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## EMPLOYMENT COST INDEX—MARCH 2002

The Employment Cost Index for total compensation increased 3.9 percent (civilian workers, not seasonally adjusted) for the year ended March 2002, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI), a component of the 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 0.8 percent during the December 2001-March 2002 period, following a gain of 1.0 percent in September-December 2001. Wages and salaries increased 0.8 percent during the December 2001-March 2002 period, following a 0.9 percent increase during the previous 3-month period. Benefit costs rose 1.0 percent during the March quarter, following a 1.2 percent gain in the December quarter.

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

| Compensation Component            | June<br>2000 | Sep.<br>2000 | Dec.<br>2000 | Mar.<br>2001 | June<br>2001 | Sep.<br>2001 | Dec.<br>2001 | Mar.<br>2002 |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Civilian workers</b>           |              |              |              |              |              |              |              |              |
| Compensation costs                | 1.0          | 0.9          | 0.9          | 1.1          | 1.0          | 1.0          | 1.0          | 0.8          |
| Wages and salaries                | 1.0          | 0.9          | 0.8          | 1.0          | 1.0          | 0.8          | 0.9          | 0.8          |
| Benefit costs                     | 1.2          | 1.0          | 1.1          | 1.2          | 1.1          | 1.5          | 1.2          | 1.0          |
| <b>Private industry</b>           |              |              |              |              |              |              |              |              |
| Compensation costs                | 1.2          | 1.0          | 0.9          | 1.1          | 1.0          | 0.9          | 1.0          | 0.9          |
| Wages and salaries                | 1.0          | 0.9          | 0.8          | 1.0          | 1.0          | 0.7          | 0.9          | 0.9          |
| Benefit costs                     | 1.3          | 1.2          | 1.1          | 1.3          | 1.1          | 1.4          | 1.3          | 1.1          |
| <b>State and local government</b> |              |              |              |              |              |              |              |              |
| Compensation costs                | 0.7          | 0.5          | 1.0          | 1.0          | 1.1          | 1.4          | 0.6          | 0.7          |
| Wages and salaries                | 0.8          | 0.8          | 0.9          | 0.9          | 1.0          | 1.0          | 0.7          | 0.7          |
| Benefit costs                     | 0.5          | 0.1          | 0.9          | 1.1          | 1.2          | 2.2          | 0.8          | 0.7          |

### NOTE

This release incorporates new seasonal adjustment factors. See page 3 for details.

The 3-month increase in compensation costs for private industry workers was 0.9 percent during the December 2001-March 2002 period, following an increase of 1.0 percent during the previous 3-month period. The gain in wages and salaries was 0.9 percent in the quarter ended in March, identical to the change in the previous 3-month period. Benefit costs showed a 3-month rise of 1.1 percent during the March quarter, compared with a 1.3 percent gain during the December quarter. (See tables A and 1.)

Compensation costs for State and local government workers increased 0.7 percent during the December 2001-March 2002 period; in the September-December 2001 period, the increase was 0.6 percent. Wages and salaries rose 0.7 percent in the quarter ended in March, identical to the increase of the previous quarter. Benefit costs rose 0.7 percent during the March quarter; in the December quarter, the increase was 0.8 percent.

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

Compensation costs for civilian workers (not seasonally adjusted) increased 3.9 percent for the 12 months ended in March 2002 to 158.4 (June 1989=100). This compares with over-the-year increases of 4.1 percent in March 2001 and 4.3 percent in March 2000. Compensation costs in private industry rose 3.9 percent in the year ended March 2002, compared with increases of 4.2 percent in March 2001 and 4.6 percent in March 2000. In State and local government, compensation costs increased 3.9 percent for the year ended March 2002; over-the-year increases were 3.3 percent in March 2001 and 3.6 percent in March 2000. (See tables B, 2, and 3.)

#### Nonfarm private industry

In private industry, wages and salaries rose 3.5 percent for the year ended March 2002, after increasing 3.8 percent in the year ended March 2001. (See tables B and 6.) Benefit costs for private industry workers increased 4.8 percent for the year ended in March 2002, compared with an increase of 5.0 percent in March 2001. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 4.0 percent for white-collar occupations, 3.6 percent for blue-collar occupations, and 4.3 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 3.3 percent for professional specialty and technical workers to 4.5 percent for executive, administrative, and managerial employees. (See table 3.)

