Services.....	143.4	149.5	150.4	.5	.9	.6	4.7	4.8	4.9
Health services.....	-	-	-	.6	.7	1.6	5.0	4.0	4.9
Hospitals.....	-	-	-	.7	1.0	1.5	4.7	4.8	5.6
Public administration.....	141.0	145.5	146.4	.4	1.2	.6	4.8	3.6	3.8
Nonmanufacturing.....	135.2	139.0	140.5	.5	.9	1.1	3.7	3.3	3.9
Private industry workers .....	131.7	135.1	136.6	.7	1.0	1.1	3.0	3.3	3.7
Workers, by occupational group									
White-collar occupations.....	135.4	139.0	140.8	.6	1.0	1.3	3.3	3.3	4.0
Blue-collar occupations.....	126.6	129.9	131.1	.8	.8	.9	2.3	3.4	3.6
Service occupations.....	131.9	134.5	135.8	.4	1.0	1.0	3.0	2.4	3.0
Workers, by industry division									
Goods-producing 1/.....	128.3	132.0	133.2	.6	.9	.9	2.3	3.5	3.8
Service-producing 2/.....	134.3	137.5	139.3	.7	1.0	1.3	3.4	3.1	3.7
State and local government workers.....	142.8	148.7	149.1	.2	.9	.3	5.0	4.4	4.4
Workers, by occupational group									
White-collar occupations.....	144.1	150.5	150.8	.1	.8	.2	5.2	4.6	4.6
Blue-collar occupations.....	136.9	141.1	141.1	.4	1.1	.0	3.8	3.5	3.1
Workers, by industry division									
Services.....	144.2	150.7	151.1	.2	.8	.3	5.2	4.7	4.8
Hospitals and other services 3/.....	139.4	144.5	144.7	.6	1.6	.1	4.6	4.3	3.8
Health services.....	-	-	-	.6	.6	.7	4.1	4.3	4.3
Hospitals.....	-	-	-	-	-	.9	-	-	-
Schools.....	145.6	152.6	153.0	.1	.5	.3	5.4	4.9	5.1
Elementary and secondary.....	146.6	154.0	154.3	.1	.4	.2	5.2	5.1	5.3
Public administration.....	141.0	145.5	146.4	.4	1.2	.6	4.8	3.6	3.8

- Data not available.  
NOTE: See footnotes at end of tables.

COMPENSATION

Table 3. Employment Cost Index, private industry workers, by industry and occupation group  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for					
				3 Months Ended		6 Months Ended		12 Months Ended	
	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988
Private industry workers	133.8	138.1	139.8	0.7	1.5	1.2	3.0	3.9	4.5
Excluding sales	134.1	138.7	140.2	.8	1.5	1.1	3.2	4.2	4.5
White-collar occupations	137.0	141.2	143.0	.7	1.4	1.3	3.4	3.7	4.4
Excluding sales	138.2	143.0	144.6	.7	1.3	1.1	3.6	4.2	4.6
Professional specialty and technical	-	-	-	.6	1.5	1.2	3.5	4.4	5.0
Executive, administrative, and managerial	-	-	-	.7	1.9	1.1	3.9	3.5	3.9
Sales	-	-	-	.5	1.4	2.3	2.1	1.5	3.4
Administrative support, including clerical	-	-	-	1.0	1.9	1.0	3.5	4.9	4.9
Blue-collar occupations	129.5	134.1	135.6	.9	1.7	1.1	2.5	4.4	4.7
Precision production, craft, and repair	-	-	-	.8	1.4	1.0	2.4	4.1	4.3
Machine operators, assemblers, and inspectors	-	-	-	1.0	2.1	1.2	2.7	5.0	5.2
Transportation and material moving	-	-	-	1.1	1.6	1.7	3.0	4.0	4.7
Handlers, equipment cleaners, helpers, and laborers	-	-	-	.5	2.2	.7	2.0	4.6	4.9
Service occupations	135.2	138.6	140.1	.4	1.4	1.1	3.1	2.9	3.6
Goods-producing industries 1/	130.8	135.6	137.1	.7	1.8	1.1	2.3	4.4	4.8
Excluding sales occupations	130.5	135.2	136.8	.6	1.7	1.2	2.4	4.2	4.8
White-collar occupations	-	-	-	-	1.5	1.1	-	-	4.5
Excluding sales	-	-	-	-	1.8	1.2	-	-	4.6
Blue-collar occupations	-	-	-	-	2.2	.7	-	-	4.9
Service occupations	-	-	-	1.3	1.2	1.3	3.1	4.0	4.1
Construction	131.5	136.8	138.1	.6	2.0	1.0	2.2	4.7	5.0
White-collar occupations	-	-	-	-	1.7	.8	-	-	4.6
Excluding sales	-	-	-	-	1.7	.9	-	-	4.6
Blue-collar occupations	-	-	-	-	2.1	1.0	-	-	5.2
Service occupations	-	-	-	.7	2.2	1.9	-	-	5.1
Durables	-	-	-	.5	2.3	1.0	2.0	4.7	5.0
Nondurables	-	-	-	.5	1.5	.9	2.6	4.5	4.9

