

# News

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## EMPLOYMENT COST INDEX--March 1994

The Employment Cost Index (ECI) increased 0.9 percent before seasonal adjustment in the 3 months ended March 1994, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1994 level of 121.3 (June 1989=100) was 3.2 percent higher than in March 1993. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

### Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, ECI compensation costs rose 0.7 percent in the December 1993-March 1994 period, about the same as the 0.8 percent increase in September-December 1993. These cost increases have, however, declined fairly steadily since December 1992. ECI wages and salaries also rose 0.7 percent in December 1993-March 1994, the same as in the September-December 1993 period. Benefit cost increases in December 1993-March 1994 were about the same as in the preceding period (0.9 percent and 1.0 percent, respectively). (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 1994
	1992			1993			1994		
	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	Mar.	
Compensation costs.....	0.8	0.8	1.0	0.9	0.9	0.8	0.8	0.7	3.2
Wages and salaries.....	0.6	0.4	0.8	0.8	0.7	0.8	0.7	0.7	2.9
Benefit costs.....	1.2	1.5	1.3	1.3	1.3	0.9	1.0	0.9	4.1

For private industry workers, both wage and salary and benefit cost increases slowed. Wages and salaries rose 0.5 percent in the December 1993-March 1994 period, down from 0.8 percent in September-December 1993. Benefit cost gains were 0.9 percent and 1.1 percent in the corresponding periods. (See table 1.)

For state and local government workers, wage and salary increases were higher in December 1993-March 1994 than in the preceding period (0.8 percent, up from 0.6 percent), while benefit cost gains were about the same in the two periods (0.7 percent and 0.8 percent, respectively).

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.2 percent for the year ended March 1994, down from the 3.5 percent gain for the year ended December 1993. This pattern held for private industry workers (3.3 percent, down from 3.6 percent) but not for state and local government workers (2.8 percent in both periods). (See tables 2 and 3.)

For private industry workers, both wage and salary and benefit cost increases slowed. Wages and salaries rose 2.9 percent, down from 3.1 percent in the December 1992-93 period. Benefit cost increases slowed to 4.4 percent from 5.0 percent. The moderation in benefit cost gains reflected a continuing slowdown in the rate of increase in insurance costs for health and for workers' compensation (which still are rising more rapidly than other benefit costs) and in paid leave and supplemental unemployment benefits costs; smaller increases for these benefits more than offset an acceleration in the costs for nonproduction bonuses and payments into pension funds.

For the year ended in March 1993, compensation cost increases in private industry were higher for service-producing than for goods-producing industries (3.4 percent compared with 3.2 percent). Compensation cost gains in goods-producing industries were all in the 3.2 - 3.3 percent range. Within the service-producing industries, compensation cost increases varied from 1.1 percent in general merchandise stores to 4.9 percent in the insurance industry.

Over the year, compensation cost increases in private industry were higher for white-collar occupations (3.5 percent) than for blue-collar occupations (3.2 percent) or service occupations (2.9 percent). White-collar gains ranged from 3.3 percent for executive, administrative, and managerial occupations to 3.8 percent for sales occupations. Blue-collar compensation cost increases ranged from 2.9 percent for handlers, equipment cleaners, helpers, and laborers to 4.0 percent for transportation and material moving occupations.

Compensation cost gains over the year ended March 1994 were higher for union (3.5 percent) than for nonunion workers (3.3 percent). This pattern held for service-producing industries but not for goods-producing industries, where both union and nonunion workers showed the same 3.2 percent increase.

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

This release includes, for the first time, measures of wage and compensation changes for service occupations in state and local governments.

Beginning with the March 1995 news release, ECI estimates will be based on 1990 counts of occupational employment by industry, rather than on 1980 employment counts.

### BLS Data Now Available on the INTERNET

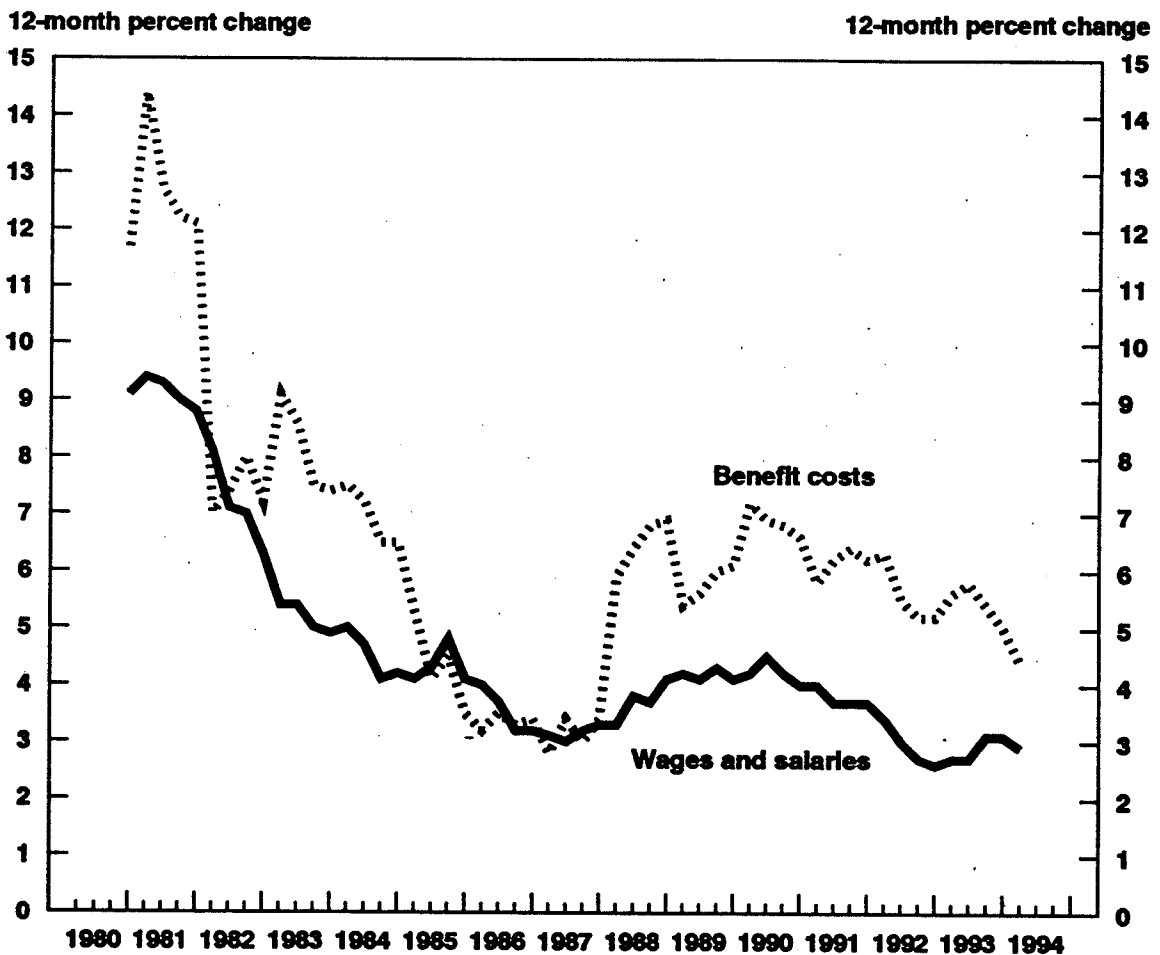
LABSTAT, the Bureau of Labor Statistics public database, provides current and historical data for many surveys as well as numerous press releases. LABSTAT on the Internet is composed of individual databases (in flat file format) corresponding to each of the surveys. Internet users should use Anonymous FTP to access BLS data: [stats.bls.gov](ftp://stats.bls.gov). Non-Internet users should use the limited dial-in service through a Bulletin Board Service to access BLS data; phone number (202) 606-7060.