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

| Compensation Component            | Mar.<br>1997 | Mar.<br>1998 | Mar.<br>1999 | Mar.<br>2000 | Mar.<br>2001 | Mar.<br>2002 |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>Civilian workers</b>           |              |              |              |              |              |              |
| Compensation costs                | 2.9          | 3.3          | 3.0          | 4.3          | 4.1          | 3.9          |
| Wages and salaries                | 3.3          | 3.7          | 3.3          | 4.0          | 3.8          | 3.5          |
| Benefit costs                     | 2.0          | 2.2          | 2.3          | 5.0          | 4.7          | 4.9          |
| <b>Private industry</b>           |              |              |              |              |              |              |
| Compensation costs                | 3.0          | 3.5          | 3.0          | 4.6          | 4.2          | 3.9          |
| Wages and salaries                | 3.4          | 4.0          | 3.3          | 4.2          | 3.8          | 3.5          |
| Benefit costs                     | 2.0          | 2.3          | 2.2          | 5.5          | 5.0          | 4.8          |
| <b>State and local government</b> |              |              |              |              |              |              |
| Compensation costs                | 2.5          | 2.5          | 2.9          | 3.6          | 3.3          | 3.9          |
| Wages and salaries                | 2.8          | 2.8          | 2.9          | 3.8          | 3.5          | 3.4          |
| Benefit costs                     | 2.0          | 1.7          | 2.8          | 3.2          | 2.8          | 5.0          |

For the year ended March 2002, the compensation cost increase was 3.6 percent for goods-producing industries, compared with a 4.1 percent increase for the year ended March 2001. The over-the-year increase in compensation for service-producing industries was 4.0 percent, compared with a 4.3 percent increase for the year ended March 2001. Among service-producing industry divisions, the 12-month increases ranged from 3.2 percent for retail trade to 6.6 percent for banking, savings and loan, and other credit agencies. (See table 3.)

Compensation costs for union workers rose 4.7 percent over the year, greater than the 3.8 percent increase for nonunion workers. In service-producing industries, union compensation increased 5.7 percent, greater than the 3.8 percent increase for nonunion workers. In goods-producing industries, the increases for both union and nonunion workers were 3.7 percent. Among the four geographic regions, increases in compensation costs ranged from 3.4 percent in the South to 4.4 percent in the Northeast. (See table 4.)

#### State and local government

In State and local government, the March 2002 over-the-year increase in wages and salaries was 3.4 percent, compared with a gain of 3.5 percent for March 2001. The 12-month gain in benefit costs for March 2002 was 5.0 percent, significantly higher than the 2.8 percent gain for March 2001. (See tables B, 5, and 8.)

#### NOTES:

This release incorporates annual revisions in seasonally adjusted Employment Cost Index (ECI) data for total compensation, wages and salaries, and benefit costs. Seasonally adjusted data for 1997-2001 were revised to reflect updated seasonal factors. The new seasonal factors and historical listing containing revised seasonally adjusted indexes are available on the Internet site <http://www.bls.gov/ect/home.htm> or upon request.

The ECI for June 2002 is scheduled to be released Thursday, July 25, 2002, at 8:30 a.m. (EDT).

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, use the Internet address <ftp://ftp.bls.gov>.

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

|                   |      |
|-------------------|------|
| Text              | 4110 |
| Tables 1-4        | 4115 |
| Tables 5-7        | 4120 |
| Table 8           | 4125 |
| Explanatory notes | 4190 |

# Employment Cost Index

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

Wages & salaries      Benefits

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....

