

News

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EMPLOYMENT COST INDEX—DECEMBER 2001

The Employment Cost Index (not seasonally adjusted) for December 2001 was 156.8 (June 1989=100), an increase of 4.1 percent from December 2000, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI), a component of the Bureau's National Compensation Survey, measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, the 3-month increase in compensation costs for civilian workers (nonfarm private industry plus State and local government) was 0.9 percent during the September-December 2001 period, following a gain of 1.0 percent in June-September 2001. Wages and salaries increased 0.8 percent during the December 2001 period, identical to the change in the previous 3-month period. Benefit costs rose 1.2 percent during the December 2001 quarter, falling from the 1.6 percent gain in the September 2001 quarter.

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

Compensation Component	Mar. 2000	June 2000	Sep. 2000	Dec. 2000	Mar. 2001	June 2001	Sep. 2001	Dec. 2001
Civilian workers								
Compensation costs	1.3	1.0	0.9	0.9	1.1	0.9	1.0	0.9
Wages and salaries	1.1	1.0	0.9	0.8	1.0	1.0	0.8	0.8
Benefit costs	1.8	1.1	1.0	1.0	1.3	1.0	1.6	1.2
Private industry								
Compensation costs	1.4	1.2	0.9	0.9	1.1	1.0	0.9	1.0
Wages and salaries	1.1	1.0	0.9	0.8	1.1	0.9	0.7	0.9
Benefit costs	2.0	1.2	1.2	1.1	1.4	0.9	1.4	1.3
State and local government								
Compensation costs	0.8	0.8	0.6	0.8	1.0	1.1	1.4	0.6
Wages and salaries	0.9	0.8	0.8	0.8	1.0	1.1	1.0	0.5
Benefit costs	0.8	0.5	0.3	0.7	1.2	1.1	2.4	0.6

The 3-month increase in compensation costs for private industry workers was 1.0 percent during the September-December 2001 period, following an increase of 0.9 percent during the previous 3-month period. The gain in wages and salaries was 0.9 percent in the quarter ended in December; in the September quarter, it was 0.7 percent. Benefit costs showed a 3-month rise of 1.3 percent during the December 2001 quarter,

compared with a 1.4 percent gain during the September 2001 quarter. The increase in benefit costs continued to be largely due to increases in employer costs for health insurance. (See tables A and 1.)

Compensation costs for State and local government workers increased 0.6 percent during the September-December 2001 period, falling significantly from the 1.4 percent increase in the June-September period. Wages and salaries rose 0.5 percent in the quarter ended in December, following a 1.0 percent increase the previous quarter. Benefit costs rose 0.6 percent during the December quarter, dropping sharply from the 2.4 percent gain in the September quarter. The slower increase in benefit costs was largely due to smaller increases in employer costs for health insurance and retirement benefits.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 4.1 percent for the 12 months ended in December 2001. This compares with over-the-year increases of 4.1 percent in December 2000 and 3.4 percent in December 1999. Compensation costs in private industry rose 4.2 percent in the year ended December 2001, compared with increases of 4.4 percent in December 2000 and 3.4 percent in December 1999. In State and local government, compensation costs increased 4.2 percent for the year ended December 2001; over-the-year increases were 3.0 percent in December 2000 and 3.4 percent in December 1999. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 3.8 percent for the year ended December 2001, after increasing 3.9 percent in the year ended December 2000. (See tables B and 6.) Benefit costs for private industry workers increased 5.1 percent for the year ended in December 2001, compared with an increase of 5.6 percent in December 2000. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 4.2 percent for white-collar occupations, 3.8 percent for blue-collar occupations, and 4.5 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 3.2 percent for machine operators, assemblers, and inspectors to 4.8 percent for administrative support, including clerical workers. (See table 3.)

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

Compensation Component	Dec. 1996	Dec. 1997	Dec. 1998	Dec. 1999	Dec. 2000	Dec. 2001
Civilian workers						
Compensation costs	2.9	3.3	3.4	3.4	4.1	4.1
Wages and salaries	3.3	3.8	3.7	3.5	3.8	3.7
Benefit costs	2.0	2.1	2.6	3.3	4.9	5.2
Private industry						
Compensation costs	3.1	3.4	3.5	3.4	4.4	4.2
Wages and salaries	3.4	3.9	3.9	3.5	3.9	3.8
Benefit costs	2.0	2.3	2.4	3.4	5.6	5.1
State and local government						
Compensation costs	2.6	2.3	3.0	3.4	3.0	4.2
Wages and salaries	2.8	2.7	3.1	3.6	3.3	3.6
Benefit costs	2.2	1.3	3.0	2.8	2.4	5.5

For the year ended December 2001, the compensation cost increase was 3.8 percent for goods-producing industries, compared with a 4.4 percent increase for the year ended December 2000. The over-the-year increase in compensation for service-producing industries was 4.3 percent, compared with a 4.4 percent increase for the year ended December 2000. Among service-producing industry divisions, December 2000-to-December 2001 increases ranged from 3.3 percent for wholesale trade to 6.1 percent for hospitals. (See table 3.)

Compensation costs for union workers rose 4.2 percent over the year, compared with a 4.1 percent increase for nonunion workers. In service-producing industries, union compensation increased 5.3 percent, greater than the 4.1 percent increase for nonunion workers. Conversely, in goods-producing industries, the increase for nonunion workers was 4.0 percent, compared with a 3.1 percent gain for union workers. Among the four geographic regions, increases in compensation costs ranged from 3.5 percent in the Midwest to 5.0 percent in the West. (See table 4.)

State and local government

In State and local government, the December 2001 over-the-year increase in wages and salaries was 3.6 percent, compared with a gain of 3.3 percent for December 2000. The 12-month gain in benefit costs for December 2001 was 5.5 percent, more than double the gain of 2.4 percent for December 2000. (See tables B, 5, and 8.)

