

News

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EMPLOYMENT COST INDEX --JUNE 1995

The Employment Cost Index (ECI) increased 0.6 percent before seasonal adjustment in the 3 months ended in June 1995, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The June 1995 ECI level of 125.6 (June 1989=100) was 2.9 percent higher than in June 1994. 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 March-June 1995 period, about the same as the 0.6 percent gain in the December 1994-March 1995 period. (See table A below.) ECI wages and salaries also rose 0.7 percent in the March-June 1995 period, about the same as the 0.8 percent increase for the December 1994-March 1995 period. Benefit costs rose 0.7 percent, up from 0.2 percent in December 1994-March 1995, but in line with increases over the past several years.

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

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended June 1995
	Sep. 1993	Dec. 1993	Mar. 1994	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	
Compensation costs....	0.8	0.8	0.7	0.8	0.8	0.7	0.6	0.7	2.9
Wages and salaries ...	0.8	0.7	0.7	0.8	0.8	0.6	0.8	0.7	3.0
Benefit costs.....	0.9	1.0	0.9	0.9	0.9	0.7	0.2	0.7	2.7

Over-the-year changes, unadjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 2.9 percent for the year ended in June 1995, the same as for the year ended in March 1995. This stability in the rate of compensation cost gain in the two time periods was found for both state and local governments and private industry.

For private industry workers, compensation costs rose 2.8 percent for the year ended in June 1995, about the same as the gain for the year ended in March. Wage and salary increases for the year ended in June 1995 were the same as for the year ended in March (2.9 percent). A moderation in benefit cost gains (2.6

percent, down from 2.9 percent) reflected a continuing slowdown in the rate of increase in health, workers' compensation, and state unemployment insurance costs. The 2.6 percent increase was the lowest since this series began in 1980.

For the year ended in June 1995, compensation cost increases in private industry were higher for service-producing industries than for goods-producing industries (3.1 percent and 2.4 percent, respectively). Among the service-producing industries, the gains ranged from 0.1 percent in food stores to 4.5 percent in transportation. In the goods-producing industries, the gains ranged from 1.5 percent in construction to 3.2 percent in durable goods manufacturing. (See table 3.)

Compensation cost increases in private industry were higher for white-collar occupations (3.0 percent) than for blue-collar (2.6 percent) or service occupations (2.5 percent). White-collar gains ranged from 2.5 percent for professional, specialty, and technical occupations to 3.4 percent for executive, administrative, and managerial occupations. Blue-collar gains ranged from 2.1 percent for machine operators, assemblers, and inspectors to 3.2 percent for handlers, equipment cleaners, helpers, and laborers.

Compensation cost gains over the year ended in June 1995 were higher for nonunion workers (2.9 percent) than for union workers (2.3 percent). Goods- and service-producing industries showed different patterns, however. For goods-producing industries, compensation costs rose 2.7 for nonunion workers and 1.7 percent for union workers. Corresponding figures for service-producing industries were both 3.1 percent.

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 news 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.

ECI data for September 1995 will be released on Tuesday, October 31, 1995, at 8:30 A.M. (EDT).