The Employment Cost Index and Employer Costs for Employee Compensation are identified by the two-character survey name EC.

For each news release published by the BLS, the two most current issues are stored in the `pub/news.release` directory.

If you have questions or comments regarding the LABSTAT system on the Internet, address e-mail to [labstat.helpdesk@bls.gov](mailto:labstat.helpdesk@bls.gov).

### Changes in wages and salaries and benefit costs, private industry, 1980-94



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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1993	Mar. 1994	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993	Dec. 1993	Mar. 1994
<b>COMPENSATION</b>										
Civilian workers .....	120.2	121.0	0.8	0.8	1.0	0.9	0.9	0.8	0.8	0.7
State and local government .....	121.6	122.6	1.1	.8	.9	.7	.8	.5	.7	.8
Private industry workers .....	119.9	120.7	.8	.8	.9	1.0	.9	.8	.8	.7
White-collar occupations .....	120.4	121.4	.7	.8	1.0	1.0	.9	.9	.8	.8
Blue-collar occupations .....	119.6	120.2	.8	.9	.9	1.0	.9	.9	.8	.5
Service occupations .....	119.6	120.6	.6	1.0	.6	1.0	.8	.6	.7	.8
Goods-producing industries <sup>1</sup> ...	120.7	121.5	.7	1.0	1.0	1.2	.9	.8	.8	.7
Construction .....	116.7	118.7	.8	1.2	1.0	.9	.8	.6	.1	1.7
Manufacturing .....	121.7	122.1	.9	.9	1.0	1.2	1.1	.8	.9	.3
Durables .....	122.4	122.5	.9	1.0	1.0	1.3	1.1	1.0	1.1	.1
Nondurables .....	120.6	121.5	.7	.9	1.0	.9	.9	.8	.7	.7
Service-producing industries <sup>2</sup>	119.4	120.2	.7	.7	.9	.8	.9	.9	.9	.7
Transportation and public utilities .....	117.8	119.2	.5	1.0	.9	.9	.9	.8	.9	1.2
Wholesale trade .....	118.0	117.9	.5	.1	1.1	.6	.7	.5	1.1	-.1
Retail trade .....	117.0	117.7	.7	.8	.8	1.0	.5	.7	.8	.6
Finance, insurance, and real estate <sup>3</sup> .....	116.4	117.7	-.8	.3	.2	1.2	.4	2.3	.6	1.1
Services .....	123.1	124.3	1.2	.9	1.1	.9	.9	.9	.7	1.0
Nonmanufacturing industries ...	119.2	120.2	.8	.7	.9	.8	.9	.9	.8	.8
<b>WAGES AND SALARIES</b>										
Civilian workers .....	117.0	117.8	0.6	0.4	0.8	0.8	0.7	0.8	0.7	0.7
State and local government .....	119.5	120.4	1.0	.4	.9	.7	.8	.6	.6	.8
Private industry workers .....	116.5	117.1	.6	.4	.8	.8	.6	.9	.8	.5
White-collar occupations .....	117.6	118.2	.5	.4	.9	.8	.7	1.0	.9	.5
Blue-collar occupations <sup>3</sup> .....	114.8	115.6	.6	.6	.5	.8	.6	.8	.6	.7
Service occupations .....	115.3	116.4	.4	.6	.4	.6	.5	.5	.4	1.0
Goods-producing industries <sup>1,3</sup>	116.1	116.9	.6	.6	.6	.9	.6	.7	.7	.7
Construction .....	111.2	112.4	.4	.6	.5	.6	.5	.7	.1	1.1
Manufacturing <sup>3</sup> .....	117.3	118.0	.6	.6	.7	.9	.7	.7	.9	.6
Durables <sup>3</sup> .....	117.2	117.8	.5	.8	.6	.9	.6	.7	1.1	.5
Nondurables .....	117.7	118.2	.9	.5	1.1	.8	.7	.7	.6	.4
Service-producing industries <sup>2</sup>	116.7	117.3	.5	.4	.9	.7	.7	1.0	.8	.5
Transportation and public utilities .....	115.6	116.4	.7	.5	.8	.8	.9	.7	.8	.7
Wholesale trade .....	116.4	116.4	.5	-.2	1.3	.5	.6	.3	1.0	.0
Retail trade .....	115.2	115.5	.6	.7	.8	.8	.5	.7	.8	.3
Finance, insurance, and real estate <sup>3</sup> .....	112.9	113.7	-.12	.0	.1	.9	.0	2.7	.5	.7
Services .....	119.6	120.7	1.1	.6	1.0	.7	.9	.7	.8	.9
Nonmanufacturing industries ...	116.1	116.8	.5	.4	.8	.6	.7	1.0	.7	.6