NOTES:

The new seasonal factors for 2002, along with revised seasonally adjusted indexes for the past five years, will be available Tuesday, April 23, 2002, on the Internet site <http://www.bls.gov/ect/home.htm> or upon request. The ECI for March 2002 is scheduled to be released Thursday, April 25, 2002, at 8:30 a.m. (EDT).

The terrorist attacks of September 11 resulted in a tragic loss of lives and significant disruptions in the New York and Washington area economies, as well as disruptions to other businesses outside these directly impacted areas. A review of both the September and December survey responses was undertaken to evaluate the impact of the situation on the ECI survey cooperation rates by industry and any impact of nonresponse on survey estimates. No unusual effects were found. A fact sheet with additional information can be obtained from the Internet site <http://www.bls.gov/ect/eciimpac.htm>, by e-mail request ocltinfo@bls.gov, or by telephone (202) 691-6199.

ECI data are available on the Compensation Cost Trends page at <http://www.bls.gov/ncs/ect/home.htm>. To access data using Anonymous FTP, continue to use the Internet address <ftp://ftp.bls.gov>.

For technical assistance in using the BLS Internet site, send e-mail to webmaster@bls.gov. For ECI data requests, send e-mail to ocltinfo@bls.gov.

The ECI news release is available through an e-mail subscription service. See the subscription link on <http://www.bls.gov/ncs/ect/home.htm> or <http://www.bls.gov/bls/newsrels.htm>.

News releases and other information are available from the BLS fax-on-demand service. To request a document fax, call (202) 691-6325. To request a catalog of available documents, select option 2 at the initial voice prompt. To request data found in this news release, enter the following codes:

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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

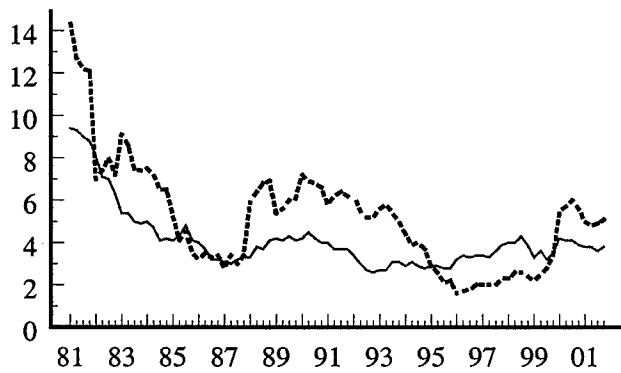


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted Not seasonally adjusted

— ----

3-month percent change

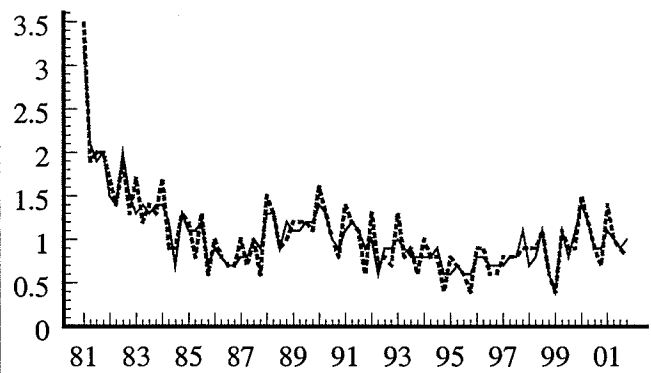


Chart C. Changes in compensation, goods-producing and service-producing sectors, private industry

Goods-producing Service-producing

— ----

12-month percent change



Chart D. Changes in compensation, white-collar and blue-collar occupations, private industry