COMPENSATION

Table 3. Employment Cost Index, private industry workers, by industry and occupation group-Continued  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for					
	(June 1987)		3 Months Ended		12 Months Ended			
	June 1987	Mar. 1988	June 1987	Mar. 1988	June 1987	Mar. 1988	June 1987	June 1988
Service-producing industries 2/	136.3	140.2	0.7	1.3	1.4	3.6	3.6	4.3
Excluding sales occupations	137.4	141.9	.8	1.4	1.4	3.8	4.1	4.4
White-collar occupations	-	-	-	1.3	1.1	-	-	4.3
Excluding sales	-	-	-	1.6	1.1	-	-	4.6
Blue-collar occupations	-	-	-	1.2	1.0	-	-	4.3
Service occupations	-	-	-	1.1	1.2	-	-	3.5
Transportation and public utilities	-	-	1.1	1.1	1.0	2.8	3.2	3.1
Transportation	-	-	1.4	1.4	1.7	2.8	3.2	3.4
Public utilities	-	-	.9	.7	.3	2.9	3.1	2.6
Communications	-	-	-	.4	.2	-	-	-
Electric, gas, and sanitary services	-	-	-	1.1	.6	-	-	-
Wholesale and retail trade	-	-	1.5	1.3	1.9	3.4	3.6	4.0
Excluding sales occupations	-	-	1.1	1.2	1.4	3.5	3.7	3.9
Wholesale trade	-	-	1.5	.9	1.8	4.3	3.6	4.0
Excluding sales occupations	-	-	.7	1.1	1.1	3.1	3.8	4.3
Retail trade	-	-	1.4	1.5	1.9	3.0	3.5	4.0
Food stores	-	-	-	.8	.6	-	-	-
Finance, insurance, and real estate	-	-	-1.0	1.2	1.5	3.0	.6	3.1
Excluding sales occupations	-	-	.3	1.4	.8	4.0	3.3	3.8
Banking, savings and loan, and other credit agencies	-	-	1.1	3.3	.8	-	6.1	5.9
Insurance	-	-	-	.8	2.5	-	-	6.0
Services	-	-	.6	1.5	.9	4.3	5.2	5.5
Business services	-	-	1.1	1.4	1.1	-	6.1	6.1
Health services	-	-	.7	1.2	1.7	5.0	4.2	5.3
Hospitals	-	-	.7	1.3	1.5	4.6	5.1	5.9
Nonmanufacturing industries	135.1	138.9	.7	1.3	1.4	3.4	3.6	4.2
White-collar occupations	-	-	-	1.3	1.5	-	-	4.4
Excluding sales	-	-	-	1.3	1.2	-	-	4.6
Blue-collar occupations	-	-	-	1.3	1.2	-	-	4.2
Service occupations	-	-	-	1.3	1.1	-	-	3.5

- Data not available.  
NOTE: See footnotes at end of tables.