See footnotes at end of table.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1993	Mar. 1994	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993	Dec. 1993	Mar. 1994
	<b>BENEFIT COSTS</b>									
Civilian workers .....	128.6	129.7	1.2	1.5	1.3	1.3	1.3	0.9	1.0	0.9
State and local government .....	126.8	127.7	1.5	1.5	1.1	.6	1.0	.4	.8	.7
Private industry workers .....	129.1	130.2	1.1	1.5	1.3	1.5	1.4	1.0	1.1	.9
White-collar occupations .....	128.1	130.1	1.0	1.5	1.2	1.5	1.1	.9	1.0	1.6
Blue-collar occupations .....	129.7	130.0	1.0	1.3	1.6	1.7	1.5	1.0	1.1	.2
Service occupations .....	132.0	132.6	1.5	1.8	1.1	1.8	1.3	1.1	1.1	.5
Goods-producing industries <sup>1</sup> ...	131.3	132.0	1.1	1.6	1.6	1.9	1.6	1.0	1.0	.5
Manufacturing .....	131.1	131.2	1.0	1.4	1.8	1.9	1.8	1.1	1.1	.1
Service-producing industries <sup>2</sup>	127.2	128.6	1.1	1.4	1.1	1.2	1.1	1.0	1.2	1.1
Nonmanufacturing industries ....	127.9	129.6	1.1	1.5	1.2	1.1	1.1	1.0	1.1	1.3

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

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail

trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> No identifiable seasonality was found for this series.

**Table 2. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, civilian and state and local government workers, by industry and occupational group**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Civilian workers .....	117.5	120.2	121.3	1.2	0.6	0.9	3.5	3.5	3.2
Excluding sales .....	117.9	120.5	121.6	1.3	.6	.9	3.8	3.5	3.1
Workers, by occupational group									
White-collar occupations .....	117.9	120.6	121.8	1.1	.6	1.0	3.5	3.4	3.3
Excluding sales .....	118.6	121.2	122.4	1.2	.6	1.0	3.9	3.4	3.2
Professional specialty and technical ...	120.1	122.5	123.7	.8	.4	1.0	4.1	2.9	3.0
Executive, administrative, and managerial .....	116.9	119.4	120.6	1.7	.7	1.0	3.5	3.8	3.2
Administrative support, including clerical .....	118.3	121.3	122.6	1.3	.7	1.1	3.9	3.9	3.6
Blue-collar occupations .....	116.7	119.4	120.4	1.3	.5	.8	3.6	3.6	3.2
Service occupations .....	117.9	120.5	121.6	1.0	.5	.9	3.3	3.3	3.1
Workers, by industry division									
Goods-producing <sup>1</sup> .....	118.0	120.6	121.9	1.5	.5	1.1	4.0	3.8	3.3
Manufacturing .....	118.6	121.3	122.5	1.8	.6	1.0	4.0	4.1	3.3
Service-producing <sup>2</sup> .....	117.2	120.0	121.0	.9	.6	.8	3.3	3.3	3.2
Services .....	120.1	122.9	123.8	.8	.6	.7	4.0	3.1	3.1
Health services .....	122.3	125.4	126.1	.8	.8	.6	4.1	3.4	3.1
Hospitals .....	122.0	125.0	125.9	.8	.9	.7	4.0	3.3	3.2
Educational services .....	120.1	122.9	123.2	.3	.2	.2	3.8	2.7	2.6
Public administration .....	117.6	120.0	121.5	1.1	.6	1.3	3.2	3.2	3.3
Nonmanufacturing .....	117.1	119.8	120.9	.9	.5	.9	3.4	3.3	3.2
State and local government workers .....	119.3	121.9	122.6	.6	.4	.6	3.6	2.8	2.8
Workers, by occupational group									
White-collar occupations .....	119.5	121.9	122.6	.5	.3	.6	3.6	2.5	2.6
Professional specialty and technical ...	119.6	122.0	122.5	.3	.2	.4	3.5	2.3	2.4
Executive, administrative, and managerial .....	119.0	121.6	122.8	1.0	.5	1.0	3.5	3.2	3.2
Administrative support, including clerical .....	119.2	121.6	122.7	.6	.5	.9	3.3	2.6	2.9
Blue-collar occupations .....	118.3	121.4	122.3	.4	.7	.7	3.6	3.1	3.4
Service occupations .....	119.1	122.1	123.1	.9	.6	.8	3.6	3.5	3.4
Workers, by industry division									
Services .....	120.0	122.6	123.1	.3	.3	.4	3.6	2.5	2.6
Excluding schools <sup>3</sup> .....	119.6	121.9	122.8	.8	.4	.7	3.9	2.8	2.7
Health services .....	120.2	123.1	124.2	.7	.7	.9	3.7	3.1	3.3
Hospitals .....	120.0	123.3	123.7	.5	1.1	.3	3.5	3.3	3.1
Educational services .....	120.0	122.7	122.9	.3	.3	.2	3.7	2.5	2.4
Schools .....	120.2	122.9	123.2	.3	.3	.2	3.6	2.5	2.5
Elementary and secondary .....	120.7	123.6	123.7	.0	.5	.1	3.5	2.4	2.5
Colleges and universities .....	118.4	120.7	121.5	1.0	-.1	.7	3.9	3.0	2.6
Public administration .....	117.6	120.0	121.5	1.1	.6	1.3	3.2	3.2	3.3

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

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail

trade; finance, insurance, and real estate; service industries; and public administration.