White-collar Blue-collar

— ----

12-month percent change

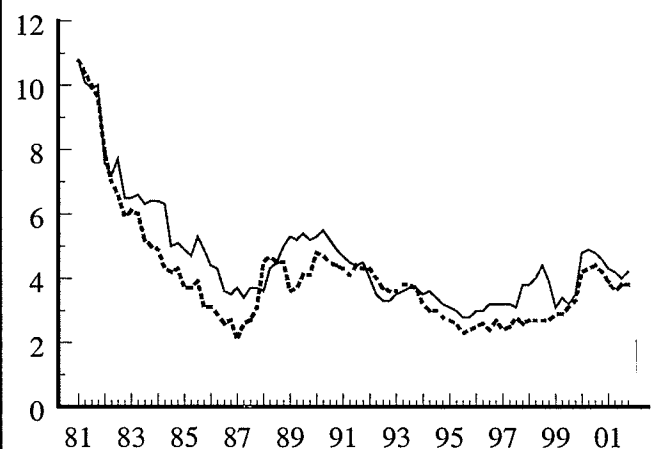


Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended--							
	Sep. 2001	Dec. 2001	Mar. 2000	Jun. 2000	Sep. 2000	Dec. 2000	Mar. 2001	Jun. 2001	Sep. 2001	Dec. 2001
TOTAL COMPENSATION										
Civilian workers	155.3	156.7	1.3	1.0	0.9	0.9	1.1	0.9	1.0	0.9
State and local government	153.9	154.8	.8	.8	.6	.8	1.0	1.1	1.4	.6
Private industry	155.6	157.2	1.4	1.2	.9	.9	1.1	1.0	.9	1.0
Industry										
Goods producing ²	153.2	154.6	1.6	1.2	1.0	.7	1.1	.9	.7	.9
Construction	151.5	153.3	1.4	1.4	1.4	1.4	1.0	1.1	1.0	1.2
Manufacturing	153.2	154.8	1.4	1.0	1.0	.5	1.1	.8	.5	1.0
Durables	153.9	155.5	1.6	1.2	.7	.7	1.0	.8	.6	1.0
Nondurables	152.0	153.5	1.1	.8	1.1	.3	1.4	.9	.3	1.0
Service producing ³	156.8	158.4	1.4	1.0	1.0	1.0	1.1	1.0	1.0	1.0
Transportation and public utilities	153.3	155.7	1.0	1.3	1.0	.9	1.3	1.3	.6	1.6
Wholesale trade	158.8	159.4	1.0	1.1	.4	1.3	.5	1.7	.7	.4
Retail trade	150.5	153.8	1.4	1.0	.9	.9	1.0	.5	.7	2.2
Finance, insurance, and real estate ⁴	160.9	161.3	2.5	.7	1.4	.3	1.4	1.0	.9	.2
Services	159.9	161.0	1.3	1.1	1.1	.9	1.6	.8	1.3	.7
Nonmanufacturing	156.1	157.9	1.4	1.1	1.1	1.0	1.1	1.0	1.0	1.2
Occupational group										
White collar	158.5	160.4	1.4	1.2	.9	1.0	1.1	1.1	.8	1.2
Blue collar	150.9	152.1	1.4	.8	1.0	.8	1.2	.5	1.2	.8
Service	152.3	154.4	.8	1.1	.8	1.1	1.2	.8	1.0	1.4
WAGES AND SALARIES										
Civilian workers	152.1	153.3	1.1	1.0	.9	.8	1.0	1.0	.8	.8
State and local government	152.5	153.3	.9	.8	.8	.8	1.0	1.1	1.0	.5
Private industry	152.0	153.4	1.1	1.0	.9	.8	1.1	.9	.7	.9
Industry										
Goods producing ^{2,4}	149.5	150.5	1.1	1.2	.9	.6	1.2	1.1	.6	.7
Construction	144.8	146.7	1.6	1.1	1.0	1.4	.9	.9	.8	1.3
Manufacturing ⁴	150.7	151.7	1.0	1.0	.9	.5	1.4	1.0	.5	.7
Durables ⁴	151.5	152.6	.8	1.2	1.0	.8	1.2	1.0	.7	.7
Nondurables	149.3	150.4	1.0	.9	.8	.4	1.2	1.1	.3	.7
Service producing ³	153.1	154.6	1.1	1.0	.9	.8	1.0	.9	.8	1.0
Transportation and public utilities	146.5	149.2	.5	1.1	.7	.9	1.1	1.4	.5	1.8
Wholesale trade	154.2	154.5	1.0	1.1	.3	1.1	.4	1.6	-.1	.2
Retail trade	148.5	151.3	1.4	.8	.8	.8	.8	.5	.6	1.9
Finance, insurance, and real estate ⁴	155.8	156.0	2.4	.5	1.5	.0	1.5	.5	.8	.1
Services	157.0	158.3	.9	1.2	.9	.9	1.3	.8	1.3	.8
Nonmanufacturing	152.1	153.6	1.2	1.1	.9	.8	1.0	.9	.8	1.0

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, 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—							
	Sep. 2001	Dec. 2001	Mar. 2000	Jun. 2000	Sep. 2000	Dec. 2000	Mar. 2001	Jun. 2001	Sep. 2001	Dec. 2001
WAGES AND SALARIES—Continued										
Occupational group										
White collar	154.6	156.3	1.2	1.0	0.9	0.8	1.1	0.9	0.6	1.1
Blue collar ⁴	147.5	148.3	1.0	1.0	1.0	.6	1.3	.9	1.1	.5
Service ⁴	148.7	150.6	1.0	1.1	.7	1.0	1.0	.8	.8	1.3
BENEFIT COSTS										
Civilian workers	163.3	165.2	1.8	1.1	1.0	1.0	1.3	1.0	1.6	1.2
State and local government	157.4	158.4	.8	.5	.3	.7	1.2	1.1	2.4	.6
Private industry	164.7	166.8	2.0	1.2	1.2	1.1	1.4	.9	1.4	1.3
Industry										
Goods producing ²	160.8	163.2	2.3	1.2	1.2	.7	1.0	.6	.9	1.5
Manufacturing	158.5	161.1	2.6	.9	.9	.3	1.0	.4	.6	1.6
Service producing ³	167.0	168.9	1.9	1.2	1.3	1.3	1.7	1.2	1.6	1.1
Nonmanufacturing	167.3	169.2	1.9	1.3	1.3	1.3	1.7	1.2	1.6	1.1
Occupational group										
White collar	169.4	171.8	2.0	1.4	1.3	1.1	1.9	1.3	1.3	1.4
Blue collar	158.2	159.4	2.6	.7	1.1	.8	1.0	.0	1.5	.8
Service	163.2	166.1	.5	1.2	1.2	1.4	1.9	.9	1.4	1.8

¹ Includes wages, salaries, and employer costs for employee benefits.

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.

⁴ No identifiable seasonality was found for this series.