WAGES AND SALARIES

Table 4. Employment Cost Index for wages and salaries only, private industry workers, by industry and occupation group

(Not seasonally adjusted)

Series	Indexes 1981=100			Percent Changes for						
	(June 1987)			3 Months Ended		6 Months Ended		12 Months Ended		
	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988	
Private industry workers	131.7	135.1	136.6	0.7	1.0	1.1	3.0	3.3	3.7	
Excluding sales	132.1	135.9	137.2	.7	.9	1.0	3.0	3.6	3.9	
White-collar occupations	135.4	139.0	140.8	.6	1.0	1.3	3.3	3.3	4.0	
Excluding sales	137.1	141.5	142.9	.7	1.0	1.0	3.5	3.9	4.2	
Professional, specialty and technical	139.1	144.0	145.8	.5	1.0	1.3	3.8	4.0	4.8	
Executive, administrative, and managerial	136.4	139.9	141.3	.6	.5	1.0	3.3	3.2	3.6	
Sales	127.1	127.5	130.8	.3	1.1	2.6	2.3	.6	2.9	
Administrative support, including clerical	135.5	140.2	141.2	.9	1.5	.7	3.6	4.4	4.2	
Blue-collar occupations	126.6	129.9	131.1	.8	.8	.9	2.3	3.4	3.6	
Precision production, craft, and repair	128.8	132.1	133.4	.7	.8	1.0	2.5	3.3	3.6	
Machine operators, assemblers, and inspectors	126.7	129.9	131.2	1.0	.5	1.0	2.5	3.5	3.6	
Transportation and material moving	121.5	123.7	125.4	.8	.7	1.4	2.2	2.7	3.2	
Handlers, equipment cleaners, helpers, and laborers	122.6	126.7	127.5	.6	1.4	.6	1.9	3.9	4.0	
Service occupations	131.9	134.5	135.8	.4	1.0	1.0	3.0	2.4	3.0	
Goods-producing industries 1/	128.3	132.0	133.2	.6	.9	.9	2.3	3.5	3.8	
Excluding sales occupations	128.3	131.8	133.2	.5	.8	1.1	2.4	3.5	3.8	
White-collar occupations	-	-	-	-	1.3	.8	-	-	4.3	
Excluding sales	-	-	-	-	1.3	.9	-	-	4.3	
Blue-collar occupations	-	-	-	-	.6	1.0	-	-	3.5	
Service occupations	-	-	-	-	.3	.5	-	-	3.0	
Construction	122.7	125.9	127.6	.8	1.0	1.4	2.4	3.5	4.0	
Manufacturing	129.5	133.3	134.4	.6	.8	.8	2.4	3.6	3.8	
White-collar occupations	-	-	-	-	1.3	.7	-	-	4.2	
Excluding sales	-	-	-	-	1.3	.8	-	-	4.2	
Blue-collar occupations	-	-	-	-	.6	.8	-	-	3.4	
Service occupations	-	-	-	-	.2	.6	-	-	3.1	
Durables	128.7	132.1	133.1	.8	.8	.8	2.3	3.4	3.4	
Nondurables	131.0	135.6	136.7	.4	1.1	.8	2.4	3.9	4.4	



