

# News

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## EMPLOYMENT COST INDEX - MARCH 1998

The Employment Cost Index (ECI) for March 1998 was 136.3 (June 1989=100), an increase of 3.3 percent from March 1997, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

### Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, compensation costs for civilian workers (private industry plus state and local governments) rose 0.7 percent during the December 1997-March 1998 period. Three-month increases in compensation costs have ranged from 0.6 percent to 1.0 percent for the last seven years. Wages and salaries increased 0.8 percent during the December 1997-March 1998 period. The increase was 1.1 percent in the

Table A. 3-month percent changes in Employment Cost Index, seasonally adjusted

Compensation Component	June 96	Sep. 96	Dec. 96	Mar. 97	June 97	Sep. 97	Dec. 97	Mar. 98
<b>Civilian workers</b>								
Compensation costs	0.9	0.6	0.7	0.7	0.8	0.8	1.0	0.7
Wages and salaries	1.0	0.7	0.7	0.8	0.9	0.9	1.1	0.8
Benefit costs	0.7	0.5	0.6	0.3	0.5	0.5	0.8	0.4
<b>Private industry</b>								
Compensation costs	0.9	0.7	0.7	0.6	0.9	0.8	1.0	0.7
Wages and salaries	1.0	0.7	0.7	0.9	0.9	1.0	1.1	0.8
Benefit costs	0.7	0.6	0.6	0.1	0.6	0.5	0.9	0.3
<b>State and local government</b>								
Compensation costs	0.6	0.6	0.7	0.6	0.5	0.6	0.6	0.8
Wages and salaries	0.8	0.6	0.8	0.6	0.6	0.7	0.8	0.7
Benefit costs	0.5	0.4	0.7	0.4	0.3	0.3	0.3	0.8

### NOTES (See page 3 for details)

1. This release incorporates new seasonal adjustment factors.
2. BLS is evaluating the statistical reliability of ECI series. Some series may be discontinued.

September 1997-December 1997 period. Benefit costs increased 0.4 percent in the December 1997-March 1998 period, down from 0.8 percent in the September-December 1997 quarter.

Compensation costs for private industry workers increased 0.7 percent during the December 1997-March 1998 period. Over the past seven years, compensation increases have ranged from 0.6 to 1.0 percent in private industry. Wages and salaries rose 0.8 percent in March; in December, the increase was 1.1 percent. Benefit costs increased 0.3 percent in the March quarter, down from 0.9 percent in December. (See tables A and 1.)

Compensation costs for state and local government workers increased 0.8 percent during the December 1997-March 1998 period, following gains of 0.5 to 0.7 percent in the previous two and one-half years. Wages and salaries increased 0.7 percent in March; in the September-December quarter, the increase was 0.8 percent. Benefits increased 0.8 percent in the March quarter, up from 0.3 percent in the previous quarter. (See table 1.)

#### Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) were up 3.3 percent for the year ended March 1998. This compares with increases of 2.9 percent in March 1997 and 2.8 percent in March 1996. Compensation costs in private industry rose 3.5 percent in March 1998, up from 3.0 percent in March 1997 and 2.7 percent in March 1996. In contrast, compensation costs for state and local governments increased 2.5 percent for the year ended in March 1998. The gain for the year ended in March 1997 was also 2.5 percent, and in March 1996 the increase was 2.8 percent. (See tables B, 2, and 3.)

#### Private industry

In private industry, wages and salaries rose 4.0 percent for the year ended March 1998. Wages and salaries increased 3.4 percent in March 1997. (See tables B and 6.) Benefit costs for private industry workers increased 2.3 percent for the year ended in March 1998, compared with 2.0 percent in March 1997. (See chart A and tables B and 8.) Increases in costs for paid vacations, health insurance, nonproduction bonuses, and Social Security were partially offset by decreases in payments for state unemployment insurance and workers' compensation.

In private industry, over-the-year compensation cost increases were 3.8 percent for white-collar occupations, 2.7 percent for blue-collar occupations, and 4.2 percent for service occupations. Among the occupational groups, increases ranged from 2.5 percent for precision production, craft, and repair occupations and for transportation and material moving occupations to 4.8 percent for executive, administrative, and managerial occupations. (See table 3.)

Table B. 12-month percent changes in Employment Cost Index, not seasonally adjusted

Compensation component	Mar. 93	Mar. 94	Mar. 95	Mar. 96	Mar. 97	Mar. 98
<b>Civilian workers</b>						
Compensation costs	3.5	3.2	2.9	2.8	2.9	3.3
Wages and salaries	2.7	2.9	3.0	3.1	3.3	3.7
Benefit costs	5.4	4.1	2.8	1.8	2.0	2.2
<b>Private industry</b>						
Compensation costs	3.5	3.3	2.9	2.7	3.0	3.5
Wages and salaries	2.7	2.9	2.9	3.2	3.4	4.0
Benefit costs	5.6	4.4	2.9	1.6	2.0	2.3
<b>State and local government</b>						
Compensation costs	3.6	2.8	3.1	2.8	2.5	2.5
Wages and salaries	3.0	2.7	3.2	2.8	2.8	2.8
Benefit costs	4.8	3.0	2.5	2.7	2.0	1.7

For the year ended March 1998, the 2.8 percent rise in compensation costs in goods-producing industries was lower than the 3.9 percent increase in the service-producing industries. For the year ended March 1997, compensation costs rose 2.5 percent in goods-producing industries and 3.1 percent in service-producing industries. Among industry divisions, over-the-year increases ranged from 2.7 percent in construction to 6.3 percent in finance, insurance, and real estate. (See table 3.)

The 3.7 percent over-the-year increase in compensation costs for nonunion workers in private industry outpaced the 2.3 percent increase for union workers. The pattern was similar for service-producing industries where union compensation increased 2.6 percent and nonunion compensation increased 4.0 percent. For goods-producing industries, the increase for union workers was 2.1 percent, and the increase for nonunion workers was 3.0 percent. Compensation in blue-collar occupations increased 2.2 percent for union workers and 3.0 percent for nonunion workers. (See table 4.)

#### State and local government

In state and local governments, the March 1998 over-the-year increase in wages and salaries was less than in private industry. The March 1998 over-the-year increase was 2.8 percent, the same as reported for March 1997. Benefit costs for March 1998 increased 1.7 percent. In March 1997, the increase was 2.0 percent.

#### NOTES

The ECI for June 1998 is scheduled to be released Thursday, July 30, 1998, at 8:30 A.M. (EDT).