Table 2. Employment Cost Index for total compensation¹ 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—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Civilian workers	150.6	155.6	156.8	0.7	1.2	0.8	4.1	4.1	4.1
Excluding sales occupations	150.5	155.6	156.8	.7	1.2	.8	4.2	4.1	4.2
Industry									
Goods producing ²	148.8	153.2	154.4	.5	.7	.8	4.4	3.5	3.8
Manufacturing	149.3	153.3	154.6	.4	.5	.8	4.0	3.1	3.5
Service producing ³	151.1	156.4	157.6	.7	1.3	.8	4.0	4.2	4.3
Services	152.4	158.1	159.0	.8	1.7	.6	4.0	4.6	4.3
Health services	150.7	156.7	158.3	1.1	1.4	1.0	4.4	5.2	5.0
Hospitals	151.3	158.2	160.0	1.2	1.7	1.1	4.3	5.8	5.8
Educational services	150.6	156.1	156.6	.6	2.6	.3	3.3	4.3	4.0
Public administration ⁴	148.3	153.8	155.2	1.0	1.3	.9	2.7	4.7	4.7
Nonmanufacturing	150.7	156.0	157.2	.7	1.3	.8	4.1	4.3	4.3
Occupational group									
White collar	152.5	157.7	158.9	.7	1.1	.8	4.2	4.1	4.2
Excluding sales	152.6	158.1	159.2	.7	1.2	.7	4.2	4.4	4.3
Professional specialty and technical	151.3	156.7	157.5	.9	1.6	.5	4.1	4.5	4.1
Executive, administrative, and managerial	154.6	159.6	161.2	.6	.6	1.0	4.0	3.8	4.3
Administrative support, including clerical	152.8	158.8	160.0	.7	1.3	.8	4.6	4.6	4.7
Blue collar	146.5	151.1	152.0	.6	1.2	.6	4.2	3.8	3.8
Service	150.0	155.0	156.9	1.0	1.1	1.2	3.6	4.4	4.6
State and local government	148.9	154.3	155.2	.7	2.1	.6	3.0	4.4	4.2
Industry									
Services	148.9	154.4	154.9	.6	2.5	.3	3.0	4.3	4.0
Excluding schools	148.8	154.5	156.1	.8	1.7	1.0	3.5	4.7	4.9
Health services	151.6	157.1	158.6	1.1	1.7	1.0	4.0	4.7	4.6
Hospitals	152.0	157.4	159.1	.9	1.7	1.1	3.9	4.4	4.7
Educational services	148.7	154.1	154.5	.5	2.7	.3	3.0	4.2	3.9
Schools	149.0	154.4	154.8	.5	2.6	.3	3.0	4.2	3.9
Elementary and secondary	148.1	152.8	153.1	.5	2.6	.2	2.8	3.7	3.4
Colleges and universities	151.7	159.0	159.6	.8	3.0	.4	3.5	5.6	5.2
Public administration ⁴	148.3	153.8	155.2	1.0	1.3	.9	2.7	4.7	4.7
Occupational group									
White collar	148.3	153.7	154.4	.7	2.2	.5	3.0	4.3	4.1
Professional specialty and technical	147.4	152.8	153.2	.5	2.4	.3	2.9	4.2	3.9
Executive, administrative, and managerial	150.7	156.4	157.6	1.0	1.8	.8	3.1	4.8	4.6
Administrative support, including clerical	149.4	154.2	155.6	.7	1.7	.9	3.0	4.0	4.1
Blue collar	147.2	151.5	153.2	.9	1.7	1.1	3.3	3.8	4.1
Service	152.9	159.0	160.5	.9	1.6	.9	2.9	5.0	5.0

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service

industries; and public administration.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Private industry workers	150.9	155.9	157.2	0.7	0.9	0.8	4.4	4.0	4.2
Excluding sales occupations	150.9	156.0	157.2	.7	1.0	.8	4.4	4.1	4.2
Industry									
Goods producing²	148.8	153.1	154.4	.6	.7	.8	4.4	3.5	3.8
Excluding sales	148.2	152.5	153.7	.7	.7	.8	4.5	3.6	3.7
White collar	151.9	156.8	158.1	.4	.2	.8	4.4	3.6	4.1
Excluding sales	150.5	155.3	156.5	.6	.2	.8	4.6	3.8	4.0
Blue collar	146.8	150.8	151.9	.7	1.0	.7	4.3	3.4	3.5
Construction	146.7	151.7	153.0	1.1	.9	.9	5.8	4.5	4.3
Manufacturing	149.3	153.3	154.6	.4	.5	.8	4.0	3.1	3.5
White collar	151.5	156.0	156.9	.1	.0	.6	3.9	3.0	3.6
Excluding sales	149.7	153.8	154.7	.3	-.1	.6	4.1	3.0	3.3
Blue collar	147.8	151.3	152.7	.7	.9	.9	4.0	3.1	3.3
Durables	150.1	154.0	155.3	.5	.6	.8	4.2	3.1	3.5
Aircraft manufacturing (SIC 3721) ..	155.3	160.3	163.4	-.4	-.1	1.9	5.7	2.8	5.2
White collar	151.2	156.3	159.0	-.4	-.6	1.7	6.7	3.0	5.2
Blue collar	160.4	165.3	169.1	-.6	1.0	2.3	3.9	2.4	5.4
Nondurables	147.7	152.0	153.2	.1	.3	.8	3.4	3.1	3.7
Service producing ³	151.7	156.9	158.2	.7	1.0	.8	4.4	4.2	4.3
Excluding sales	152.2	157.8	159.0	.7	1.2	.8	4.3	4.4	4.5
White collar	153.7	159.0	160.3	.7	1.0	.8	4.6	4.2	4.3
Excluding sales	155.1	160.9	162.2	.8	1.1	.8	4.6	4.5	4.6
Blue collar	145.3	150.9	151.4	.6	1.5	.3	3.9	4.4	4.2
Service	147.9	152.2	154.2	1.1	.9	1.3	3.9	4.0	4.3
Transportation and public utilities	148.3	153.5	155.5	.6	.7	1.3	4.2	4.1	4.9
Transportation	143.9	148.2	151.1	.8	.9	2.0	3.2	3.8	5.0
Public utilities	154.1	160.7	161.5	.4	.6	.5	5.5	4.7	4.8
Communications	154.7	162.8	163.4	.5	1.1	.4	6.0	5.8	5.6
Electric, gas, and sanitary services	153.4	158.1	159.1	.3	.0	.6	5.0	3.4	3.7
Wholesale and retail trade	149.4	153.7	155.5	.7	.7	1.2	4.1	3.6	4.1
Excluding sales	150.6	155.4	157.1	.7	1.0	1.1	4.4	3.9	4.3
Wholesale trade	154.4	158.6	159.5	1.5	.5	.6	4.0	4.3	3.3
Excluding sales	154.9	160.0	160.6	1.4	.9	.4	5.1	4.8	3.7
Retail trade	146.6	150.9	153.2	.3	.8	1.5	4.2	3.2	4.5
General merchandise stores	144.4	149.7	150.9	1.5	.2	.8	4.4	5.3	4.5
Food stores	144.5	149.7	151.7	.8	1.0	1.3	4.6	4.4	5.0
Finance, insurance, and real estate	155.7	160.9	161.3	.3	.9	.2	5.0	3.7	3.6
Excluding sales	158.4	164.7	165.0	.6	1.0	.2	4.5	4.6	4.2
Banking, savings and loan, and other credit agencies	166.5	175.4	174.3	.4	1.6	-.6	4.2	5.8	4.7
Insurance	155.2	159.9	161.3	.3	.4	.9	6.4	3.3	3.9
Excluding sales	153.1	158.0	159.4	.6	.3	.9	4.1	3.8	4.1
Services	154.1	160.0	161.0	.8	1.4	.6	4.4	4.6	4.5
Business services	158.4	165.2	166.2	.6	1.3	.6	4.3	4.9	4.9
Health services	150.6	156.8	158.4	1.1	1.4	1.0	4.4	5.2	5.2
Hospitals	151.1	158.4	160.3	1.3	1.6	1.2	4.5	6.2	6.1
Nursing homes	—	—	—	1.5	1.5	.9	6.1	5.6	5.1
Educational services	159.9	166.4	167.6	.7	2.3	.7	4.5	4.8	4.8
Colleges and universities	159.2	166.2	167.5	.4	2.2	.8	3.8	4.8	5.2