Employment Cost Index

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

Wages & salaries Benefits

—

12-month percent change

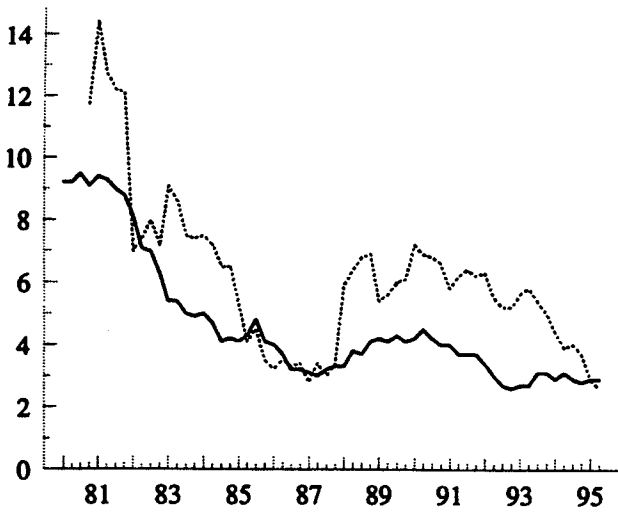


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted Not seasonally adjusted

—

3-month percent change

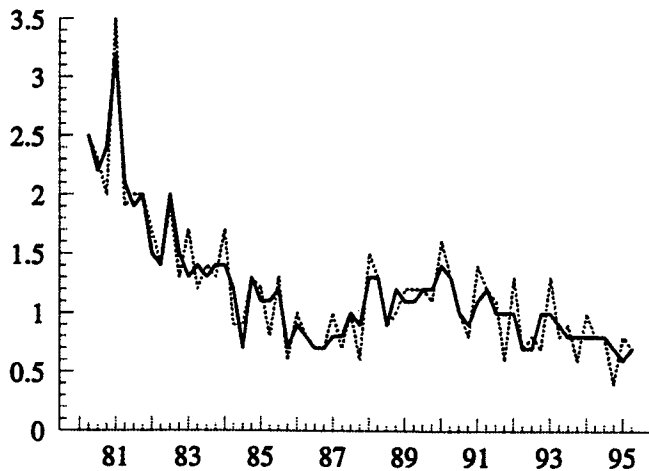


Chart C. Changes in wages and salaries, for all workers and health services workers, private industry

All workers Health services

—

12-month percent change

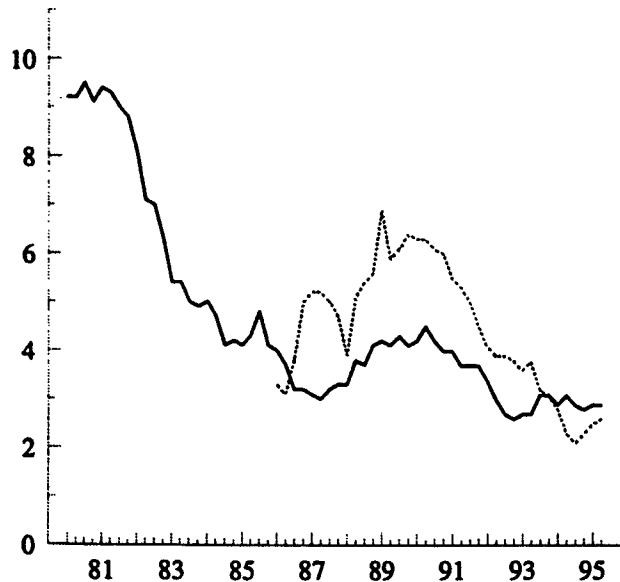


Chart D. Changes in compensation for all workers and health services workers, private industry