<sup>3</sup> Formerly called hospitals and other services.

**Table 3. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Private industry workers .....	117.1	119.8	121.0	1.3	0.6	1.0	3.5	3.6	3.3
Excluding sales .....	117.5	120.2	121.4	1.4	.6	1.0	3.7	3.7	3.3
White-collar occupations .....	117.4	120.2	121.5	1.3	.7	1.1	3.5	3.7	3.5
Excluding sales .....	118.3	121.0	122.4	1.5	.7	1.2	4.0	3.8	3.5
Professional specialty and technical .....	120.4	122.9	124.6	1.2	.6	1.4	4.4	3.3	3.5
Executive, administrative, and managerial .....	116.5	118.9	120.3	1.7	.7	1.2	3.4	3.8	3.3
Sales .....	112.9	116.5	117.2	.3	.8	.6	1.2	3.5	3.8
Administrative support, including clerical .....	118.1	121.2	122.5	1.5	.7	1.1	4.0	4.1	3.7
Blue-collar occupations .....	116.6	119.3	120.3	1.4	.5	.8	3.6	3.7	3.2
Precision production, craft, and repair .....	116.6	118.9	120.2	1.4	.2	1.1	3.9	3.4	3.1
Machine operators, assemblers, and inspectors .....	117.8	120.8	121.3	1.7	.7	.4	3.4	4.3	3.0
Transportation and material moving .....	113.9	117.0	118.5	.8	.9	1.3	3.2	3.5	4.0
Handlers, equipment cleaners, helpers, and laborers .....	116.8	119.1	120.2	1.3	.6	.9	3.7	3.3	2.9
Service occupations .....	117.2	119.5	120.6	1.1	.5	.9	3.3	3.1	2.9
Production and nonsupervisory occupations 1 .....	116.9	119.7	120.7	1.2	.6	.8	3.5	3.6	3.3
Goods-producing industries 2 .....	118.0	120.6	121.8	1.6	.6	1.0	4.0	3.9	3.2
Excluding sales occupations .....	117.8	120.1	121.4	1.6	.4	1.1	3.9	3.6	3.1
White-collar occupations .....	118.6	121.1	123.0	1.6	.5	1.6	4.4	3.8	3.7
Excluding sales .....	118.1	119.9	121.9	1.6	.2	1.7	4.3	3.2	3.2
Blue-collar occupations .....	117.6	120.2	121.1	1.6	.5	.7	3.7	3.8	3.0
Service occupations .....	120.0	122.4	123.5	2.1	.7	.9	5.4	4.2	2.9
Construction .....	114.9	116.5	118.6	1.0	-.3	1.8	3.9	2.4	3.2
Manufacturing .....	118.6	121.3	122.5	1.8	.6	1.0	4.0	4.1	3.3
White-collar occupations .....	118.7	121.3	122.7	1.8	.7	1.2	4.5	4.0	3.4
Excluding sales .....	118.0	119.9	121.3	1.8	.3	1.2	4.4	3.5	2.8
Blue-collar occupations .....	118.5	121.3	122.3	1.8	.7	.8	3.8	4.2	3.2
Service occupations .....	120.3	122.7	123.8	2.3	.8	.9	5.6	4.3	2.9
Durables .....	119.0	121.9	122.9	2.0	.7	.8	4.3	4.5	3.3
Nondurables .....	117.9	120.3	121.7	1.4	.5	1.2	3.6	3.4	3.2
Service-producing industries 3 .....	116.4	119.3	120.4	1.0	.7	.9	3.2	3.6	3.4
Excluding sales occupations .....	117.3	120.2	121.4	1.2	.8	1.0	3.6	3.7	3.5
White-collar occupations .....	116.9	119.8	121.0	1.0	.7	1.0	3.1	3.5	3.5
Excluding sales .....	118.4	121.4	122.7	1.4	.8	1.1	3.8	3.9	3.6
Blue-collar occupations .....	114.3	117.2	118.4	1.0	.5	1.0	3.5	3.5	3.6
Service occupations .....	116.8	119.1	120.2	1.0	.4	.9	3.0	2.9	2.9
Transportation and public utilities .....	114.8	117.5	119.2	1.1	.6	1.4	3.3	3.5	3.8
Transportation .....	112.8	115.7	117.1	.9	.8	1.2	2.6	3.5	3.8
Public utilities .....	117.4	119.9	121.7	1.6	.6	1.5	4.3	3.7	3.7
Communications .....	116.5	119.2	121.0	1.6	.6	1.5	4.2	3.9	3.9
Electric, gas, and sanitary services .....	118.6	120.8	122.7	1.6	.5	1.6	4.3	3.5	3.5
Wholesale and retail trade .....	114.7	117.1	117.6	.9	.6	.4	3.0	3.0	2.5
Excluding sales occupations .....	115.4	118.0	118.6	1.1	.9	.5	3.5	3.4	2.8

See footnotes at end of table.