12-month percent change

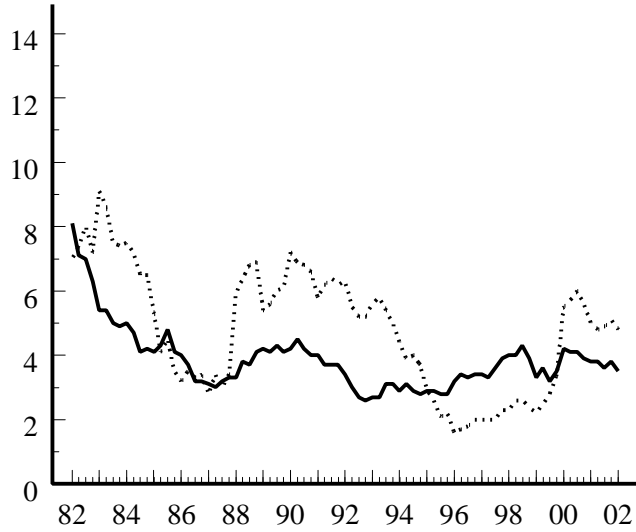


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted      Not seasonally adjusted

—

....

3-month percent change

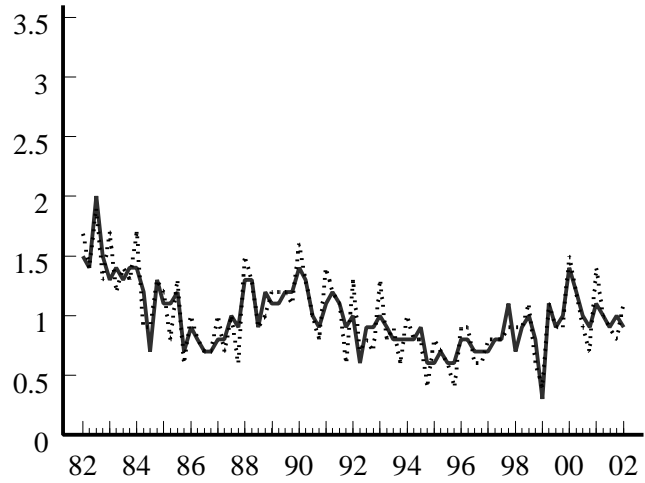


Chart C. Changes in benefit costs by bargaining status, private industry

Union      Non-union

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12-month percent change

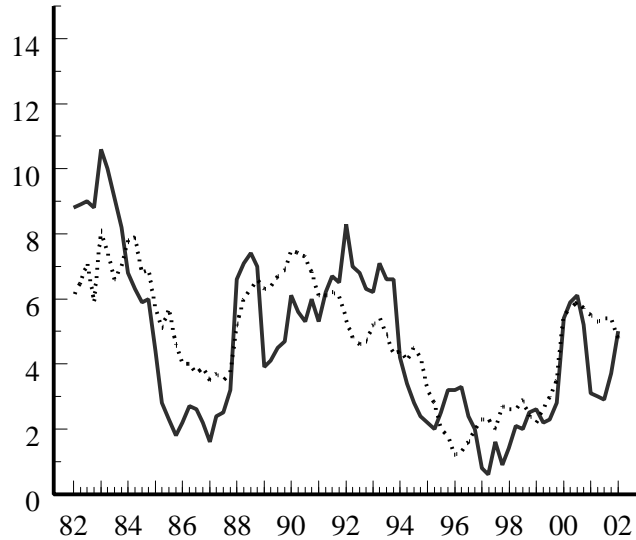


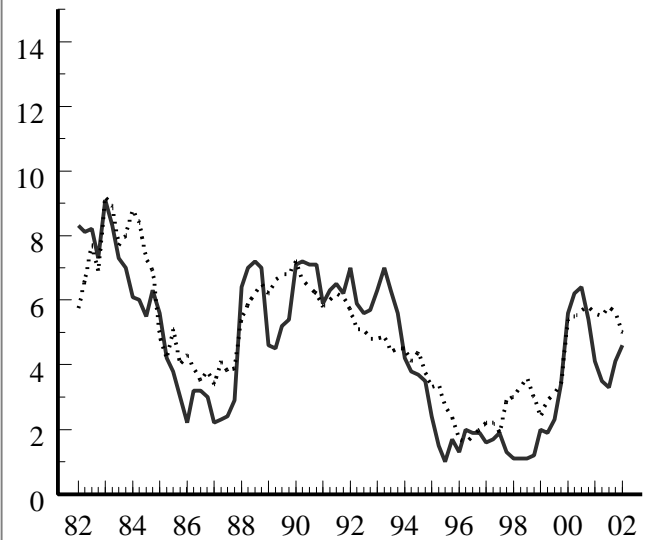
Chart D. Changes in benefit costs by industry sector, private industry