See footnotes at end of table.

Table 3. Employment Cost Index for total compensation¹ 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—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Industry—Continued									
Nonmanufacturing industries	151.1	156.3	157.6	0.7	1.0	0.8	4.6	4.2	4.3
White collar	153.7	159.0	160.5	.7	1.0	.9	4.6	4.2	4.4
Excluding sales	155.1	160.9	162.3	.8	1.1	.9	4.7	4.6	4.6
Blue collar	144.8	150.2	150.6	.6	1.4	.3	4.4	4.4	4.0
Service	147.8	152.1	154.1	1.0	.9	1.3	3.9	4.0	4.3
Occupational group									
White collar	153.6	158.7	160.1	.7	.8	.9	4.6	4.0	4.2
Excluding sales	154.1	159.6	160.9	.8	.9	.8	4.6	4.4	4.4
Professional specialty and technical	153.7	159.2	160.3	1.0	1.1	.7	4.8	4.6	4.3
Executive, administrative, and managerial	155.3	160.2	161.8	.6	.5	1.0	4.2	3.8	4.2
Sales	151.4	155.0	156.7	.1	.3	1.1	4.2	2.5	3.5
Administrative support, including clerical	153.4	159.5	160.8	.7	1.1	.8	4.9	4.7	4.8
Blue collar	146.4	151.0	151.9	.6	1.1	.6	4.2	3.8	3.8
Precision production, craft, and repair	146.7	151.8	152.5	.6	1.4	.5	4.3	4.1	4.0
Machine operators, assemblers, and inspectors	146.8	150.4	151.5	.5	.9	.7	3.8	3.0	3.2
Transportation and material moving	141.1	145.6	146.3	.9	1.2	.5	4.4	4.1	3.7
Handlers, equipment cleaners, helpers, and laborers	150.4	154.9	156.5	.7	1.0	1.0	4.2	3.7	4.1
Service	148.1	152.6	154.8	1.0	.9	1.4	3.9	4.1	4.5
Production and nonsupervisory occupations⁴	149.5	154.3	155.5	.7	1.0	.8	4.5	4.0	4.0

¹ Includes wages, salaries, and employer costs for employee benefits.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.⁴ 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 compensation¹ 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—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Bargaining status									
Union	146.9	151.0	153.1	0.5	1.0	1.4	4.0	3.4	4.2
Blue-collar occupations	145.0	148.7	150.0	.5	1.0	.9	4.4	3.0	3.4
Goods-producing industries ²	147.3	150.6	151.8	.3	.9	.8	4.6	2.6	3.1
Service-producing industries ³	146.4	151.2	154.2	.8	1.1	2.0	3.5	4.1	5.3
Manufacturing	147.4	149.9	151.4	.2	.7	1.0	4.5	1.9	2.7
Blue-collar occupations	147.0	149.4	150.9	.3	.9	1.0	4.7	2.0	2.7
Nonmanufacturing	146.2	151.1	153.5	.8	1.1	1.6	3.8	4.2	5.0
Nonunion	151.6	156.7	157.8	.7	.9	.7	4.4	4.1	4.1
Blue-collar occupations	147.2	152.2	152.9	.8	1.3	.5	4.1	4.2	3.9
Goods-producing industries ²	149.3	154.0	155.3	.6	.6	.8	4.3	3.8	4.0
Service-producing industries ³	152.3	157.5	158.6	.7	1.0	.7	4.5	4.2	4.1
Manufacturing	149.9	154.4	155.5	.5	.5	.7	3.8	3.5	3.7
Blue-collar occupations	148.0	152.1	153.5	.9	.9	.9	3.6	3.7	3.7
Nonmanufacturing	151.8	157.0	158.2	.7	1.0	.8	4.6	4.2	4.2
Region⁴									
Northeast	150.3	155.2	156.3	.7	1.0	.7	4.2	4.0	4.0
South	148.6	153.5	154.6	.7	.8	.7	3.9	4.0	4.0
Midwest	153.3	157.4	158.6	.7	.9	.8	4.8	3.4	3.5
West	151.8	157.6	159.4	.7	1.0	1.1	4.9	4.5	5.0
Area									
Metropolitan	151.0	156.0	157.4	.6	.9	.9	4.4	3.9	4.2
Other	150.3	154.8	155.6	1.0	.7	.5	4.7	4.0	3.5

¹ Includes wages, salaries, and employer costs for employee benefits.