**Table 3. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group — Continued**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Wholesale trade .....	115.3	117.8	117.9	0.8	1.0	0.1	2.5	3.0	2.3
Excluding sales occupations .....	116.0	118.7	119.3	1.0	.9	.5	3.1	3.3	2.8
Retail trade .....	114.5	116.8	117.5	1.0	.5	.6	3.3	3.0	2.6
General merchandise stores .....	114.1	116.3	115.3	.7	.7	-.9	2.1	2.6	1.1
Food stores .....	115.9	118.3	119.6	.7	1.0	1.1	2.9	2.8	3.2
Finance, insurance, and real estate .....	112.6	116.4	117.7	1.2	.6	1.1	.8	4.6	4.5
Excluding sales occupations .....	114.9	118.2	119.7	1.7	.6	1.3	2.1	4.6	4.2
Banking, savings and loan, and other credit agencies .....	114.6	117.8	118.7	2.9	.8	.8	4.0	5.7	3.6
Insurance .....	114.3	119.7	119.9	-.8	2.0	.2	1.0	3.9	4.9
Excluding sales occupations .....	118.6	122.7	124.4	1.2	.7	1.4	4.1	4.7	4.9
Services .....	120.1	123.1	124.4	1.0	.7	1.1	4.2	3.5	3.6
Business services .....	116.5	118.6	121.3	.5	.4	2.3	3.6	2.3	4.1
Health services .....	123.0	126.0	126.7	1.0	.8	.6	4.3	3.4	3.0
Hospitals .....	122.7	125.6	126.7	.9	.9	.9	4.2	3.3	3.3
Nursing homes .....	-	-	-	1.3	.9	1.2	4.3	3.9	3.9
Educational services .....	120.5	124.1	124.5	.4	.2	.3	4.1	3.4	3.3
Colleges and universities .....	121.5	125.3	125.7	.6	.2	.3	4.0	3.7	3.5
Nonmanufacturing industries .....	116.3	119.0	120.3	1.0	.5	1.1	3.2	3.4	3.4
White-collar occupations .....	117.0	119.9	121.1	1.1	.8	1.0	3.2	3.6	3.5
Excluding sales .....	118.5	121.4	122.8	1.4	.8	1.2	3.9	3.8	3.6
Blue-collar occupations .....	114.6	117.1	118.2	1.1	.4	.9	3.5	3.3	3.1
Service occupations .....	116.8	119.1	120.2	1.0	.4	.9	3.0	2.9	2.9

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

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

<sup>3</sup> Includes transportation, 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, region, and area size**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
<b>Workers, by bargaining status</b>									
Union .....	117.8	120.9	121.9	1.6	0.8	0.8	4.2	4.3	3.5
Blue-collar occupations .....	117.4	120.6	121.2	1.6	.8	.5	4.0	4.4	3.2
Goods-producing industries <sup>1</sup> .....	118.7	121.9	122.5	2.0	.7	.5	4.1	4.7	3.2
Service-producing industries <sup>2</sup> .....	116.7	119.6	121.0	1.3	.8	1.2	4.3	3.8	3.7
Manufacturing .....	119.8	123.0	123.6	2.5	.9	.5	4.4	5.2	3.2
Blue-collar occupations .....	119.6	122.9	123.5	2.4	.9	.5	4.3	5.2	3.3
Nonmanufacturing .....	116.3	119.3	120.5	1.0	.7	1.0	4.0	3.6	3.6
Nonunion .....	116.8	119.5	120.7	1.1	.6	1.0	3.3	3.5	3.3
Blue-collar occupations .....	115.9	118.2	119.6	1.1	.3	1.2	3.3	3.1	3.2
Goods-producing industries <sup>1</sup> .....	117.7	119.9	121.5	1.5	.4	1.3	3.9	3.4	3.2
Service-producing industries <sup>2</sup> .....	116.3	119.2	120.3	1.0	.7	.9	2.9	3.5	3.4
Manufacturing .....	118.1	120.6	122.0	1.5	.5	1.2	4.0	3.6	3.3
Blue-collar occupations .....	117.5	119.9	121.2	1.1	.4	1.1	3.3	3.2	3.1
Nonmanufacturing .....	116.3	119.0	120.2	1.0	.6	1.0	3.0	3.4	3.4
<b>Workers, by region <sup>3</sup></b>									
Northeast .....	117.8	120.7	121.6	1.2	.4	.7	3.4	3.7	3.2
South .....	116.2	118.8	120.0	1.2	.6	1.0	3.3	3.5	3.3
Midwest .....	117.9	121.2	122.8	1.6	.9	1.3	3.6	4.4	4.2
West .....	116.2	118.1	119.4	1.1	.3	1.1	3.8	2.8	2.8
<b>Workers, by area size</b>									
Metropolitan areas .....	117.1	119.8	120.9	1.3	.6	.9	3.5	3.6	3.2
Other areas .....	117.0	119.7	121.3	1.2	.8	1.3	3.4	3.5	3.7