This release includes annual revisions in seasonally adjusted Employment Cost Index data for compensation costs, wages and salaries, and benefit costs. Seasonally adjusted data for 1993-1997 were revised to reflect updated seasonal factors. The seasonal factors for 1998 will be published in the Summer 1998 issue of the BLS periodical, Compensation and Working Conditions. Both the revised data and the seasonal factors are available upon request by calling (202) 606-6199 or sending e-mail to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov). Beginning in 1999, revised seasonal factors will be available shortly before the March news release.

The Bureau is evaluating published ECI series to assure that they meet statistical standards for reliability. Preliminary research has targeted 37 series for elimination from the news release. These series are marked with a footnote in the accompanying tables. Series that fail reliability standards will be removed from the news release beginning in September 1998 and will be available only upon request.

ECI data, as well as other data produced by BLS, are now available on the World Wide Web. The ECI home page address is: <http://stats.bls.gov/ecthome.htm> The BLS home page address is: <http://stats.bls.gov> To access data using Anonymous FTP, use the Internet address: <ftp://ftp.bls.gov>

For technical assistance in using the BLS Internet site, send e-mail to: [labstat.helpdesk@bls.gov](mailto:labstat.helpdesk@bls.gov) For ECI data requests, send e-mail to: [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov)

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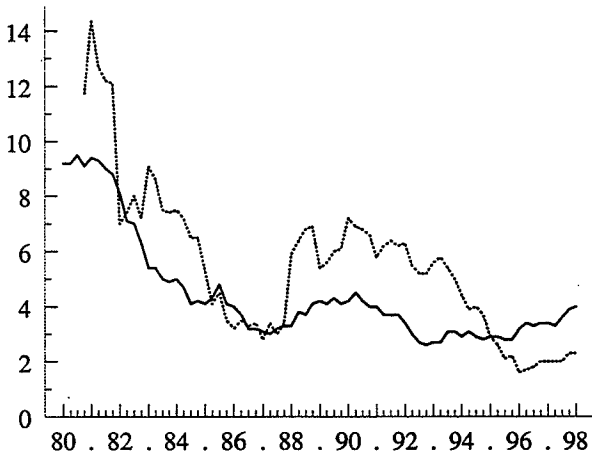
Text	4110
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# Employment Cost Index

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

Wages & salaries — Benefits —

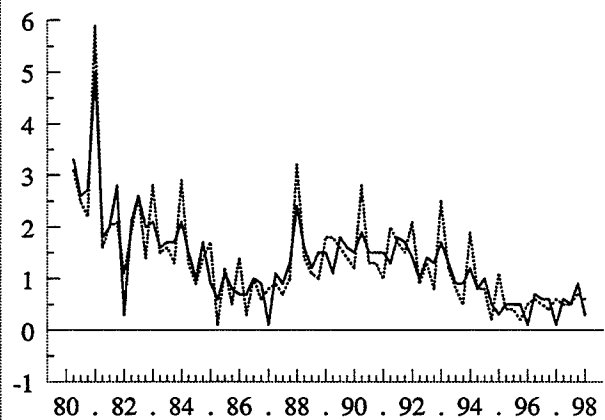
12-month percent change



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

Seasonally adjusted — Not seasonally adjusted —

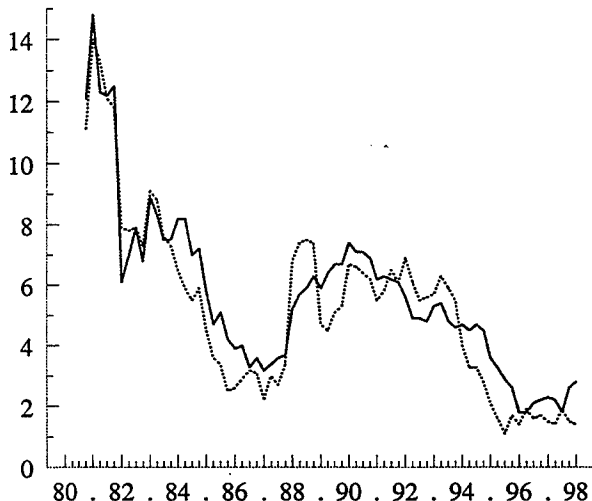
3-month percent change



**Chart C. Changes in benefits by occupational category, private industry**

White-collar — Blue-collar —

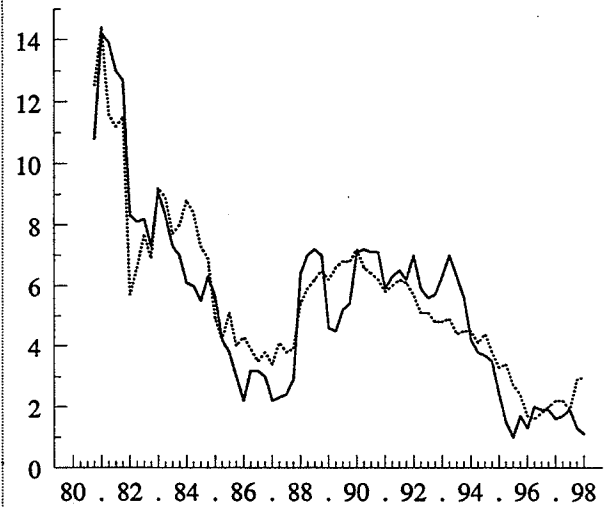
12-month percent change



**Chart D. Changes in benefits by industry sector, private industry**

Goods-producing — Service-producing —

12-month percent change



**Table 1. Employment Cost Index for total compensation<sup>1</sup>, wages and salaries, and benefit costs by industry and occupational group**