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.

⁴ 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--					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended--			12 months ended--		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Civilian workers	147.9	152.3	153.4	0.6	1.0	0.7	3.8	3.6	3.7
Excluding sales occupations	147.7	152.3	153.4	.7	1.1	.7	3.8	3.8	3.9
Industry									
Goods producing ¹	145.3	149.5	150.5	.7	.6	.7	4.0	3.6	3.6
Manufacturing	146.5	150.7	151.7	.5	.5	.7	3.5	3.4	3.5
Service producing ²	148.9	153.4	154.5	.6	1.1	.7	3.8	3.6	3.8
Services	151.0	156.2	157.1	.7	1.7	.6	3.8	4.2	4.0
Health services	148.3	153.7	155.5	1.1	1.3	1.2	4.1	4.8	4.9
Hospitals	147.3	153.5	155.5	1.2	1.5	1.3	4.0	5.4	5.6
Educational services	149.6	154.6	155.1	.5	2.4	.3	3.4	3.8	3.7
Public administration ³	146.1	150.3	151.6	1.0	1.1	.9	3.3	3.9	3.8
Nonmanufacturing	148.1	152.6	153.8	.6	1.1	.8	3.9	3.7	3.8
Occupational group									
White collar	150.2	154.5	155.6	.7	.9	.7	3.9	3.6	3.6
Excluding sales	150.4	155.1	156.1	.7	1.2	.6	3.9	3.9	3.8
Professional specialty and technical	149.6	154.2	155.1	.9	1.4	.6	3.9	4.0	3.7
Executive, administrative, and managerial	152.4	156.7	158.1	.5	.6	.9	3.5	3.4	3.7
Administrative support, including clerical	149.6	154.6	155.7	.7	1.2	.7	4.3	4.1	4.1
Blue collar	142.9	147.6	148.5	.6	1.1	.6	3.6	3.9	3.9
Service	147.1	151.2	153.0	1.0	1.0	1.2	3.8	3.8	4.0
State and local government	148.3	153.0	153.7	.7	1.9	.5	3.3	3.9	3.6
Industry									
Services	148.7	153.7	154.2	.5	2.3	.3	3.3	3.9	3.7
Excluding schools	147.9	153.2	154.9	.8	1.7	1.1	3.3	4.4	4.7
Health services	149.3	154.2	155.8	1.1	1.5	1.0	3.5	4.4	4.4
Hospitals	149.2	154.2	155.7	1.0	1.6	1.0	3.5	4.4	4.4
Educational services	148.7	153.6	154.0	.5	2.4	.3	3.3	3.8	3.6
Schools	148.9	153.8	154.1	.5	2.4	.2	3.3	3.8	3.5
Elementary and secondary	148.5	152.8	153.1	.4	2.2	.2	3.1	3.3	3.1
Colleges and universities	149.5	156.5	156.7	.8	3.1	.1	3.5	5.5	4.8
Public administration ³	146.1	150.3	151.6	1.0	1.1	.9	3.3	3.9	3.8
Occupational group									
White collar	148.0	152.7	153.3	.6	1.9	.4	3.2	3.8	3.6
Professional specialty and technical	148.2	153.0	153.4	.5	2.1	.3	3.2	3.8	3.5
Executive, administrative, and managerial	148.8	153.9	155.1	1.0	1.6	.8	3.1	4.5	4.2
Administrative support, including clerical	146.2	149.8	150.9	.8	1.5	.7	3.2	3.3	3.2
Blue collar	145.1	149.1	150.8	.8	1.8	1.1	3.1	3.6	3.9
Service	151.2	156.1	157.4	1.1	1.6	.8	3.8	4.3	4.1

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 Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