All workers Health services

—

12-month percent change

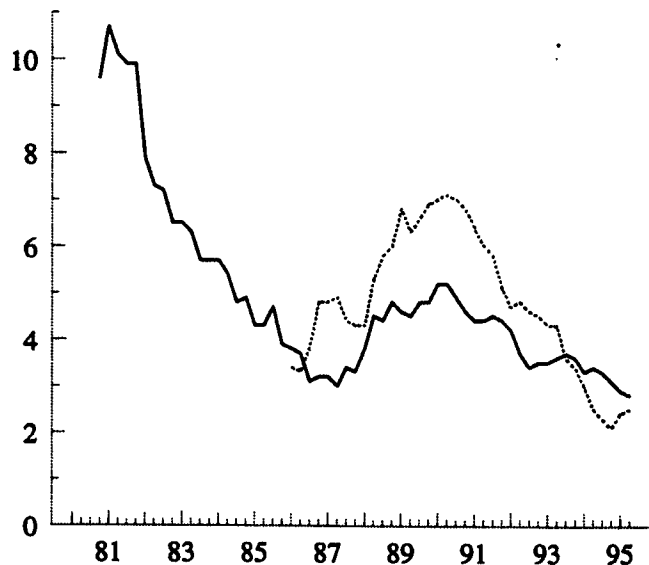


Table 1. SEASONALLY ADJUSTED: Employment Cost Index for total compensation, wages and salaries, and benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Mar. 1995	June 1995	Sep. 1993	Dec. 1993	Mar. 1994	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995
COMPENSATION										
Civilian workers	124.6	125.5	.8	.8	.7	.8	.8	.7	.6	.7
State and local government	126.3	127.5	.5	.7	.9	.8	.6	.6	.7	1.0
Private industry workers	124.3	125.2	.8	.8	.8	.8	.8	.7	.6	.7
White-collar occupations	125.2	126.2	.9	.9	.8	.9	.7	.7	.7	.8
Blue-collar occupations	123.4	124.3	.9	.8	.5	.7	.9	.6	.4	.7
Service occupations	123.3	124.1	.7	.6	.8	.5	.7	.9	.2	.6
Goods-producing industries ¹ ...	125.1	125.8	.8	.8	.7	1.0	.8	.6	.5	.6
Construction	121.2	121.8	.7	.2	1.6	1.1	1.0	-.1	.1	.5
Manufacturing	126.0	126.9	.8	.8	.6	.9	.9	.7	.5	.7
Durables	126.8	127.7	.8	.9	.5	.9	1.1	.7	.6	.7
Nondurables	124.5	125.2	.8	.7	.7	.9	.6	.6	.3	.6
Service-producing industries ²	123.8	124.8	.9	.9	.7	.7	.8	.7	.7	.8
Transportation and public utilities	123.8	124.7	.7	.9	1.1	.5	1.3	.9	1.1	.7
Wholesale trade	123.4	124.5	.5	.9	.3	1.1	1.2	.5	1.6	.9
Retail trade	121.2	121.5	.6	.9	.7	.9	1.1	.1	.7	.2
Finance, insurance, and real estate ³	120.2	121.8	2.3	.6	1.1	.0	.7	.3	1.1	1.3
Services	127.3	128.4	.9	.8	.8	.7	.6	.7	.5	.9
Nonmanufacturing industries ...	123.6	124.6	.9	.8	.8	.8	.8	.5	.7	.8
WAGES AND SALARIES										
Civilian workers	121.3	122.2	.8	.7	.7	.8	.8	.6	.8	.7
State and local government	124.4	125.3	.5	.7	.8	.7	.7	.8	1.0	.7
Private industry workers	120.6	121.5	.9	.7	.8	.9	.7	.6	.7	.7
White-collar occupations	121.7	122.7	1.0	.9	.6	.8	.7	.7	.7	.8
Blue-collar occupations ³	119.0	120.1	.8	.6	.7	.8	.9	.4	.8	.9
Service occupations	119.4	120.1	.5	.4	.9	.5	.6	1.0	.5	.6
Goods-producing industries ^{1,3}	120.4	121.4	.7	.7	.7	.9	.8	.6	.7	.8
Construction	115.0	115.5	.6	.3	1.0	1.0	.7	.5	.1	.4
Manufacturing ³	121.9	122.9	.7	.9	.6	.8	.8	.7	.9	.8
Durables ³	121.9	122.9	.7	1.1	.5	.8	.9	.8	.9	.8
Nondurables	121.9	122.7	.6	.7	.4	.9	.9	.5	.7	.7
Service-producing industries ²	120.8	121.6	1.0	.8	.6	.7	.8	.5	.9	.7
Transportation and public utilities	121.2	122.0	.6	.8	.8	.7	1.4	.8	1.3	.7
Wholesale trade	121.3	122.3	.3	1.0	.1	1.2	.9	.7	1.3	.8
Retail trade	119.1	119.3	.6	.9	.3	1.0	.9	.3	.9	.2
Finance, insurance, and real estate ³	115.0	117.0	2.7	.5	.7	-.4	.5	.4	.7	1.7
Services	123.8	124.6	.8	.7	.9	.7	.5	.7	.7	.6
Nonmanufacturing industries ...	120.0	120.9	1.0	.7	.6	.8	.8	.5	.7	.8

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							
	Mar. 1995	June 1995	Sep. 1993	Dec. 1993	Mar. 1994	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995
BENEFIT COSTS										
Civilian workers	133.4	134.4	0.9	1.0	0.9	0.9	0.9	0.7	0.2	0.7
State and local government	131.1	133.0	.3	.9	.8	1.2	.4	.4	.6	1.4
Private industry workers	134.0	134.7	.9	1.1	.9	1.0	1.0	.8	.1	.5
White-collar occupations	134.7	135.8	.9	1.1	1.4	1.1	1.1	.9	.5	.8
Blue-collar occupations	133.0	133.4	.9	1.1	.5	.8	.9	.5	-.2	.3
Service occupations	134.7	135.6	.9	1.0	.6	.4	.8	.6	-.2	.7
Goods-producing industries ¹ ...	135.4	135.5	.9	1.0	.8	1.0	.9	.8	-.3	.1
Manufacturing	134.7	134.9	1.1	1.0	.2	1.1	.9	1.0	-.4	.1
Service-producing industries ² ...	132.8	134.1	1.0	1.2	1.0	.9	1.2	.6	.6	1.0
Nonmanufacturing industries	133.5	134.6	1.0	1.1	1.3	.9	1.1	.5	.5	.8