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Dec. 1997	Mar. 1998	June 1996	Sep. 1996	Dec. 1996	Mar. 1997	June 1997	Sep. 1997	Dec. 1997	Mar. 1998
<b>TOTAL COMPENSATION</b>										
Civilian workers .....	135.2	136.1	0.9	0.6	0.7	0.7	0.8	0.8	1.0	0.7
State and local government .....	135.4	136.5	.6	.6	.7	.6	.5	.6	.6	.8
Private industry .....	135.1	136.0	.9	.7	.7	.6	.9	.8	1.0	.7
<b>Industry</b>										
Goods producing <sup>2</sup> .....	134.2	135.0	.9	.6	.7	.3	.9	.8	.4	.6
Construction <sup>3</sup> .....	130.0	130.9	.5	.4	.9	.6	.8	.7	.5	.7
Manufacturing .....	135.3	136.3	.9	.8	.7	.3	.8	.7	.5	.7
Durables .....	135.8	136.5	1.1	.6	.6	.2	.8	.7	.6	.5
Nondurables .....	134.6	135.8	.4	1.2	.7	.4	.9	.8	.5	.9
Service producing <sup>4</sup> .....	135.5	136.5	.8	.7	.7	.8	.8	.9	1.3	.7
Transportation and public utilities	134.2	135.5	.8	.5	.9	.4	.7	.8	1.0	1.0
Wholesale trade <sup>3</sup> .....	135.3	137.8	1.1	.7	.9	1.4	.4	.8	.5	1.8
Retail trade .....	131.7	133.4	-1	1.0	1.1	1.1	.7	.9	.6	1.3
Finance, insurance, and real estate <sup>3,5</sup> .....	134.5	136.7	1.4	.3	-6	2.1	.6	.9	3.1	1.6
Services .....	138.6	139.2	.8	.8	.6	.7	.9	1.0	1.2	.4
Nonmanufacturing .....	134.9	135.9	.9	.6	.8	.8	.8	.8	1.3	.7
<b>Occupational group</b>										
White collar .....	136.9	138.0	.8	.9	.6	.8	.8	.9	1.3	.8
Blue collar .....	132.5	133.1	.7	.4	.9	.3	.8	.8	.7	.5
Service .....	133.5	134.9	.7	.6	1.0	.9	.9	1.6	.5	1.0
<b>WAGES AND SALARIES</b>										
Civilian workers .....	132.8	133.9	1.0	.7	.7	.8	.9	.9	1.1	.8
State and local government .....	134.1	135.1	.8	.6	.8	.6	.6	.7	.8	.7
Private industry .....	132.5	133.6	1.0	.7	.7	.9	.9	1.0	1.1	.8
<b>Industry</b>										
Goods producing <sup>2,5</sup> .....	130.6	132.0	1.0	.8	.6	.6	1.1	.8	.5	1.1
Construction <sup>3</sup> .....	125.1	126.3	.8	.6	.7	1.1	.9	.8	.6	1.0
Manufacturing <sup>5</sup> .....	132.2	133.7	.9	.9	.5	.5	.9	.8	.7	1.1
Durables <sup>5</sup> .....	131.9	133.4	1.1	.9	.5	.5	.9	.8	.5	1.1
Nondurables .....	132.7	134.2	.4	1.1	.7	.5	.9	.8	.9	1.1
Service producing <sup>4</sup> .....	133.3	134.3	1.0	.7	.8	.9	.9	1.1	1.4	.8
Transportation and public utilities	131.2	131.9	.6	.7	.8	.8	.8	.9	.8	.5
Wholesale trade <sup>3</sup> .....	133.6	136.5	1.0	.6	.9	1.6	.2	.8	.5	2.2
Retail trade .....	130.6	132.0	.0	1.0	1.4	1.0	1.0	.9	.7	1.1
Finance, insurance, and real estate <sup>3,5</sup> .....	130.6	132.6	1.8	.2	.0	1.9	.6	.9	3.3	1.5
Services .....	136.2	137.1	1.0	.7	.6	.9	1.1	1.2	1.1	.7
Nonmanufacturing .....	132.3	133.4	1.0	.6	1.0	.9	.9	1.0	1.3	.8

See footnotes at end of table.

**Table 1. Employment Cost Index for total compensation<sup>1</sup>, wages and salaries, and benefit costs by industry and occupational group — Continued**

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Dec. 1997	Mar. 1998	June 1996	Sep. 1996	Dec. 1996	Mar. 1997	June 1997	Sep. 1997	Dec. 1997	Mar. 1998
<b>WAGES AND SALARIES—Continued</b>										
<b>Occupational group</b>										
White collar .....	134.4	135.6	1.0	0.9	0.7	0.9	0.9	1.1	1.3	0.9
Blue collar <sup>5</sup> .....	129.1	130.2	1.0	.5	.6	.7	1.0	.8	.6	.9
Service .....	130.8	132.1	.8	.7	1.1	.9	1.0	1.6	.7	1.0
<b>BENEFIT COSTS</b>										
Civilian workers .....	141.1	141.6	.7	.5	.6	.3	.5	.5	.8	.4
State and local government .....	138.5	139.6	.5	.4	.7	.4	.3	.3	.3	.8
Private industry .....	141.7	142.1	.7	.6	.6	.1	.6	.5	.9	.3
<b>Industry</b>										
Goods producing <sup>2</sup> .....	141.8	141.4	.7	.3	.9	-.1	.6	.6	.2	-.3
Manufacturing .....	142.0	141.5	.8	.4	.9	-.3	.8	.5	.4	-.4
Service producing <sup>4</sup> .....	141.7	142.5	.6	.8	.4	.4	.6	.5	1.4	.6
Nonmanufacturing .....	141.7	142.5	.6	.7	.5	.4	.6	.5	1.1	.6
<b>Occupational group</b>										
White collar .....	143.8	144.5	.6	.7	.6	.4	.5	.3	1.4	.5
Blue collar .....	139.0	139.2	.6	.1	.7	.1	.4	.6	.2	.1
Service <sup>3</sup> .....	141.8	143.4	.4	-.1	.8	.8	.9	1.4	.2	1.1

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

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

<sup>3</sup> This series may be discontinued with the September 1998 news release.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>5</sup> No identifiable seasonality was found for this series.