WAGES AND SALARIES

Table 4. Employment Cost Index for wages and salaries only, private industry workers, by industry and occupation  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for					
	June 1987	Mar. 1988	June 1988	3 Months Ended		6 Months Ended		12 Months Ended	
				June 1987	Mar. 1988	June 1987	June 1988	Mar. 1988	June 1988
Service-producing industries 2/	134.3	137.5	139.3	0.7	1.0	1.3	3.4	3.1	3.7
Excluding sales occupations	135.5	139.4	140.8	.8	.9	1.0	3.6	3.7	3.9
White-collar occupations	-	-	-	-	.8	1.0	-	-	3.8
Excluding sales	-	-	-	-	1.1	.8	-	-	4.2
Blue-collar occupations	-	-	-	-	1.0	1.0	-	-	3.7
Service occupations	-	-	-	-	1.0	1.0	-	-	2.9
Transportation and public utilities	129.3	131.3	132.5	.9	.8	.9	2.1	2.5	2.5
Transportation	-	-	-	1.3	.9	1.1	1.8	2.3	2.1
Public utilities	-	-	-	.7	.8	.6	2.6	2.7	2.7
Communications	-	-	-	-	.5	.5	-	-	-
Electric, gas, and sanitary services	-	-	-	-	1.2	.9	-	-	-
Wholesale and retail trade	129.9	131.9	134.6	1.6	.9	2.0	3.3	3.1	3.6
Excluding sales occupations	130.5	133.4	135.2	1.1	.8	1.3	3.3	3.3	3.6
Wholesale trade	137.2	139.0	141.7	1.8	.4	1.9	4.6	3.1	3.3
Excluding sales occupations	133.3	136.8	138.2	.7	.6	1.0	3.0	3.3	3.7
Retail trade	127.1	129.2	131.7	1.5	1.2	1.9	2.7	3.2	3.6
Food stores	-	-	-	-	.6	.5	-	-	-
Finance, insurance, and real estate	131.5	132.9	134.9	-1.5	1.0	1.5	2.7	-4	2.6
Excluding sales occupations	135.0	138.4	139.4	.2	.9	.7	3.8	2.7	3.3
Banking, savings and loan, and other credit agencies	-	-	-	1.1	3.0	.8	-	5.9	5.6
Insurance	-	-	-	-	.8	2.4	-	-	6.0
Services	142.8	148.6	149.8	.7	1.0	.8	4.3	4.8	4.9
Business services	-	-	-	1.3	.8	.8	-	5.8	5.4
Health services	-	-	-	.7	.7	1.9	5.1	3.9	5.2
Hospitals	-	-	-	.7	1.1	1.6	4.8	4.9	5.8
Nonmanufacturing industries	132.8	136.0	137.8	.7	.9	1.3	3.2	3.1	3.8
White-collar occupations	-	-	-	-	.9	1.5	-	-	3.9
Excluding sales	-	-	-	-	.8	1.1	-	-	4.2
Blue-collar occupations	-	-	-	-	.9	1.1	-	-	3.7
Service occupations	-	-	-	-	1.0	1.0	-	-	2.9

- Data not available.  
NOTE: See footnotes at end of tables.

BENEFITS

Table 5. Employment Cost Index for benefits only, private industry workers, by occupation and industry group  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for						
			3 Months Ended		12 Months Ended				
	June 1987	Mar. 1988	June 1987	Mar. 1988	June 1987	Mar. 1988			
Private industry workers.....	139.3	146.1	148.2	0.9	3.1	1.4	3.3	5.8	6.4
Workers, by occupational group									
White-collar occupations.....	141.2	147.3	149.3	.8	2.5	1.4	3.4	5.1	5.7
Blue-collar occupations.....	136.3	144.1	146.3	1.0	3.9	1.5	3.0	6.8	7.3
Service occupations.....	-	-	-	.2	2.7	1.4	3.6	4.4	5.6
Workers, by industry division									
Goods-producing industries 1/.....	136.5	144.1	146.1	.8	3.8	1.4	2.3	6.4	7.0
Service-producing industries 2/.....	141.9	148.1	150.1	.9	2.6	1.4	4.1	5.3	5.8
Manufacturing.....	136.0	144.5	146.4	.7	4.4	1.3	1.9	7.0	7.6
Nonmanufacturing.....	141.4	147.2	149.3	.9	2.4	1.4	4.1	5.1	5.6

- Data not available.  
NOTE: See footnotes at end of tables.

COMPENSATION

Table 6. Employment Cost Index, private industry workers, by bargaining status, region, and area size  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for		
				12 Months Ended		
	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988
Workers, by bargaining status						
Union	131.2	135.6	136.9	0.5	1.6	1.9
Blue-collar occupations	-	-	-	-	2.0	-
Goods-producing industries 1/	128.7	134.1	135.3	.5	2.1	1.6
Service-producing industries 2/	135.2	138.0	139.4	.6	1.0	2.5
Manufacturing	128.7	135.0	136.2	.5	2.7	1.4
Blue-collar occupations	-	-	-	-	2.8	-
Nonmanufacturing	133.5	136.2	137.5	.7	.8	2.4
Nonunion	134.6	138.9	140.7	.7	1.5	3.4
Blue-collar occupations	-	-	-	-	1.4	-
Goods-producing industries 1/	131.8	136.2	137.8	.8	1.6	2.8
Service-producing industries 2/	136.4	140.5	142.5	.8	1.4	3.8
Manufacturing	133.2	137.8	139.2	.8	1.6	2.7
Blue-collar occupations	-	-	-	-	1.5	-
Nonmanufacturing	135.3	139.4	141.5	.7	1.4	3.8
Workers, by region						
Northeast	138.6	143.7	145.9	.9	1.3	4.0
South	133.2	137.1	139.3	.8	1.3	2.8
Midwest (formerly North Central)	130.2	134.4	135.5	.9	2.1	3.2
West	134.2	138.3	139.5	.1	1.5	2.0
Workers, by area size						
Metropolitan areas	134.4	138.9	140.5	.7	1.6	3.0
Other areas	130.2	133.6	135.5	.9	1.2	3.0

- Data not available.