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

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

<sup>3</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South

Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

**Table 5. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, civilian and state and local government workers, by industry and occupational group**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Civilian workers .....	114.5	117.1	117.8	0.8	0.6	0.6	2.7	3.1	2.9
Excluding sales .....	114.8	117.2	118.0	.8	.5	.7	2.9	2.9	2.8
<b>Workers, by occupational group</b>									
White-collar occupations .....	115.4	118.1	118.8	.8	.6	.6	2.9	3.1	2.9
Excluding sales .....	116.2	118.7	119.5	1.0	.6	.7	3.2	3.1	2.8
Professional specialty and technical ...	117.5	120.0	120.7	.7	.4	.6	3.4	2.8	2.7
Executive, administrative, and managerial .....	115.0	117.3	118.1	1.3	.7	.7	2.8	3.3	2.7
Administrative support, including clerical .....	115.3	118.0	118.9	1.0	.8	.8	3.1	3.3	3.1
Blue-collar occupations .....	112.7	115.0	115.8	.7	.5	.7	2.6	2.8	2.8
Service occupations .....	114.5	116.6	117.5	.6	.4	.8	2.3	2.5	2.6
<b>Workers, by industry division</b>									
Goods-producing <sup>1</sup> .....	113.8	116.2	117.0	.8	.7	.7	2.8	2.9	2.8
Manufacturing .....	114.7	117.3	118.0	.9	.9	.6	2.9	3.2	2.9
Service-producing <sup>2</sup> .....	114.8	117.5	118.2	.7	.6	.6	2.7	3.1	3.0
Services .....	117.4	120.0	120.9	.6	.4	.8	3.3	2.8	3.0
Health services .....	119.5	122.2	122.8	.8	.7	.5	3.6	3.0	2.8
Hospitals .....	118.9	121.7	122.4	.8	.8	.6	3.2	3.1	2.9
Educational services .....	117.9	120.7	121.0	.3	.2	.2	3.3	2.7	2.6
Public administration .....	114.4	116.6	117.9	.7	.6	1.1	2.2	2.6	3.1
Nonmanufacturing .....	114.4	117.0	117.7	.7	.5	.6	2.6	3.0	2.9
<b>State and local government workers</b> .....	117.2	119.7	120.4	.5	.3	.6	3.0	2.7	2.7
<b>Workers, by occupational group</b>									
White-collar occupations .....	117.5	119.9	120.6	.5	.3	.6	3.1	2.6	2.6
Professional specialty and technical ...	118.1	120.7	121.1	.4	.2	.3	3.1	2.6	2.5
Executive, administrative, and managerial .....	116.5	118.8	119.8	.9	.5	.8	2.8	2.9	2.8
Administrative support, including clerical .....	115.4	117.8	118.9	.4	.5	.9	2.4	2.5	3.0
Blue-collar occupations .....	116.2	119.0	119.7	.5	.5	.6	3.3	2.9	3.0
Service occupations .....	116.3	118.9	119.7	.7	.5	.7	2.7	2.9	2.9
<b>Workers, by industry division</b>									
Services .....	118.1	120.6	121.1	.5	.2	.4	3.2	2.6	2.5
Excluding schools <sup>3</sup> .....	118.4	120.4	121.3	.9	.2	.7	3.1	2.6	2.4
Health services .....	118.1	121.0	121.9	.6	.5	.7	2.8	3.1	3.2
Hospitals .....	117.6	120.7	121.2	.4	.7	.4	2.7	3.1	3.1
Educational services .....	118.0	120.6	120.9	.3	.2	.2	3.2	2.6	2.5
Schools .....	117.9	120.7	121.0	.3	.3	.2	3.1	2.7	2.6
Elementary and secondary .....	118.7	121.6	121.7	.2	.4	.1	3.3	2.6	2.5
Colleges and universities .....	115.5	117.7	118.6	1.0	-.1	.8	2.8	3.0	2.7
Public administration .....	114.4	116.6	117.9	.7	.6	1.1	2.2	2.6	3.1

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

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail

trade; finance, insurance, and real estate; service industries; and public administration.

<sup>3</sup> Formerly called hospitals and other services.

**Table 6. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Private industry workers .....	113.9	116.4	117.2	0.9	0.6	0.7	2.7	3.1	2.9
Excluding sales .....	114.2	116.6	117.5	.9	.6	.8	2.8	3.0	2.9
White-collar occupations .....	114.7	117.5	118.3	.9	.7	.7	2.7	3.3	3.1
Excluding sales .....	115.7	118.2	119.0	1.1	.7	.7	3.2	3.3	2.9
Professional specialty and technical .....	117.1	119.5	120.4	.9	.5	.8	3.6	3.0	2.8
Executive, administrative, and managerial .....	114.7	117.0	117.8	1.3	.7	.7	2.8	3.4	2.7
Sales .....	110.5	114.7	114.8	-.2	.8	.1	.7	3.6	3.9
Administrative support, including clerical .....	115.2	118.0	119.0	1.1	.8	.8	3.2	3.5	3.3
Blue-collar occupations .....	112.5	114.8	115.6	.8	.6	.7	2.6	2.9	2.8
Precision production, craft, and repair .....	112.4	114.7	115.5	.8	.4	.7	2.8	2.9	2.8
Machine operators, assemblers, and inspectors .....	113.2	115.6	116.2	.7	.8	.5	2.1	2.8	2.7
Transportation and material moving .....	110.0	112.6	113.5	.3	.8	.8	2.4	2.6	3.2
Handlers, equipment cleaners, helpers, and laborers .....	113.6	115.7	116.6	.9	.7	.8	2.7	2.8	2.6
Service occupations .....	113.5	115.3	116.3	.5	.3	.9	2.1	2.1	2.5
Production and nonsupervisory occupations <sup>1</sup> .....	113.4	115.9	116.6	.7	.5	.6	2.5	2.9	2.8
Goods-producing industries <sup>2</sup> .....	113.8	116.1	116.9	.9	.7	.7	2.8	2.9	2.7
Excluding sales occupations .....	113.5	115.6	116.4	.8	.6	.7	2.7	2.7	2.6
White-collar occupations .....	115.4	118.2	119.1	1.1	.8	.8	3.3	3.5	3.2
Excluding sales .....	114.9	116.8	117.7	1.1	.3	.8	3.2	2.7	2.4
Blue-collar occupations .....	112.8	114.9	115.6	.8	.7	.6	2.5	2.7	2.5
Service occupations .....	113.9	116.9	116.4	.7	1.0	-.4	3.5	3.4	2.2
Construction .....	109.5	111.1	112.2	.6	-.2	1.0	2.1	2.0	2.5
Manufacturing .....	114.7	117.3	118.0	.9	.9	.6	2.9	3.2	2.9
White-collar occupations .....	116.0	118.8	119.5	1.2	.9	.6	3.7	3.7	3.0
Excluding sales .....	115.3	117.2	118.0	1.1	.4	.7	3.5	2.8	2.3
Blue-collar occupations .....	113.9	116.2	116.9	.7	.9	.6	2.5	2.7	2.6
Service occupations .....	114.3	117.3	116.8	.8	1.1	-.4	3.8	3.4	2.2
Durables .....	114.4	117.2	117.8	.9	1.1	.5	2.9	3.4	3.0
Nondurables .....	115.5	117.5	118.3	1.0	.5	.7	3.3	2.8	2.4
Service-producing industries <sup>3</sup> .....	113.9	116.6	117.3	.8	.6	.6	2.5	3.2	3.0
Excluding sales occupations .....	114.8	117.4	118.3	1.0	.7	.8	3.0	3.3	3.0
White-collar occupations .....	114.5	117.3	118.0	.8	.7	.6	2.5	3.3	3.1
Excluding sales .....	116.0	118.7	119.6	1.1	.8	.8	3.2	3.5	3.1
Blue-collar occupations .....	111.9	114.6	115.5	.8	.4	.8	2.9	3.2	3.2
Service occupations .....	113.5	115.2	116.3	.5	.3	1.0	2.0	2.0	2.5
Transportation and public utilities .....	112.9	115.4	116.4	1.0	.6	.9	2.9	3.2	3.1
Transportation .....	110.8	113.4	114.2	.8	.7	.7	2.3	3.2	3.1
Public utilities .....	115.4	117.9	119.1	1.1	.6	1.0	3.6	3.3	3.2
Communications .....	114.7	117.1	118.4	1.1	.5	1.1	3.5	3.2	3.2
Electric, gas, and sanitary services .....	116.3	118.8	119.9	1.3	.5	.9	3.7	3.5	3.1
Wholesale and retail trade .....	113.0	115.4	115.5	.6	.6	.1	2.8	2.8	2.2
Excluding sales occupations .....	113.6	116.1	116.5	.9	.8	.3	3.2	3.1	2.6