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail

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

³ No identifiable seasonality was found for this series.

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

Series	Indexes (June 1989=100)			Percent changes for					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Civilian workers	122.1	124.8	125.6	0.7	0.8	0.6	3.2	2.9	2.9
Excluding sales	122.4	125.2	125.9	.7	.8	.6	3.1	3.0	2.9
Workers, by occupational group									
White-collar occupations	122.6	125.5	126.3	.7	.9	.6	3.4	3.0	3.0
Excluding sales	123.2	126.3	126.9	.7	1.0	.5	3.3	3.2	3.0
Professional specialty and technical ...	124.2	127.0	127.5	.4	.6	.4	3.0	2.7	2.7
Executive, administrative, and managerial	121.6	125.2	125.7	.8	1.3	.4	3.5	3.8	3.4
Administrative support, including clerical	123.5	126.5	127.3	.7	1.0	.6	3.5	3.2	3.1
Blue-collar occupations	121.3	123.6	124.5	.7	.7	.7	3.0	2.7	2.6
Service occupations	122.1	125.0	125.8	.4	.6	.6	2.9	2.8	3.0
Workers, by industry division									
Goods-producing ¹	123.0	125.3	126.0	.9	.7	.6	3.3	2.8	2.4
Manufacturing	123.5	126.2	126.9	.8	.9	.6	3.2	3.0	2.8
Service-producing ²	121.7	124.6	125.5	.6	.8	.7	3.1	3.0	3.1
Services	124.2	127.2	127.8	.3	.6	.5	3.0	2.7	2.9
Health services	126.6	129.4	130.2	.4	.7	.6	2.8	2.6	2.8
Hospitals	126.4	128.8	129.7	.4	.3	.7	3.1	2.3	2.6
Educational services	123.6	126.9	127.4	.3	.4	.4	2.8	3.0	3.1
Public administration	122.2	125.4	126.1	.6	1.0	.6	3.6	3.2	3.2
Nonmanufacturing	121.7	124.4	125.2	.7	.8	.6	3.2	2.9	2.9
State and local government workers	123.1	126.4	126.9	.4	.6	.4	2.9	3.1	3.1
Workers, by occupational group									
White-collar occupations	122.9	126.2	126.6	.2	.6	.3	2.8	2.9	3.0
Professional specialty and technical ...	122.7	126.0	126.3	.2	.4	.2	2.5	2.9	2.9
Executive, administrative, and managerial	123.4	126.9	127.4	.5	1.3	.4	3.5	3.3	3.2
Administrative support, including clerical	123.3	126.3	126.9	.5	.6	.5	3.1	2.9	2.9
Blue-collar occupations	122.7	125.4	126.3	.3	.6	.7	3.4	2.5	2.9
Service occupations	123.9	127.6	128.8	.6	.8	.9	3.5	3.7	4.0
Workers, by industry division									
Services	123.4	126.7	127.1	.2	.5	.3	2.7	2.9	3.0
Excluding schools ³	123.3	126.4	127.7	.4	.6	1.0	2.8	2.9	3.6
Health services	125.2	128.4	129.8	.8	.5	1.1	3.7	3.4	3.7
Hospitals	124.5	128.4	129.9	.6	.5	1.2	3.4	3.8	4.3
Educational services	123.1	126.5	126.8	.2	.4	.2	2.5	2.9	3.0
Schools	123.4	126.8	127.1	.2	.4	.2	2.6	2.9	3.0
Elementary and secondary	123.8	127.1	127.4	.1	.5	.2	2.5	2.7	2.9
Colleges and universities	122.0	126.0	126.1	.4	.4	.1	3.0	3.7	3.4
Public administration	122.2	125.4	126.1	.6	1.0	.6	3.6	3.2	3.2

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail

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

³ Formerly called hospitals and other services.