**Table 2. Employment Cost Index for total compensation<sup>1</sup> for civilian and State and local government workers by industry and occupational group**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended--			12 months ended--		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Civilian workers</b> .....	132.0	135.2	136.3	0.8	0.8	0.8	2.9	3.3	3.3
Excluding sales occupations .....	132.1	135.3	136.4	.7	.8	.8	2.7	3.1	3.3
<b>Industry</b>									
Goods producing <sup>2</sup> .....	131.5	134.1	135.1	.5	.4	.7	2.5	2.4	2.7
Manufacturing .....	132.6	135.3	136.4	.4	.5	.8	2.6	2.4	2.9
Service producing <sup>3</sup> .....	132.1	135.5	136.8	.9	1.0	1.0	3.0	3.5	3.6
Services .....	134.1	137.6	138.3	.7	.8	.5	2.8	3.3	3.1
Health services .....	135.2	137.9	138.0	.6	.9	.1	2.0	2.6	2.1
Hospitals .....	134.2	136.7	137.1	.3	.8	.3	1.4	2.2	2.2
Educational services .....	134.0	137.0	137.5	.1	.4	.4	2.7	2.3	2.6
Public administration <sup>4</sup> .....	133.0	135.1	136.4	.9	.7	1.0	2.9	2.5	2.6
Nonmanufacturing .....	131.7	135.1	136.2	.9	1.0	.8	3.0	3.5	3.4
<b>Occupational group</b>									
White collar .....	133.1	136.5	137.7	.9	1.0	.9	3.1	3.5	3.5
Excluding sales .....	133.5	136.9	138.1	.8	1.0	.9	2.9	3.4	3.4
Professional specialty and technical .....	133.7	136.7	137.5	.5	.7	.6	2.4	2.7	2.8
Executive, administrative, and managerial ...	133.2	137.3	139.1	1.3	1.5	1.3	3.7	4.4	4.4
Administrative support, including clerical .....	133.6	136.9	138.0	.8	.8	.8	2.7	3.2	3.3
Blue collar .....	129.8	132.4	133.2	.5	.5	.6	2.4	2.6	2.6
Service .....	132.0	135.6	136.9	.8	.7	1.0	3.1	3.5	3.7
<b>State and local government</b> .....	133.2	135.7	136.5	.4	.5	.6	2.5	2.3	2.5
<b>Industry</b>									
Services .....	133.2	136.0	136.5	.1	.4	.4	2.5	2.2	2.5
Excluding schools <sup>5,6</sup> .....	132.5	135.3	136.1	.4	.7	.6	1.7	2.5	2.7
Health services .....	134.5	137.2	137.9	.3	.9	.5	1.5	2.3	2.5
Hospitals .....	134.8	137.6	138.4	.4	1.0	.6	1.7	2.5	2.7
Educational services .....	133.1	135.9	136.3	.1	.4	.3	2.6	2.2	2.4
Schools .....	133.4	136.2	136.6	.0	.4	.3	2.6	2.1	2.4
Elementary and secondary .....	133.1	135.8	136.1	.0	.2	.2	2.2	2.0	2.3
Colleges and universities .....	134.3	137.2	137.9	.2	.7	.5	3.8	2.4	2.7
Public administration <sup>4</sup> .....	133.0	135.1	136.4	.9	.7	1.0	2.9	2.5	2.6
<b>Occupational group</b>									
White collar .....	132.9	135.5	136.1	.3	.5	.4	2.5	2.3	2.4
Professional specialty and technical .....	132.5	135.1	135.6	.2	.4	.4	2.6	2.1	2.3
Executive, administrative, and managerial ...	134.1	136.4	137.5	.9	.6	.8	2.6	2.6	2.5
Administrative support, including clerical .....	133.3	136.1	136.9	.2	.6	.6	2.5	2.3	2.7
Blue collar .....	132.1	134.2	135.0	.7	.7	.6	2.4	2.3	2.2
Service .....	135.6	137.8	139.4	.8	.6	1.2	2.8	2.5	2.8

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<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; service industries; and public administration.

<sup>4</sup> Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

<sup>5</sup> Formerly called hospitals and other services.

<sup>6</sup> This series may be discontinued with the September 1998 news release.

**Table 3. Employment Cost Index for total compensation<sup>1</sup> for private industry workers, by industry and occupational group**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended—			12 months ended—		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Private industry workers</b> .....	131.7	135.1	136.3	0.8	0.9	0.9	3.0	3.4	3.5
Excluding sales occupations .....	131.9	135.2	136.4	.8	.8	.9	2.8	3.4	3.4
<b>Industry</b>									
<b>Goods producing<sup>2</sup></b> .....	131.4	134.1	135.1	.4	.4	.7	2.5	2.4	2.8
Excluding sales .....	131.1	133.6	134.5	.5	.4	.7	2.4	2.4	2.6
White collar .....	133.5	136.2	137.7	.5	.4	1.1	2.7	2.5	3.1
Excluding sales .....	132.6	135.0	136.3	.4	.4	1.0	2.5	2.2	2.8
Blue collar .....	130.2	132.8	133.5	.5	.3	.5	2.4	2.5	2.5
<b>Construction<sup>3</sup></b> .....	127.2	129.7	130.6	.6	.0	.7	2.3	2.6	2.7
<b>Manufacturing</b> .....	132.6	135.3	136.4	.4	.5	.8	2.6	2.4	2.9
White collar .....	133.9	136.7	138.2	.2	.7	1.1	2.6	2.3	3.2
Excluding sales .....	132.8	135.3	136.5	.2	.6	.9	2.5	2.1	2.8
Blue collar .....	131.7	134.3	135.0	.5	.4	.5	2.6	2.4	2.5
Durables .....	133.0	135.7	136.5	.3	.5	.6	2.5	2.3	2.6
Aircraft manufacturing (SIC 3721) .....	137.3	136.9	137.2	-.1	-.7	.2	.3	-.4	-.1
White collar .....	133.5	134.3	134.7	-.1	-.2	.3	.8	.4	.9
Blue collar .....	142.3	139.6	139.6	.0	-1.6	.0	-.7	-1.9	-1.9
Nondurables .....	131.7	134.5	135.9	.5	.6	1.0	2.7	2.7	3.2
<b>Service producing<sup>4</sup></b> .....	131.6	135.3	136.7	1.1	1.1	1.0	3.1	3.9	3.9
Excluding sales .....	132.2	136.1	137.4	1.0	1.2	1.0	3.0	4.0	3.9
White collar .....	132.7	136.6	138.0	1.2	1.3	1.0	3.3	4.2	4.0
Excluding sales .....	134.0	138.1	139.5	1.1	1.3	1.0	3.1	4.1	4.1
Blue collar .....	128.2	130.9	132.1	.7	.7	.9	2.4	2.8	3.0
Service .....	129.5	133.9	135.0	.7	.9	.8	3.4	4.1	4.2
<b>Transportation and public utilities</b> .....	131.3	134.2	135.8	.7	1.0	1.2	2.7	2.9	3.4
Transportation <sup>3</sup> .....	130.6	133.4	134.0	1.1	1.0	.4	2.9	3.3	2.6
Public utilities .....	132.0	135.1	137.9	.2	1.0	2.1	2.4	2.6	4.5
Communications .....	130.2	134.0	136.6	-.7	1.7	1.9	1.7	2.2	4.9
Electric, gas, and sanitary services .....	134.2	136.4	139.6	1.4	.3	2.3	3.2	3.0	4.0
<b>Wholesale and retail trade</b> .....	130.1	132.9	134.7	1.2	.4	1.4	3.7	3.3	3.5
Excluding sales .....	130.4	134.0	135.5	1.1	.8	1.1	3.6	3.9	3.9
Wholesale trade <sup>3</sup> .....	132.9	135.1	137.7	1.5	.4	1.9	4.2	3.2	3.6
Excluding sales <sup>3</sup> .....	132.6	135.4	137.0	1.3	.7	1.2	4.1	3.4	3.3
Retail trade .....	128.5	131.7	133.1	.9	.5	1.1	3.2	3.4	3.6
General merchandise stores <sup>3</sup> .....	126.4	130.0	131.2	.1	1.1	.9	3.3	2.9	3.8
Food stores <sup>3</sup> .....	128.2	129.4	131.3	-.2	-.3	1.5	3.7	.8	2.4
<b>Finance, insurance, and real estate<sup>3</sup></b> .....	128.6	134.5	136.7	2.1	3.1	1.6	3.3	6.7	6.3
Excluding sales <sup>3</sup> .....	131.5	137.6	140.2	1.8	3.1	1.9	3.1	6.5	6.6
Banking, savings and loan, and other credit agencies <sup>3</sup> .....	130.6	140.6	143.3	2.0	5.6	1.9	2.9	9.8	9.7
Insurance <sup>3</sup> .....	131.9	134.8	137.4	1.8	1.3	1.9	3.4	4.0	4.2
Excluding sales <sup>3</sup> .....	136.0	138.6	140.0	1.9	.9	1.0	3.0	3.8	2.9
<b>Services</b> .....	134.6	138.5	139.3	.9	1.1	.6	3.0	3.8	3.5
Business services <sup>3</sup> .....	133.3	138.6	139.5	1.1	1.7	.6	3.4	5.2	4.7
Health services .....	135.5	138.1	138.2	.7	.8	.1	2.2	2.7	2.0
Hospitals .....	134.0	136.5	136.7	.2	.8	.1	1.4	2.1	2.0
Nursing homes .....	—	—	—	.7	.8	.8	2.8	2.6	2.7
Educational services .....	138.5	142.6	143.4	.4	.7	.6	3.1	3.3	3.5
Colleges and universities .....	139.5	143.7	144.3	.3	.8	.4	2.6	3.3	3.4