See footnotes at end of table.

**Table 6. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group — Continued**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Wholesale trade .....	113.9	116.4	116.2	0.4	1.1	-0.2	2.2	2.6	2.0
Excluding sales occupations .....	114.7	117.5	117.8	.5	1.0	.3	2.9	3.0	2.7
Retail trade .....	112.6	115.0	115.2	.7	.4	.2	3.0	2.9	2.3
General merchandise stores .....	112.4	115.0	114.0	.5	.4	-.9	1.2	2.9	1.4
Food stores .....	114.6	115.9	117.0	.8	.9	.9	3.3	1.9	2.1
Finance, insurance, and real estate .....	109.3	112.9	113.7	.9	.5	.7	-.2	4.2	4.0
Excluding sales occupations .....	112.0	114.6	115.5	1.6	.5	.8	1.3	4.0	3.1
Banking, savings and loan, and other credit agencies .....	112.1	114.5	114.7	2.8	.7	.2	3.6	5.0	2.3
Insurance .....	111.2	116.6	116.0	-1.3	2.4	-.5	.0	3.5	4.3
Excluding sales occupations .....	115.8	119.2	120.6	.8	.8	1.2	3.7	3.7	4.1
Services .....	117.0	119.6	120.8	.8	.6	1.0	3.4	3.0	3.2
Business services .....	114.2	115.7	118.8	.3	.3	2.7	2.9	1.6	4.0
Health services .....	119.8	122.6	123.1	.8	.7	.4	3.6	3.1	2.8
Hospitals .....	119.3	122.0	122.8	.8	.8	.7	3.4	3.1	2.9
Nursing homes .....	-	-	-	1.1	.8	1.4	4.0	3.7	4.0
Educational services .....	117.5	120.9	121.2	.3	.2	.2	3.6	3.2	3.1
Colleges and universities .....	118.0	121.6	122.0	.3	.2	.3	3.3	3.4	3.4
Nonmanufacturing industries .....	113.4	116.0	116.8	.7	.5	.7	2.4	3.0	3.0
White-collar occupations .....	114.4	117.2	117.9	.8	.7	.6	2.5	3.3	3.1
Excluding sales .....	115.8	118.5	119.4	1.0	.8	.8	3.1	3.4	3.1
Blue-collar occupations .....	111.1	113.4	114.2	.8	.4	.7	2.7	2.9	2.8
Service occupations .....	113.4	115.1	116.3	.4	.3	1.0	1.9	1.9	2.6

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

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

<sup>3</sup> Includes transportation, 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, region, and area size**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
<b>Workers, by bargaining status</b>									
Union .....	113.1	115.7	116.5	0.7	0.8	0.7	3.0	3.0	3.0
Blue-collar occupations .....	112.0	114.5	115.1	.6	.7	.5	2.7	2.9	2.8
Goods-producing industries <sup>1</sup> .....	112.2	114.8	115.4	.4	.9	.5	2.4	2.8	2.9
Service-producing industries <sup>2</sup> .....	114.2	116.8	118.0	1.0	.7	1.0	3.7	3.3	3.3
Manufacturing .....	113.2	115.9	116.6	.6	1.1	.6	2.5	3.0	3.0
Blue-collar occupations .....	113.1	115.7	116.4	.6	1.1	.6	2.5	2.9	2.9
Nonmanufacturing .....	113.0	115.5	116.4	.7	.5	.8	3.3	2.9	3.0
Nonunion .....	114.1	116.6	117.4	.9	.6	.7	2.6	3.1	2.9
Blue-collar occupations .....	112.8	115.0	115.9	.8	.5	.8	2.5	2.8	2.7
Goods-producing industries <sup>1</sup> .....	114.4	116.7	117.6	1.0	.6	.8	2.9	3.0	2.8
Service-producing industries <sup>2</sup> .....	113.8	116.6	117.2	.7	.6	.5	2.3	3.2	3.0
Manufacturing .....	115.4	117.9	118.6	1.1	.8	.6	3.1	3.2	2.8
Blue-collar occupations .....	114.6	116.7	117.5	.8	.6	.7	2.4	2.6	2.5
Nonmanufacturing .....	113.5	116.1	116.9	.7	.5	.7	2.3	3.0	3.0
<b>Workers, by region <sup>3</sup></b>									
Northeast .....	114.6	117.3	117.8	.8	.4	.4	2.6	3.2	2.8
South .....	113.6	116.0	116.6	.8	.6	.5	2.5	2.9	2.6
Midwest .....	113.5	116.5	117.5	.9	1.1	.9	2.5	3.6	3.5
West .....	113.6	115.7	116.6	.7	.3	.8	3.1	2.6	2.6
<b>Workers, by area size</b>									
Metropolitan areas .....	113.9	116.5	117.2	.9	.6	.6	2.7	3.2	2.9
Other areas .....	113.5	115.8	117.0	.6	.7	1.0	2.5	2.7	3.1