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

Series	Indexes (June 1989=100)			Percent changes for					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Private industry workers	122.0	124.5	125.4	0.8	0.8	0.7	3.4	2.9	2.8
Excluding sales	122.3	125.0	125.7	.7	.9	.6	3.2	3.0	2.8
White-collar occupations	122.5	125.3	126.2	.8	1.0	.7	3.6	3.1	3.0
Excluding sales	123.3	126.3	127.0	.7	1.0	.6	3.4	3.2	3.0
Professional specialty and technical	125.3	127.7	128.4	.6	.7	.5	3.3	2.5	2.5
Executive, administrative, and managerial	121.3	124.9	125.4	.8	1.3	.4	3.5	3.8	3.4
Sales	118.8	120.2	122.4	1.4	.5	1.8	4.4	2.6	3.0
Administrative support, including clerical	123.5	126.5	127.3	.8	1.1	.6	3.6	3.3	3.1
Blue-collar occupations	121.2	123.5	124.4	.7	.7	.7	3.0	2.7	2.6
Precision production, craft, and repair	121.2	123.4	124.4	.8	.7	.8	3.1	2.7	2.6
Machine operators, assemblers, and inspectors	122.2	124.2	124.8	.7	.6	.5	2.7	2.4	2.1
Transportation and material moving	119.1	121.8	122.4	.5	1.0	.5	3.4	2.8	2.8
Handlers, equipment cleaners, helpers, and laborers	121.4	124.1	125.3	1.0	1.0	1.0	3.2	3.2	3.2
Service occupations	121.0	123.4	124.0	.3	.4	.5	2.5	2.3	2.5
Production and nonsupervisory occupations ¹	121.6	124.1	125.0	.7	.8	.7	3.1	2.8	2.8
Goods-producing industries ²	123.0	125.3	125.9	1.0	.8	.5	3.3	2.9	2.4
Excluding sales occupations	122.5	124.9	125.6	.9	.7	.6	3.1	2.9	2.5
White-collar occupations	124.3	127.2	127.6	1.1	1.0	.3	3.9	3.4	2.7
Excluding sales	123.2	126.2	126.7	1.1	1.0	.4	3.5	3.5	2.8
Blue-collar occupations	122.2	124.1	124.9	.9	.6	.6	2.9	2.5	2.2
Service occupations	123.8	127.3	127.9	.2	.8	.5	2.7	3.1	3.3
Construction	120.2	121.1	122.0	1.3	.2	.7	3.6	2.1	1.5
Manufacturing	123.5	126.2	126.9	.8	.9	.6	3.2	3.0	2.8
White-collar occupations	123.9	127.4	128.0	1.0	1.1	.5	3.5	3.8	3.3
Excluding sales	122.5	126.1	126.6	1.0	1.0	.4	3.1	4.0	3.3
Blue-collar occupations	123.2	125.3	126.0	.7	.6	.6	3.0	2.5	2.3
Service occupations	124.1	128.0	128.6	.2	.8	.5	2.8	3.4	3.6
Durables	123.8	127.0	127.7	.7	1.0	.6	3.2	3.3	3.2
Nondurables	122.8	124.7	125.4	.9	.7	.6	3.2	2.5	2.1
Service-producing industries ³	121.2	123.9	124.9	.7	.9	.8	3.3	2.9	3.1
Excluding sales occupations	122.1	125.0	125.8	.6	1.0	.6	3.2	3.0	3.0
White-collar occupations	121.9	124.6	125.6	.7	1.0	.8	3.5	3.0	3.0
Excluding sales	123.4	126.4	127.1	.6	1.0	.6	3.4	3.0	3.0
Blue-collar occupations	119.1	122.1	123.1	.6	1.2	.8	3.1	3.1	3.4
Service occupations	120.7	123.0	123.6	.4	.4	.5	2.5	2.3	2.4
Transportation and public utilities	119.8	124.0	124.7	.5	1.6	.6	3.3	4.0	4.1
Transportation	117.7	122.3	123.0	.5	1.7	.6	3.2	4.4	4.5
Public utilities	122.6	126.1	126.8	.7	1.4	.6	3.6	3.6	3.4
Communications	122.1	126.3	126.6	.9	1.9	.2	3.9	4.4	3.7
Electric, gas, and sanitary services	123.2	125.9	127.0	.4	.9	.9	3.2	2.6	3.1
Wholesale and retail trade	119.4	121.7	122.8	1.5	.9	.9	3.0	3.5	2.8
Excluding sales occupations	119.8	122.4	123.1	1.0	1.2	.6	3.1	3.2	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					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Wholesale trade	119.7	123.2	124.8	1.5	1.4	1.3	2.8	4.5	4.3
Excluding sales occupations	120.3	124.4	125.1	.8	2.0	.6	3.0	4.3	4.0
Retail trade	119.2	120.9	121.8	1.4	.7	.7	3.1	2.9	2.2
General merchandise stores	118.0	120.1	120.7	2.3	.7	.5	2.9	4.2	2.3
Food stores	120.6	120.8	120.7	.8	.7	-.1	2.9	1.0	.1
Finance, insurance, and real estate	117.7	120.2	121.8	.0	1.1	1.3	4.1	2.1	3.5
Excluding sales occupations	120.3	123.7	124.6	.5	1.6	.7	3.4	3.3	3.6
Banking, savings and loan, and other credit agencies	119.4	123.5	124.1	.6	2.5	.5	2.9	4.0	3.9
Insurance	120.5	123.5	124.6	.5	1.0	.9	3.8	3.0	3.4
Excluding sales occupations	125.0	127.6	129.0	.5	.9	1.1	3.6	2.6	3.2
Services	124.9	127.5	128.2	.4	.7	.5	3.3	2.5	2.6
Business services	122.1	124.5	125.3	.7	1.2	.6	4.0	2.6	2.6
Health services	127.1	129.7	130.3	.3	.8	.5	2.5	2.4	2.5
Hospitals	127.1	128.9	129.7	.3	.2	.6	3.0	1.7	2.0
Nursing homes	-	-	-	.8	1.1	.7	3.9	3.1	3.0
Educational services	125.4	128.8	130.3	.7	.3	1.2	4.0	3.5	3.9
Colleges and universities	126.0	129.3	131.3	.2	.4	1.5	3.7	2.9	4.2
Nonmanufacturing industries	121.2	123.7	124.6	.7	.9	.7	3.4	2.8	2.8
White-collar occupations	122.1	124.7	125.6	.8	1.0	.7	3.6	3.0	2.9
Excluding sales	123.6	126.4	127.1	.7	1.0	.6	3.5	2.9	2.8
Blue-collar occupations	119.1	121.5	122.5	.8	.8	.8	3.0	2.8	2.9
Service occupations	120.7	123.0	123.5	.4	.5	.4	2.5	2.3	2.3