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—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Private industry workers	147.7	152.1	153.3	0.6	0.8	0.8	3.9	3.6	3.8
Excluding sales occupations	147.6	152.2	153.3	.8	.9	.7	3.9	3.9	3.9
Industry									
Goods producing ¹	145.2	149.5	150.5	.6	.6	.7	3.9	3.6	3.7
Excluding sales	144.6	148.7	149.7	.8	.6	.7	4.1	3.7	3.5
White collar	148.7	152.6	153.6	.5	.2	.7	4.0	3.2	3.3
Excluding sales	147.2	150.8	151.7	.8	.2	.6	4.2	3.3	3.1
Blue collar	143.1	147.4	148.4	.8	.9	.7	4.0	3.8	3.7
Construction	140.7	145.1	146.3	.9	.8	.8	5.3	4.1	4.0
Manufacturing	146.5	150.7	151.7	.5	.5	.7	3.5	3.4	3.5
White collar	149.2	152.8	153.3	.3	.1	.3	3.6	2.8	2.7
Excluding sales	147.5	150.5	151.0	.6	.0	.3	3.9	2.7	2.4
Blue collar	144.6	149.1	150.3	.8	.9	.8	3.5	4.0	3.9
Durables	147.3	151.5	152.6	.8	.7	.7	3.9	3.7	3.6
Aircraft manufacturing (SIC 3721) ..	151.6	156.6	158.3	1.1	1.0	1.1	5.6	4.4	4.4
White collar	146.2	150.9	152.2	.1	.5	.9	5.1	3.4	4.1
Blue collar	159.3	164.9	167.4	2.7	1.7	1.5	6.3	6.3	5.1
Nondurables	145.4	149.3	150.2	.3	.2	.6	3.2	3.0	3.3
Service producing ²	148.9	153.2	154.5	.7	.9	.8	3.9	3.6	3.8
Excluding sales	149.4	154.2	155.5	.7	1.0	.8	3.9	4.0	4.1
White collar	150.9	155.2	156.5	.6	.8	.8	4.1	3.5	3.7
Excluding sales	152.3	157.2	158.6	.7	1.0	.9	4.0	4.0	4.1
Blue collar	142.2	147.5	148.1	.4	1.5	.4	3.2	4.2	4.1
Service	144.8	148.4	150.2	.9	.8	1.2	3.7	3.4	3.7
Transportation and public utilities	142.3	146.7	149.2	.7	.7	1.7	3.2	3.8	4.8
Transportation	138.6	142.6	145.7	.9	.7	2.2	2.7	3.8	5.1
Public utilities	147.1	152.0	153.6	.5	.7	1.1	3.7	3.8	4.4
Communications	147.4	153.3	155.2	.5	1.0	1.2	3.7	4.5	5.3
Electric, gas, and sanitary services ..	146.6	150.4	151.7	.5	.3	.9	3.8	3.1	3.5
Wholesale and retail trade	147.4	150.6	152.1	.7	.3	1.0	3.8	2.9	3.2
Excluding sales	149.0	153.1	154.6	.5	.8	1.0	4.0	3.3	3.8
Wholesale trade	151.6	154.1	154.8	1.3	-.3	.5	3.5	3.0	2.1
Excluding sales	153.2	157.4	157.9	1.3	.6	.3	4.6	4.0	3.1
Retail trade	145.2	148.8	150.7	.3	.7	1.3	4.0	2.8	3.8
General merchandise stores	142.2	145.7	146.5	1.8	.1	.5	4.0	4.3	3.0
Food stores	141.6	145.7	146.7	1.0	.8	.7	5.0	3.9	3.6
Finance, insurance, and real estate	151.7	155.8	156.0	.0	.8	.1	4.5	2.7	2.8
Excluding sales	154.1	159.1	159.1	.5	1.0	.0	4.1	3.8	3.2
Banking, savings and loan, and other credit agencies	165.7	173.2	171.7	.4	1.4	-.9	3.8	5.0	3.6
Insurance	150.8	153.6	155.0	.1	.2	.9	6.6	1.9	2.8
Excluding sales	146.5	149.8	151.2	.5	.1	.9	3.5	2.8	3.2
Services	151.8	157.1	158.2	.8	1.4	.7	4.0	4.3	4.2
Business services	156.0	162.8	163.7	.5	1.2	.6	4.1	4.8	4.9
Health services	148.1	153.6	155.4	1.0	1.2	1.2	4.1	4.8	4.9
Hospitals	146.8	153.3	155.4	1.3	1.5	1.4	4.2	5.8	5.9
Nursing homes	—	—	—	1.2	1.5	1.1	5.8	5.1	5.1
Educational services	154.3	159.6	160.6	.6	2.2	.6	4.1	4.0	4.1
Colleges and universities	152.9	158.4	159.6	.3	2.2	.8	3.4	3.9	4.4

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—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Industry—Continued									
Nonmanufacturing industries	147.9	152.2	153.5	0.7	0.9	0.9	4.1	3.6	3.8
White collar	150.6	155.0	156.4	.7	.8	.9	4.1	3.6	3.9
Excluding sales	151.9	156.9	158.3	.8	1.0	.9	4.1	4.1	4.2
Blue collar	140.9	145.8	146.4	.4	1.3	.4	3.8	3.9	3.9
Service	144.7	148.2	150.1	.9	.7	1.3	3.7	3.3	3.7
Occupational group									
White collar	150.6	154.8	156.1	.6	.7	.8	4.0	3.4	3.7
Excluding sales	151.1	155.7	156.9	.8	.8	.8	4.1	3.9	3.8
Professional specialty and technical	150.2	154.8	155.9	1.1	1.0	.7	4.2	4.2	3.8
Executive, administrative, and managerial	153.0	157.2	158.6	.5	.4	.9	3.7	3.2	3.7
Sales	148.7	151.2	152.6	-2	-2	.9	3.8	1.5	2.6
Administrative support, including clerical	150.1	155.3	156.5	.7	1.1	.8	4.4	4.2	4.3
Blue collar	142.8	147.5	148.3	.6	1.1	.5	3.7	3.9	3.9
Precision production, craft, and repair	142.8	147.7	148.4	.6	1.4	.5	3.9	4.0	3.9
Machine operators, assemblers, and inspectors	143.7	148.1	149.0	.6	.8	.6	3.0	3.6	3.7
Transportation and material moving	137.6	142.1	142.8	.8	1.0	.5	3.7	4.1	3.8
Handlers, equipment cleaners, helpers, and laborers	146.2	151.0	152.4	.8	.8	.9	4.1	4.1	4.2
Service	144.9	148.7	150.6	1.0	.8	1.3	3.8	3.6	3.9
Production and nonsupervisory occupations³	146.0	150.3	151.5	.7	.9	.8	4.0	3.7	3.8