See footnotes at end of table.



**Table 3. Employment Cost Index for total compensation<sup>1</sup> for private industry workers, by industry and occupational group — Continued**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended—			12 months ended—		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Industry—Continued</b>									
<b>Nonmanufacturing industries .....</b>	131.1	134.7	136.0	1.0	1.1	1.0	3.1	3.8	3.7
White collar .....	132.7	136.5	137.9	1.2	1.2	1.0	3.3	4.1	3.9
Excluding sales .....	134.0	137.9	139.3	1.1	1.2	1.0	3.1	4.1	4.0
Blue collar .....	127.5	130.1	131.0	.6	.5	.7	2.3	2.7	2.7
Service .....	129.4	133.8	134.9	.6	.8	.8	3.3	4.0	4.3
<b>Occupational group</b>									
<b>White collar .....</b>	133.1	136.7	138.1	1.1	1.1	1.0	3.2	3.8	3.8
Excluding sales .....	133.7	137.4	138.8	.9	1.1	1.0	2.9	3.7	3.8
Professional specialty and technical .....	134.6	137.8	138.8	.7	.8	.7	2.3	3.1	3.1
Executive, administrative, and managerial ...	133.0	137.4	139.4	1.3	1.6	1.5	3.9	4.6	4.8
Sales <sup>3</sup> .....	130.1	133.5	135.3	1.6	1.0	1.3	4.2	4.2	4.0
Administrative support, including clerical .....	133.7	137.0	138.2	.9	.8	.9	2.8	3.4	3.4
<b>Blue collar .....</b>	129.6	132.3	133.1	.5	.5	.6	2.4	2.6	2.7
Precision production, craft, and repair .....	129.6	131.9	132.9	.4	.2	.8	2.5	2.2	2.5
Machine operators, assemblers, and inspectors .....	130.0	133.0	133.6	.4	.6	.5	2.3	2.7	2.8
Transportation and material moving .....	126.1	128.9	129.3	.7	.7	.3	1.8	3.0	2.5
Handlers, equipment cleaners, helpers, and laborers .....	132.8	135.8	137.0	1.1	1.2	.9	3.3	3.4	3.2
<b>Service .....</b>	129.8	134.1	135.3	.7	.8	.9	3.2	4.0	4.2
<b>Production and nonsupervisory occupations<sup>5</sup> .....</b>	131.1	134.2	135.3	.8	.8	.8	2.8	3.2	3.2

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.<sup>2</sup> Includes mining, construction, and manufacturing.<sup>3</sup> This series may be discontinued with the September 1998 news release.<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.<sup>5</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

**Table 4. Employment Cost Index for total compensation<sup>1</sup> for private industry workers, by bargaining status, region, and area**

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended—			12 months ended—		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Bargaining status</b>									
Union .....	131.0	133.5	134.0	0.2	0.2	0.4	1.9	2.1	2.3
Blue-collar occupations .....	128.9	131.6	131.8	.0	.3	.2	1.7	2.1	2.2
Goods-producing industries <sup>2</sup> .....	130.0	132.5	132.7	.2	.2	.2	1.6	2.1	2.1
Service-producing industries <sup>3</sup> .....	131.9	134.5	135.3	.2	.4	.6	2.2	2.1	2.6
Manufacturing .....	130.8	133.3	133.6	.2	.2	.2	1.6	2.1	2.1
Blue-collar occupations .....	130.5	133.0	133.1	.3	.3	.1	1.7	2.2	2.0
Nonmanufacturing .....	130.6	133.2	133.9	.2	.2	.5	2.0	2.1	2.5
Nonunion .....	131.8	135.3	136.7	1.1	1.0	1.0	3.2	3.8	3.7
Blue-collar occupations .....	129.9	132.6	133.8	.8	.6	.9	2.9	2.9	3.0
Goods-producing industries <sup>2</sup> .....	132.0	134.7	135.9	.5	.5	.9	2.9	2.6	3.0
Service-producing industries <sup>3</sup> .....	131.5	135.3	136.7	1.2	1.2	1.0	3.3	4.2	4.0
Manufacturing .....	133.1	135.9	137.2	.5	.6	1.0	2.9	2.6	3.1
Blue-collar occupations .....	132.2	134.8	136.0	.6	.4	.9	3.2	2.6	2.9
Nonmanufacturing .....	131.1	134.9	136.3	1.2	1.1	1.0	3.2	4.1	4.0
<b>Region<sup>4</sup></b>									
Northeast .....	132.2	135.0	136.0	.8	.7	.7	2.6	3.0	2.9
South .....	130.8	134.6	135.5	.8	1.6	.7	3.0	3.8	3.6
Midwest .....	133.3	136.9	138.3	.9	.5	1.0	2.9	3.6	3.8
West .....	130.3	133.4	135.2	1.1	.7	1.3	3.5	3.5	3.8
<b>Area</b>									
Metropolitan .....	131.7	135.1	136.4	.8	.9	1.0	2.9	3.4	3.6
Other .....	131.4	135.3	135.9	.9	1.1	.4	3.3	3.9	3.4