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

² Includes mining, construction, and manufacturing.

³ 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					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Workers, by bargaining status									
Union	123.0	125.1	125.8	0.9	0.7	0.6	3.3	2.6	2.3
Blue-collar occupations	122.4	124.0	124.8	1.0	.5	.6	3.1	2.3	2.0
Goods-producing industries ¹	123.8	125.2	125.9	1.1	.4	.6	3.2	2.2	1.7
Service-producing industries ²	121.8	124.8	125.6	.7	1.0	.6	3.5	3.1	3.1
Manufacturing	124.8	126.3	126.6	1.0	.4	.2	3.1	2.2	1.4
Blue-collar occupations	124.6	126.1	126.4	.9	.4	.2	3.0	2.1	1.4
Nonmanufacturing	121.5	124.0	125.0	.8	.8	.8	3.5	2.9	2.9
Nonunion	121.7	124.3	125.2	.8	.9	.7	3.4	3.0	2.9
Blue-collar occupations	120.4	123.0	123.9	.7	.9	.7	3.0	2.8	2.9
Goods-producing industries ¹	122.6	125.2	125.9	.9	.9	.6	3.4	3.0	2.7
Service-producing industries ²	121.1	123.8	124.8	.7	.9	.8	3.3	2.9	3.1
Manufacturing	122.9	126.1	126.9	.7	1.0	.6	3.3	3.4	3.3
Blue-collar occupations	121.9	124.5	125.5	.6	.8	.8	3.0	2.7	3.0
Nonmanufacturing	121.1	123.6	124.5	.7	.9	.7	3.3	2.8	2.8
Workers, by region ³									
Northeast	122.8	125.6	126.6	1.0	1.0	.8	3.1	3.3	3.1
South	120.8	123.7	124.3	.7	1.0	.5	3.2	3.1	2.9
Midwest	123.6	125.8	126.9	.7	.6	.9	3.6	2.4	2.7
West	120.5	122.6	123.4	.9	.7	.7	3.5	2.7	2.4
Workers, by area size									
Metropolitan areas	121.9	124.5	125.4	.8	.9	.7	3.2	3.0	2.9
Other areas	122.5	124.8	125.3	1.0	1.1	.4	4.0	2.9	2.3