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 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—					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended—			12 months ended—		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Bargaining status									
Union	141.2	145.1	147.4	0.9	1.0	1.6	3.4	3.6	4.4
Blue-collar occupations	139.2	143.3	144.7	.7	1.1	1.0	3.5	3.7	4.0
Goods-producing industries ¹	141.3	145.3	146.3	.8	.8	.7	3.8	3.6	3.5
Service-producing industries ²	141.5	145.4	148.9	1.0	1.2	2.4	3.1	3.8	5.2
Manufacturing	142.6	146.7	148.0	.8	.8	.9	3.7	3.7	3.8
Blue-collar occupations	141.7	145.8	147.0	.9	1.0	.8	3.6	3.8	3.7
Nonmanufacturing	140.4	144.3	147.1	.9	1.1	1.9	3.3	3.7	4.8
Nonunion	149.0	153.4	154.4	.6	.8	.7	4.0	3.6	3.6
Blue-collar occupations	144.9	150.0	150.5	.6	1.2	.3	3.7	4.1	3.9
Goods-producing industries ¹	146.8	151.1	152.1	.7	.5	.7	4.0	3.6	3.6
Service-producing industries ²	149.6	154.1	155.1	.6	.9	.6	4.0	3.6	3.7
Manufacturing	148.0	152.2	153.1	.5	.4	.6	3.6	3.4	3.4
Blue-collar occupations	146.6	151.3	152.6	.8	.8	.9	3.5	4.1	4.1
Nonmanufacturing	148.9	153.3	154.4	.6	.9	.7	4.1	3.6	3.7
Region³									
Northeast	146.0	150.6	151.7	.5	.9	.7	3.6	3.6	3.9
South	146.3	150.2	151.2	.7	.6	.7	3.4	3.4	3.3
Midwest	149.6	153.6	154.7	.7	.9	.7	4.2	3.4	3.4
West	149.2	154.3	156.0	.7	.9	1.1	4.6	4.1	4.6
Area									
Metropolitan	148.0	152.4	153.7	.6	.8	.9	3.9	3.6	3.9
Other	146.0	149.7	150.5	.9	.6	.5	4.1	3.5	3.1

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. 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--					
	Dec. 2000	Sep. 2001	Dec. 2001	3 months ended--			12 months ended--		
				Dec. 2000	Sep. 2001	Dec. 2001	Dec. 2000	Sep. 2001	Dec. 2001
Civilian workers	156.9	163.7	165.1	0.7	1.5	0.9	4.9	5.1	5.2
State and local government	150.2	157.3	158.4	.8	2.5	.7	2.4	5.6	5.5
Private industry	158.6	165.2	166.7	.7	1.2	.9	5.6	4.9	5.1
Industry									
Goods producing ¹	156.2	160.8	162.6	.3	.8	1.1	5.4	3.3	4.1
Service producing ²	159.4	167.1	168.4	.9	1.5	.8	5.8	5.8	5.6
Manufacturing	154.8	158.5	160.4	-.1	.4	1.2	4.7	2.3	3.6
Aircraft manufacturing (SIC 3721)	163.1	168.2	174.4	-3.3	-2.0	3.7	6.0	-.3	6.9
White collar	162.8	168.9	175.0	-1.6	-3.0	3.6	10.3	2.1	7.5
Blue collar	162.7	166.1	172.4	-6.1	-.4	3.8	-.2	-4.2	6.0
Nonmanufacturing	159.7	167.4	168.8	1.0	1.5	.8	6.0	5.9	5.7
Occupational group									
White collar	161.5	169.5	171.2	.7	1.3	1.0	5.9	5.7	6.0
Blue collar	154.1	158.3	159.2	.7	1.3	.6	5.4	3.4	3.3
Service	156.4	163.2	166.0	1.3	1.3	1.7	4.3	5.7	6.1
Bargaining status									
Union	157.5	161.9	163.4	.1	1.1	.9	5.2	2.9	3.7
Nonunion	158.6	165.8	167.2	.8	1.3	.8	5.7	5.4	5.4

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.

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 work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in lieu of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; 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 nonfarm economy excluding households and the public sector excluding the Federal government. The private industry series and the State and local government series provide data for the two sectors separately.

Data for this quarter were collected from a probability sample of approximately 30,300 occupational observations within about 7,300 sample establishments in private industry and approximately 3,800 occupations within about 800 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 sampled establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Details on the sample design are included in the bulletin, Employment Cost Indexes, 1975-99, (Bulletin 2532). Within an establishment, specific job categories are selected and classified into about 500 occupational classifications according to the 1990 Census of Population. Individual occupations are combined into broader occupational groups. Fixed employment weights are used each quarter to calculate the most aggregate series -- civilian, private, and State and local government. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Statistics survey, have been used. For more information on these topics, see the articles, "Introducing New Weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review and "Introducing 1990 Weights for the Employment Cost Index" in the June 1995 issue of Compensation and Working Conditions.

For the series based on bargaining status, region, and area size, employment data are not available. 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 identify. For more information on the methodology used to seasonally adjust ECI series, see the bulletin, Employment Cost Indexes, 1975-99, (Bulletin 2532). 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 revised based on the newly estimated factors. The seasonal factors for 2001 and revised seasonally adjusted indexes for the past five years are available on the Internet site (<http://www.bls.gov/ncs/ect/home.htm>) or upon request.

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

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. 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. To assist users in ascertaining the reliability of series, the five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (<http://www.bls.gov/ncs/ect/home.htm>) shortly after publication of the news release.

When determining data to be used in contract negotiations, it is important to note that differences by bargaining status may be due to factors other than union 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. An important consideration when choosing a series for escalation is the number of workers covered. Series with smaller number of workers may have larger sampling errors or be dominated by a smaller number of employers.

More detailed information on the ECI is available from several sources. These include an historical bulletin--Employment Cost Indexes, 1975-99, (Bulletin 2532), a chapter, "National Compensation Measures," in the BLS Handbook of Methods (Bulletin 2490), and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The 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) 691-6199 or sending e-mail to (ocltinfo@bls.gov). Current and historical data are available at the web site: (<http://www.bls.gov/ncs/ect/home.htm>).

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 2001." Plans are being made to begin publishing this news release on a quarterly basis beginning in the fall of 2002. Historical data and related articles are included in the bulletin, Employer Costs for Employee Compensation, 1986-99, (Bulletin 2526). An historical summary from 1986 through 2001 is also available on the Internet site (<http://www.bls.gov/ncs/ect/home.htm>) or upon request. The cost levels 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 usually differ from those in the ECI.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.