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.<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.<sup>4</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. Employment Cost Index for wages and salaries for civilian and State and local government workers, by industry and occupational group**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended--			12 months ended--		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Civilian workers</b> .....	129.2	132.8	134.0	0.9	0.9	0.9	3.3	3.8	3.7
Excluding sales occupations .....	129.2	132.8	134.0	.9	.8	.9	3.1	3.7	3.7
<b>Industry</b>									
Goods producing <sup>1</sup> .....	127.6	130.6	132.0	.6	.5	1.1	3.0	3.0	3.4
Manufacturing .....	129.1	132.2	133.7	.5	.7	1.1	3.0	3.0	3.6
Service producing <sup>2</sup> .....	129.8	133.6	134.8	1.0	1.1	.9	3.3	4.0	3.9
Services .....	132.0	136.0	136.9	.7	.9	.7	3.1	3.7	3.7
Health services .....	132.4	135.4	136.2	.8	.8	.6	2.4	3.0	2.9
Hospitals .....	131.0	133.6	134.2	.4	.8	.4	1.9	2.4	2.4
Educational services .....	132.5	135.9	136.3	.2	.4	.3	2.9	2.7	2.9
Public administration <sup>3</sup> .....	128.9	131.4	132.7	.9	.8	1.0	3.2	2.9	2.9
Nonmanufacturing .....	129.1	132.8	134.0	1.0	1.0	.9	3.3	3.9	3.8
<b>Occupational group</b>									
White collar .....	130.6	134.3	135.6	1.0	1.0	1.0	3.4	3.9	3.8
Excluding sales .....	131.0	134.8	136.1	.8	1.0	1.0	3.1	3.8	3.9
Professional specialty and technical .....	131.4	135.0	135.8	.5	.7	.6	2.7	3.3	3.3
Executive, administrative, and managerial ...	131.0	135.6	137.4	1.2	1.6	1.3	3.8	4.8	4.9
Administrative support, including clerical .....	130.4	133.7	135.0	1.0	.8	1.0	3.2	3.6	3.5
Blue collar .....	126.2	129.3	130.4	.6	.7	.9	2.8	3.1	3.3
Service .....	128.6	132.6	133.7	.8	.8	.8	3.5	3.9	4.0
<b>State and local government</b> .....	131.4	134.4	135.1	.4	.6	.5	2.8	2.7	2.8
<b>Industry</b>									
Services .....	132.1	135.3	135.7	.2	.4	.3	2.7	2.6	2.7
Excluding schools <sup>4,5</sup> .....	131.2	134.4	135.4	.5	.8	.7	2.3	3.0	3.2
Health services .....	132.1	135.3	136.3	.5	1.0	.7	2.2	3.0	3.2
Hospitals .....	131.9	135.2	136.3	.5	1.1	.8	2.2	3.0	3.3
Educational services .....	132.1	135.3	135.7	.1	.4	.3	2.8	2.5	2.7
Schools .....	132.2	135.5	135.8	.0	.4	.2	2.7	2.5	2.7
Elementary and secondary .....	132.4	135.7	136.0	.0	.3	.2	2.4	2.5	2.7
Colleges and universities .....	131.5	134.6	135.2	.2	.7	.4	3.7	2.6	2.8
Public administration <sup>3</sup> .....	128.9	131.4	132.7	.9	.8	1.0	3.2	2.9	2.9
<b>Occupational group</b>									
White collar .....	131.4	134.5	135.0	.2	.6	.4	2.7	2.6	2.7
Professional specialty and technical .....	131.9	135.1	135.5	.2	.5	.3	2.8	2.6	2.7
Executive, administrative, and managerial ...	131.3	134.1	135.1	.8	.8	.7	2.8	3.0	2.9
Administrative support, including clerical .....	129.2	132.3	133.0	.2	.7	.5	2.7	2.6	2.9
Blue collar .....	129.6	132.3	133.1	.6	.8	.6	2.4	2.7	2.7
Service .....	132.4	135.2	136.5	1.1	.7	1.0	3.4	3.2	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> Includes executive, legislative, judicial, administrative, and regulatory

activities of State and local governments, SIC's 91 through 96.

<sup>4</sup> Formerly called hospitals and other services.

<sup>5</sup> This series may be discontinued with the September 1998 news release.

**Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended-			12 months ended-		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Private industry workers</b> .....	128.6	132.3	133.7	1.0	1.0	1.1	3.4	3.9	4.0
Excluding sales occupations .....	128.6	132.4	133.7	.9	.9	1.0	3.1	3.8	4.0
<b>Industry</b>									
<b>Goods producing</b> <sup>1</sup> .....	127.5	130.6	132.0	.6	.5	1.1	2.9	3.0	3.5
Excluding sales .....	127.0	130.0	131.3	.6	.5	1.0	2.8	2.9	3.4
White collar .....	130.0	132.9	135.0	.7	.5	1.6	3.0	2.9	3.8
Excluding sales .....	128.9	131.6	133.3	.6	.5	1.3	2.9	2.7	3.4
Blue collar .....	126.0	129.2	130.1	.6	.6	.7	2.9	3.1	3.3
Construction <sup>2</sup> .....	122.0	124.9	126.0	1.0	.2	.9	3.1	3.4	3.3
Manufacturing .....	129.1	132.2	133.7	.5	.7	1.1	3.0	3.0	3.6
White collar .....	130.6	133.6	135.6	.4	.6	1.5	2.8	2.7	3.8
Excluding sales .....	129.3	132.2	133.8	.3	.7	1.2	2.6	2.6	3.5
Blue collar .....	128.0	131.2	132.3	.5	.8	.8	3.1	3.1	3.4
Durables .....	129.0	131.9	133.4	.5	.5	1.1	3.1	2.7	3.4
Aircraft manufacturing (SIC 3721) .....	132.0	134.0	135.1	.8	.5	.8	2.3	2.4	2.3
White collar .....	127.8	129.8	131.2	1.0	.4	1.1	3.0	2.6	2.7
Blue collar .....	137.7	139.6	140.1	.4	.9	.4	1.2	1.8	1.7
Nondurables .....	129.3	132.6	134.2	.6	.9	1.2	2.8	3.2	3.8
Service producing <sup>3</sup> .....	129.0	133.1	134.4	1.2	1.2	1.0	3.4	4.4	4.2
Excluding sales .....	129.7	133.9	135.2	1.1	1.2	1.0	3.3	4.4	4.2
White collar .....	130.1	134.3	135.7	1.2	1.3	1.0	3.6	4.5	4.3
Excluding sales .....	131.5	135.9	137.3	1.2	1.3	1.0	3.4	4.6	4.4
Blue collar .....	126.0	128.9	130.2	1.0	.8	1.0	2.7	3.3	3.3
Service .....	126.5	131.0	132.1	.7	.9	.8	3.7	4.3	4.4
Transportation and public utilities .....	128.2	131.3	132.1	.9	.9	.6	2.9	3.4	3.0
Transportation <sup>2</sup> .....	126.5	129.5	130.1	1.4	.8	.5	2.9	3.8	2.8
Public utilities .....	130.1	133.5	134.5	.2	1.1	.7	2.8	2.9	3.4
Communications .....	129.8	134.0	134.4	-.4	1.7	.3	2.9	2.8	3.5
Electric, gas, and sanitary services .....	130.4	132.9	134.7	1.1	.5	1.4	2.7	3.0	3.3
Wholesale and retail trade .....	128.5	131.6	133.3	1.2	.5	1.3	3.7	3.6	3.7
Excluding sales .....	129.3	133.2	134.7	1.3	.8	1.1	3.9	4.3	4.2
Wholesale trade <sup>2</sup> .....	131.4	133.6	136.2	1.4	.5	1.9	4.2	3.1	3.7
Excluding sales <sup>2</sup> .....	131.8	135.0	136.5	1.5	.8	1.1	4.4	4.0	3.6
Retail trade .....	127.1	130.6	131.9	1.0	.5	1.0	3.5	3.8	3.8
General merchandise stores <sup>2</sup> .....	125.0	128.4	129.4	.2	1.3	.8	3.3	3.0	3.5
Food stores <sup>2</sup> .....	124.8	127.0	129.0	.1	.2	1.6	3.6	1.8	3.4
Finance, insurance, and real estate <sup>2</sup> .....	124.5	130.6	132.6	1.9	3.3	1.5	3.9	6.9	6.5
Excluding sales <sup>2</sup> .....	127.2	133.6	135.9	1.5	3.3	1.7	3.1	6.6	6.8
Banking, savings and loan, and other credit agencies <sup>2</sup> .....	125.9	138.3	140.9	1.7	7.3	1.9	2.6	11.7	11.9
Insurance <sup>2</sup> .....	127.9	130.2	133.1	1.5	1.2	2.2	3.5	3.3	4.1
Excluding sales <sup>2</sup> .....	131.6	133.7	134.7	1.5	.6	.7	2.8	3.1	2.4
Services .....	131.8	136.2	137.2	1.0	1.1	.7	3.3	4.4	4.1
Business services <sup>2</sup> .....	131.4	137.3	137.6	1.0	1.8	.2	3.5	5.5	4.7
Health services .....	132.5	135.4	136.2	.8	.8	.6	2.5	3.0	2.8
Hospitals .....	130.7	133.2	133.6	.3	.8	.3	1.7	2.2	2.2
Nursing homes .....	-	-	-	1.1	.8	1.3	3.1	3.1	3.3
Educational services .....	134.5	138.4	139.1	.5	.4	.5	3.4	3.4	3.4
Colleges and universities .....	134.6	138.7	139.1	.6	.7	.3	3.1	3.7	3.3

See footnotes at end of table.

**Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group — Continued**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended—			12 months ended—		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Industry—Continued</b>									
<b>Nonmanufacturing industries</b> .....	128.2	132.1	133.4	1.1	1.1	1.0	3.5	4.2	4.1
White collar .....	129.9	134.1	135.5	1.2	1.3	1.0	3.6	4.5	4.3
Excluding sales .....	131.2	135.5	136.9	1.2	1.3	1.0	3.4	4.6	4.3
Blue collar .....	124.1	127.1	128.2	.8	.6	.9	2.6	3.2	3.3
Service .....	126.4	130.9	132.0	.7	.9	.8	3.6	4.3	4.4
<b>Occupational group</b>									
<b>White collar</b> .....	130.2	134.2	135.7	1.2	1.1	1.1	3.5	4.3	4.2
Excluding sales .....	130.8	134.8	136.3	1.1	1.0	1.1	3.2	4.2	4.2
Professional specialty and technical .....	131.0	134.8	135.9	.8	.8	.8	2.5	3.8	3.7
Executive, administrative, and managerial ...	131.0	135.8	137.8	1.3	1.6	1.5	4.1	5.0	5.2
Sales <sup>2</sup> .....	127.8	131.4	133.1	1.5	1.2	1.3	4.8	4.4	4.1
Administrative support, including clerical .....	130.6	133.9	135.3	1.1	.8	1.0	3.2	3.6	3.6
<b>Blue collar</b> .....	126.0	129.1	130.2	.7	.6	.9	2.9	3.2	3.3
Precision production, craft, and repair .....	125.8	128.7	129.8	.6	.4	.9	2.8	2.9	3.2
Machine operators, assemblers, and inspectors .....	127.2	130.6	131.6	.6	.8	.8	3.1	3.3	3.5
Transportation and material moving .....	122.3	125.1	125.9	1.0	.8	.6	1.9	3.3	2.9
Handlers, equipment cleaners, helpers, and laborers .....	128.4	131.8	133.2	1.0	1.2	1.1	3.4	3.7	3.7
<b>Service</b> .....	126.6	131.1	132.1	.7	.9	.8	3.6	4.3	4.3
<b>Production and nonsupervisory occupations<sup>4</sup></b> .....	127.7	131.2	132.3	.9	.8	.8	3.2	3.7	3.6