¹ Includes mining, construction, and manufacturing.

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

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

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

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

Table 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					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Wholesale trade	118.3	120.9	122.7	1.8	0.8	1.5	2.8	4.0	3.7
Excluding sales occupations	118.8	122.2	122.9	.8	1.7	.6	2.9	3.7	3.5
Retail trade	117.0	118.7	119.6	1.6	.8	.8	2.8	3.0	2.2
General merchandise stores	116.4	117.9	118.6	2.1	.3	.6	2.6	3.4	1.9
Food stores	117.8	117.8	117.6	.7	.4	-.2	2.1	.7	-.2
Finance, insurance, and real estate	113.2	115.0	117.0	-.4	.7	1.7	3.6	1.1	3.4
Excluding sales occupations	116.0	119.3	120.2	.4	1.6	.8	2.6	3.3	3.6
Banking, savings and loan, and other credit agencies	115.0	119.2	119.7	.3	2.6	.4	1.9	3.9	4.1
Insurance	116.8	119.8	120.8	.7	1.0	.8	3.5	3.3	3.4
Excluding sales occupations	121.4	123.8	125.2	.7	.9	1.1	3.2	2.7	3.1
Services	121.3	123.9	124.4	.4	.7	.4	3.1	2.6	2.6
Business services	119.4	122.1	122.9	.5	1.4	.7	4.2	2.8	2.9
Health services	123.5	126.2	126.7	.3	.6	.4	2.3	2.5	2.6
Hospitals	123.3	125.4	125.9	.4	.5	.4	2.8	2.1	2.1
Nursing homes	-	-	-	.8	1.1	.8	3.9	3.3	3.4
Educational services	122.2	125.6	125.9	.8	.4	.2	4.1	3.6	3.0
Colleges and universities	122.2	125.5	125.9	.2	.5	.3	3.8	2.9	3.0
Nonmanufacturing industries	117.7	120.0	120.9	.8	.8	.8	3.1	2.7	2.7
White-collar occupations	118.9	121.1	122.1	.8	.7	.8	3.2	2.7	2.7
Excluding sales	120.2	122.9	123.5	.7	.9	.5	3.1	2.9	2.7
Blue-collar occupations	115.1	117.5	118.5	.8	.9	.9	2.9	2.9	3.0
Service occupations	116.7	119.2	119.8	.3	.5	.5	2.3	2.5	2.7

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

² Includes mining, construction, and manufacturing.

³ 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					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Workers, by bargaining status									
Union	117.6	119.8	120.6	0.9	0.6	0.7	3.2	2.8	2.6
Blue-collar occupations	116.2	118.2	119.1	1.0	.5	.8	3.0	2.7	2.5
Goods-producing industries ¹	116.7	118.4	119.3	1.1	.4	.8	3.3	2.6	2.2
Service-producing industries ²	118.7	121.6	122.3	.6	.8	.6	3.1	3.1	3.0
Manufacturing	117.8	119.8	120.5	1.0	.5	.6	3.4	2.7	2.3
Blue-collar occupations	117.6	119.5	120.2	1.0	.5	.6	3.3	2.7	2.2
Nonmanufacturing	117.3	119.8	120.6	.8	.7	.7	3.0	2.9	2.8
Nonunion	118.3	120.8	121.8	.8	.8	.8	3.0	2.9	3.0
Blue-collar occupations	116.7	119.5	120.7	.7	1.0	1.0	2.7	3.1	3.4
Goods-producing industries ¹	118.6	121.3	122.2	.9	.8	.7	3.0	3.1	3.0
Service-producing industries ²	118.1	120.5	121.5	.8	.8	.8	3.1	2.8	2.9
Manufacturing	119.5	122.7	123.8	.8	1.0	.9	2.9	3.5	3.6
Blue-collar occupations	118.1	121.2	122.6	.5	1.0	1.2	2.5	3.1	3.8
Nonmanufacturing	117.8	120.0	121.0	.8	.8	.8	3.1	2.7	2.7
Workers, by region ³									
Northeast	118.8	121.3	122.1	.8	.9	.7	2.7	3.0	2.8
South	117.4	120.0	120.8	.7	.8	.7	2.7	2.9	2.9
Midwest	118.3	120.9	122.2	.7	.7	1.1	3.2	2.9	3.3
West	117.9	119.9	120.9	1.1	.8	.8	3.7	2.8	2.5
Workers, by area size									
Metropolitan areas	118.1	120.6	121.6	.8	.8	.8	3.0	2.9	3.0
Other areas	118.1	120.5	121.3	.9	1.3	.7	3.2	3.0	2.7