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 tables.

WAGES AND SALARIES

Table 7. Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for					
				3 Months Ended		12 Months Ended			
	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988	June 1987	Mar. 1988	June 1988
<b>Workers, by bargaining status</b>									
Union.....	128.3	131.0	132.0	0.5	0.4	0.8	1.7	2.6	2.9
Blue-collar occupations.....	-	-	-	-	.3	.7	-	-	2.9
Goods-producing industries <sup>1/</sup> .....	125.8	128.7	129.7	.6	.2	.8	1.4	3.0	3.1
Service-producing industries <sup>2/</sup> .....	132.2	134.4	135.4	.4	.6	.7	2.2	2.1	2.4
Manufacturing.....	126.2	129.6	130.4	.5	.2	.6	1.3	3.2	3.3
Blue-collar occupations.....	-	-	-	-	.2	.7	-	-	3.4
Nonmanufacturing.....	130.1	132.1	133.3	.5	.5	.9	2.1	2.0	2.5
Nonunion.....	132.8	136.4	138.1	.8	1.0	1.2	3.3	3.5	4.0
Blue-collar occupations.....	-	-	-	-	1.2	1.2	-	-	4.1
Goods-producing industries <sup>1/</sup> .....	129.6	133.6	135.0	.6	1.1	1.0	2.8	3.7	4.2
Service-producing industries <sup>2/</sup> .....	134.6	138.0	140.0	.7	1.0	1.4	3.6	3.3	4.0
Manufacturing.....	131.5	135.5	136.7	.7	1.2	.9	3.0	3.8	4.0
Blue-collar occupations.....	-	-	-	-	1.0	1.0	-	-	3.5
Nonmanufacturing.....	133.4	136.8	138.8	.8	1.0	1.5	3.5	3.3	4.0
<b>Workers, by region</b>									
Northeast.....	136.6	140.9	142.9	.9	.9	1.4	4.0	4.1	4.6
South.....	131.1	134.0	136.1	.8	.8	1.6	2.6	3.0	3.8
Midwest (formerly North Central).....	128.5	131.3	132.1	.9	1.1	.6	3.3	3.1	2.8
West.....	131.1	134.9	136.0	-.1	1.0	.8	1.7	2.8	3.7
<b>Workers, by area size</b>									
Metropolitan areas.....	132.4	135.8	137.3	.6	.9	1.1	3.0	3.2	3.7
Other areas.....	127.8	130.9	133.0	.9	.8	1.6	2.7	3.4	4.1

<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> Includes, for example, library, social, and health services.

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

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<sup>1</sup> 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, 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, nonproduction bonuses, and 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, nonproduction bonuses, and 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, supplemental unemployment plans, and merchandise discounts in department stores).

The ECI provides data for the civilian economy, which includes the total private economy, excluding farms and households, and the public sector, excluding 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 about 18,000 occupations within 3,400 sample establishments in private industry and about 3,500 occupations within 700 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. ECI statistics are neither annualized nor adjusted for seasonal influences.

The sample establishments are classified in industry categories based on the 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget.

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<sup>1</sup> The benefit cost indexes provide the change in the cost of benefits to a fixed labor force. They are not price indexes for a fixed market basket of benefits. Therefore, the indexes will change as a result of either a change in the price of benefits provided (for example, higher pay for holidays) or a change in the benefits (for example, an additional holiday).

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.

The costs per hour worked of compensation components, based on March 1988 data from the ECI, are published in a separate news release titled Employer Costs for Employee Compensation--March 1988. 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 a chapter in the BLS Handbook of Methods (Bulletin 2285), "The Employment Cost Index," and several articles published in the Monthly Labor Review. Reprints of these articles plus other descriptive pieces and a historical listing are available upon request. ECI historical data are also available on data diskettes formatted for use with Lotus 1-2-3.