<sup>1</sup> Includes mining, construction, and manufacturing.<sup>2</sup> This series may be discontinued with the September 1998 news release.<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.<sup>4</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended-			12 months ended-		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Bargaining status</b>									
<b>Union</b> .....	126.0	128.9	129.6	0.5	0.5	0.5	2.6	2.8	2.9
Blue-collar occupations .....	123.6	126.7	127.2	.2	.6	.4	2.2	2.7	2.9
Goods-producing industries <sup>1</sup> .....	124.1	127.1	127.9	.4	.4	.6	2.3	2.8	3.1
Service-producing industries <sup>2</sup> .....	128.2	131.2	131.8	.5	.6	.5	2.7	2.8	2.8
Manufacturing .....	125.6	128.6	129.6	.3	.6	.8	2.2	2.7	3.2
Blue-collar occupations .....	125.4	128.4	129.0	.3	.6	.5	2.5	2.7	2.9
Nonmanufacturing .....	126.1	129.1	129.6	.5	.4	.4	2.7	2.9	2.8
<b>Nonunion</b> .....	129.1	133.0	134.5	1.1	1.1	1.1	3.4	4.2	4.2
Blue-collar occupations .....	127.5	130.6	132.0	1.0	.7	1.1	3.2	3.4	3.5
Goods-producing industries <sup>1</sup> .....	128.9	132.0	133.6	.7	.6	1.2	3.2	3.1	3.6
Service-producing industries <sup>2</sup> .....	129.1	133.2	134.6	1.3	1.2	1.1	3.6	4.5	4.3
Manufacturing .....	130.3	133.5	135.1	.5	.7	1.2	3.2	3.0	3.7
Blue-collar occupations .....	129.8	133.0	134.4	.8	.8	1.1	3.5	3.3	3.5
Nonmanufacturing .....	128.5	132.6	134.0	1.2	1.1	1.1	3.5	4.4	4.3
<b>Region<sup>3</sup></b>									
Northeast .....	128.8	131.6	132.6	.9	.7	.8	3.1	3.1	3.0
South .....	128.5	133.0	134.0	1.2	1.8	.8	3.5	4.7	4.3
Midwest .....	129.0	133.0	134.7	1.0	.6	1.3	3.1	4.2	4.4
West .....	127.7	131.2	132.9	.9	.8	1.3	3.6	3.7	4.1
<b>Area</b>									
Metropolitan .....	128.7	132.3	133.8	1.0	.9	1.1	3.3	3.8	4.0
Other .....	127.7	132.0	132.5	.9	1.2	.4	3.5	4.3	3.8

<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. Employment Cost Index for benefits for civilian, State and local government, and private industry workers by industry, occupational group, and bargaining status**

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for					
	Mar. 1997	Dec. 1997	Mar. 1998	3 months ended—			12 months ended—		
				Mar. 1997	Dec. 1997	Mar. 1998	Mar. 1997	Dec. 1997	Mar. 1998
<b>Civilian workers</b> .....	138.9	141.1	142.0	0.5	0.6	0.6	2.0	2.1	2.2
State and local government .....	137.4	138.6	139.7	.4	.3	.8	2.0	1.3	1.7
Private industry .....	139.4	141.8	142.6	.6	.7	.6	2.0	2.3	2.3
<b>Industry</b>									
Goods producing <sup>1</sup> .....	139.9	141.5	141.5	.1	.0	.0	1.6	1.3	1.1
Service producing <sup>2</sup> .....	138.5	141.4	142.7	.8	1.1	.9	2.2	2.9	3.0
<b>Manufacturing</b> .....	139.9	141.7	141.7	.1	.2	.0	1.7	1.4	1.3
Aircraft manufacturing (SIC 3721) .....	148.6	143.0	141.7	-2.0	-3.1	-9	-3.6	-5.7	-4.6
White collar <sup>3</sup> .....	146.8	144.8	142.9	-2.7	-1.4	-1.3	-3.4	-4.0	-2.7
Blue collar .....	150.9	139.6	139.0	-9	-5.8	-4	-3.7	-8.3	-7.9
Nonmanufacturing .....	138.9	141.5	142.7	.7	.9	.8	2.1	2.6	2.7
<b>Occupational group</b>									
White collar .....	140.8	143.4	144.7	.8	1.0	.9	2.3	2.6	2.8
Blue collar .....	137.2	139.0	139.1	.1	.1	.1	1.5	1.5	1.4
Service <sup>3</sup> .....	138.3	142.0	143.3	.7	.4	.9	1.9	3.3	3.6
<b>Bargaining status</b>									
Union .....	140.2	142.0	142.1	-.4	-.1	.1	.8	.9	1.4
Nonunion .....	138.9	141.5	142.5	.8	.9	.7	2.3	2.7	2.6

<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> This series may be discontinued with the September 1998 news release.

## EXPLANATORY NOTES

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

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

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

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

Data for this quarter were collected from a probability sample of approximately 19,400 occupations within about 4,600 sample establishments in private industry and approximately 4,300 occupations within about 800 sample establishments in State and local governments. Data are collected for the pay period including the 12<sup>th</sup> day of the survey months of March, June, September, and December.

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

Within an establishment, specific job categories are selected to represent broader occupational definitions. From June 1986 through December 1994, the jobs were classified according to definitions used in the 1980 Census. Prior to June 1986, they were classified according to the 1970 Census. Differences between the two classification systems are slight, as indicated in the article "Introducing new weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review. Beginning with March 1995, the jobs are classified according to the 1990 Census, which differs little from the 1980 Census.

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Beginning in March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Statistics survey, were used. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," published in the June 1995 issue of Compensation and Working Conditions, and available upon request. From June 1986 through December 1994, employment counts from the 1980 Census were used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, or area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the Monthly Labor Review.

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

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to spot. ECI series are seasonally adjusted using either direct or composite seasonally adjusted estimates. Industry and occupational series, such as construction and service occupations, are adjusted directly. More aggregate series, such as civilian or private industry workers, use composite estimates. The composite estimates



could be obtained by aggregating either the industry or the occupational components, and the results may differ depending on which method is used. The aggregate seasonally adjusted ECI series are estimated by aggregating the component seasonally adjusted industry series, so they are not necessarily a weighted average of the component occupation series. The seasonal adjustment factors are recalculated once a year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The new factors are published in the summer issue of Compensation and Working Conditions. Beginning in 1999, the new factors will be made available upon request shortly before the data for the first quarter are published.

The ECI sample is rotated over approximately five years; this makes it more representative and reduces respondent burden. The sample is replaced on a cross-area cross-industry basis.

The costs per hour worked of compensation components, based on March 1997 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1997." 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, with March as the reference month, are calculated with current employment weights, rather than the fixed 1990 weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. All the statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited the estimated difference is greater than 1.6 times the standard error of the difference.

Because standard errors vary from quarter to quarter, the ECI uses a five-year moving average of standard errors to evaluate published series. Currently, in the higher level aggregate series the standard errors for 3-month changes are generally 0.1 percent or less; for 12-month changes, standard errors are generally 0.25 percent or less. Currently, in the lower level series, standard errors are generally 0.3 percent or less for 3-month changes and 0.6 percent or less for 12-month changes.

When comparing data by bargaining status, it is important to note that differences may be due to factors other than bargaining status, such as occupational and industry mix. For example, union occupations tend to be concentrated in blue-collar occupations within manufacturing industries. Thus, differences between blue-collar and white-collar pay or differences in manufacturing versus nonmanufacturing industries could explain such differences.

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-95, (Bulletin 2466); a chapter in the BLS Handbook of Methods (Bulletin 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690, 312/353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling 202/606-6199 or sending email to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov). Current and historical data are available at the web site at: <http://stats.bls.gov/ecthome.htm>.

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.