¹ Includes mining, construction, and manufacturing.

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

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

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

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

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

Series	Indexes (June 1989=100)			Percent changes for					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
Civilian workers	131.0	133.8	134.5	0.7	1.0	0.5	3.8	2.8	2.7
State and local government workers	128.5	131.1	132.2	.5	.5	.8	3.2	2.5	2.9
Private industry workers	131.7	134.5	135.1	.8	1.1	.4	3.9	2.9	2.6
Workers, by occupational group									
White-collar occupations	131.6	135.2	136.0	.8	1.4	.6	4.5	3.6	3.3
Blue-collar occupations	131.5	133.3	133.6	.8	.6	.2	3.3	2.1	1.6
Service occupations	133.1	135.0	135.6	.2	.2	.4	2.9	1.6	1.9
Workers, by industry division									
Goods-producing industries ¹	133.9	135.9	135.9	.9	.8	.0	3.8	2.4	1.5
Service-producing industries ²	129.7	133.2	134.1	.6	1.3	.7	4.1	3.3	3.4
Manufacturing	133.0	135.4	135.2	.8	.8	-.1	3.4	2.6	1.7
Nonmanufacturing	130.8	133.9	134.7	.7	1.2	.6	4.2	3.1	3.0
Workers, by bargaining status									
Union workers	132.9	134.8	135.5	.8	.8	.5	3.4	2.2	2.0
Nonunion workers	131.1	134.2	134.8	.8	1.1	.4	4.1	3.2	2.8

¹ Includes mining, construction, and manufacturing.

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

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					
	June 1994	Mar. 1995	June 1995	3 months ended			12 months ended		
				June 1994	Mar. 1995	June 1995	June 1994	Mar. 1995	June 1995
COMPENSATION									
Aircraft manufacturing (SIC 3721)	127.1	130.6	131.0	0.7	1.1	0.3	2.1	3.5	3.1
White-collar occupations	123.8	126.7	127.2	.9	1.1	.4	2.1	3.3	2.7
Blue-collar occupations	131.5	135.7	136.1	.5	1.1	.3	1.8	3.7	3.5
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721)	123.3	125.7	126.5	0.7	0.7	0.6	3.8	2.7	2.6
White-collar occupations	119.1	121.0	121.6	.8	.7	.5	3.4	2.5	2.1
Blue-collar occupations	129.4	132.7	133.6	.5	.8	.7	4.3	3.1	3.2
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721)	135.3	141.0	140.8	0.7	1.9	-0.1	-1.2	4.9	4.1
White-collar occupations	134.7	140.1	140.2	.9	2.0	.1	-.5	4.9	4.1
Blue-collar occupations	135.6	141.6	140.9	.4	1.7	-.5	-2.4	4.9	3.9

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 nearly 22,000 occupations within over 4,200 sample establishments in private industry and nearly 6,000 occupations within about 900 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

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

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Beginning in March 1995, 1990 employment counts primarily from the Bureau's Occupational Employment 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 that is available upon request. From June 1986 through December 1994, employment counts from the

1980 Census were used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

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

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

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

The costs per hour worked of compensation components, based on March 1995 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1995." 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, 1975-94, (Bulletin 2447); 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.