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

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

<sup>3</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South

Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

**Table 8. BENEFITS (NOT SEASONALLY ADJUSTED): Employment Cost Index for benefits only, civilian, state and local, and private industry workers, by industry and occupational group**

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
Civilian workers .....	125.0	128.1	130.1	2.0	0.5	1.6	5.4	4.6	4.1
State and local government workers .....	124.2	127.0	127.9	.6	.6	.7	4.8	2.9	3.0
Private industry workers .....	125.2	128.3	130.7	2.5	.5	1.9	5.6	5.0	4.4
<b>Workers, by occupational group</b>									
White-collar occupations .....	124.7	127.6	130.5	2.2	.6	2.3	5.3	4.6	4.7
Blue-collar occupations .....	125.5	128.9	130.5	2.7	.4	1.2	5.7	5.5	4.0
Service occupations .....	127.7	131.5	132.9	2.5	.8	1.1	6.4	5.5	4.1
<b>Workers, by industry division</b>									
Goods-producing industries <sup>1</sup> .....	127.3	130.3	132.7	3.2	.2	1.8	6.3	5.6	4.2
Service-producing industries <sup>2</sup> .....	123.4	126.7	128.9	1.8	.8	1.7	4.8	4.5	4.5
Manufacturing .....	126.8	130.0	132.0	3.4	.2	1.5	6.3	6.0	4.1
Nonmanufacturing .....	124.2	127.4	129.9	1.8	.7	2.0	5.1	4.4	4.6
<b>Workers, by bargaining status</b>									
Union workers .....	126.6	130.6	131.9	3.3	.7	1.0	6.2	6.6	4.2
Nonunion workers .....	124.6	127.4	130.1	2.0	.4	2.1	5.2	4.3	4.4

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

<sup>2</sup> 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.

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

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1993	Dec. 1993	Mar. 1994	3 months ended			12 months ended		
				Mar. 1993	Dec. 1993	Mar. 1994	Mar. 1993	Dec. 1993	Mar. 1994
<b>COMPENSATION</b>									
Aircraft manufacturing (SIC 3721) .....	124.1	125.2	126.2	1.0	-1.2	0.8	6.2	1.9	1.7
White-collar occupations .....	120.5	121.8	122.7	1.3	-1.1	.7	5.5	2.4	1.8
Blue-collar occupations .....	129.2	129.8	130.9	.8	-1.3	.8	7.0	1.2	1.3
<b>WAGES AND SALARIES</b>									
Aircraft manufacturing (SIC 3721) .....	117.9	121.6	122.4	0.6	0.9	0.7	3.8	3.8	3.8
White-collar occupations .....	113.9	117.3	118.1	.7	.5	.7	3.5	3.7	3.7
Blue-collar occupations .....	123.9	127.9	128.7	.5	1.4	.6	4.1	3.7	3.9
<b>BENEFIT COSTS</b>									
Aircraft manufacturing (SIC 3721) .....	137.6	133.1	134.4	1.9	-5.0	1.0	10.9	-1.5	-2.3
White-collar occupations .....	136.2	132.5	133.5	2.4	-4.5	.8	9.8	-4	-2.0
Blue-collar occupations .....	139.3	133.5	135.0	1.2	-5.9	1.1	12.2	-3.1	-3.1

NOTE: SIC refers to the 1987 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

## EXPLANATORY NOTE

The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The wage and salary series and the benefit cost series provide the change for the two components of compensation.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the ECI are: Paid leave (vacations, holidays, sick leave, and other leave); supplemental pay (premium pay for overtime, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases); insurance benefits (life, health, and sickness and accident); retirement and savings benefits (pension and other retirement plans and savings and thrift plans); legally required benefits (social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other legally required benefits such as State temporary disability); and other benefits (severance pay and supplemental unemployment plans).

The ECI provides data for the civilian economy, which includes the total private economy and the public sector--excluding farms, households, and the Federal government. The private industry series and the State and local government series provide data for the two sectors separately.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of over 23,000 occupations within over 4,600 sample establishments in private industry and about 7,000 occupations within 1,000 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sample establishments are classified in industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget.

Within an establishment, specific job categories are selected to represent broader occupational definitions. Since June 1986, the jobs have been classified according to definitions used in the 1980 Census. Prior to June 1986, they were classified according to the 1970 Census. Differences between the two classification systems are slight, as indicated in the article "Introducing new weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review.

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since June 1986, employment counts from the 1980 Census have been used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, or area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly



comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the Monthly Labor Review.

Beginning with the March 1990 ECI release, indexes were rebased to June 1989=100. A description of the rebasing is included in the article "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review.

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to spot. ECI series are seasonally adjusted using either direct or composite seasonally adjusted estimates. Industry and occupational series, such as construction and service occupations, are adjusted directly. More aggregate series, such as civilian or private industry workers, use composite estimates. The composite estimates could be obtained by aggregating either the industry or the occupational components, and the results may differ depending on which method is used. The aggregate seasonally adjusted ECI series are estimated by aggregating the component seasonally adjusted industry series, so they are not necessarily a weighted average of the component occupation series.

The costs per hour worked of compensation components, based on March 1993 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1993." A description of the cost levels is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1980 Census weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-93, (Bulletin 2434); a chapter in the BLS Handbook of Methods (Bulletin 2414), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-606-7828, Telecommunications Device for the Deaf (TDD) phone: 202-606-5897, TDD Message Referral Phone Number: 1-800-326-2577.