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. 2001               | Mar. 2002 | Jun. 2000                           | Sep. 2000 | Dec. 2000 | Mar. 2001 | Jun. 2001 | Sep. 2001 | Dec. 2001 | Mar. 2002 |
| <b>TOTAL COMPENSATION</b>                              |                         |           |                                     |           |           |           |           |           |           |           |
| Civilian workers .....                                 | 156.9                   | 158.2     | 1.0                                 | 0.9       | 0.9       | 1.1       | 1.0       | 1.0       | 1.0       | 0.8       |
| State and local government .....                       | 154.9                   | 156.0     | .7                                  | .5        | 1.0       | 1.0       | 1.1       | 1.4       | .6        | .7        |
| Private industry .....                                 | 157.3                   | 158.7     | 1.2                                 | 1.0       | .9        | 1.1       | 1.0       | .9        | 1.0       | .9        |
| <b>Industry</b>  |                         |           |                                     |           |           |           |           |           |           |           |
| Goods producing <sup>2</sup> .....                     | 154.8                   | 156.2     | 1.2                                 | 1.0       | .6        | 1.1       | .9        | .8        | .9        | .9        |
| Construction .....                                     | 153.3                   | 154.3     | 1.3                                 | 1.4       | 1.4       | 1.0       | 1.1       | 1.0       | 1.2       | .7        |
| Manufacturing .....                                    | 154.8                   | 156.4     | 1.1                                 | 1.0       | .5        | 1.1       | .9        | .6        | 1.0       | 1.0       |
| Durables .....   | 155.6                   | 156.8     | 1.2                                 | .9        | .6        | .9        | .8        | .7        | 1.0       | .8        |
| Nondurables .....                                      | 153.6                   | 155.6     | .9                                  | 1.2       | .3        | 1.4       | 1.0       | .5        | .9        | 1.3       |
| Service producing <sup>3</sup> .....                   | 158.6                   | 159.9     | 1.1                                 | 1.0       | 1.0       | 1.1       | 1.0       | 1.0       | 1.1       | .8        |
| Transportation and public utilities .....              | 155.8                   | 157.3     | 1.2                                 | 1.2       | .8        | 1.3       | 1.2       | .7        | 1.6       | 1.0       |
| Wholesale trade .....                                  | 159.4                   | 162.2     | .8                                  | .5        | 1.4       | .7        | 1.4       | .8        | .4        | 1.8       |
| Retail trade .....                                     | 153.8                   | 153.4     | 1.0                                 | 1.0       | .8        | 1.0       | .6        | .8        | 2.1       | -3        |
| Finance, insurance, and real estate <sup>4</sup> ..... | 161.3                   | 165.2     | .7                                  | 1.4       | .3        | 1.4       | 1.0       | .9        | .2        | 2.4       |
| Services .....   | 161.2                   | 162.6     | 1.2                                 | 1.0       | 1.0       | 1.4       | .8        | 1.3       | .9        | .9        |
| Nonmanufacturing .....                                 | 157.9                   | 159.2     | 1.2                                 | 1.1       | 1.0       | 1.1       | 1.0       | 1.0       | 1.1       | .8        |
| <b>Occupational group</b>                              |                         |           |                                     |           |           |           |           |           |           |           |
| White collar .....                                     | 160.5                   | 161.8     | 1.2                                 | 1.0       | .9        | 1.1       | 1.0       | .9        | 1.2       | .8        |
| Blue collar .....                                      | 152.2                   | 153.6     | 1.0                                 | 1.0       | .9        | 1.0       | .7        | 1.1       | .9        | .9        |
| Service .....  | 154.4                   | 156.2     | 1.1                                 | .8        | 1.1       | 1.2       | .8        | 1.0       | 1.4       | 1.2       |
| <b>WAGES AND SALARIES</b>                              |                         |           |                                     |           |           |           |           |           |           |           |
| Civilian workers .....                                 | 153.4                   | 154.7     | 1.0                                 | .9        | .8        | 1.0       | 1.0       | .8        | .9        | .8        |
| State and local government .....                       | 153.4                   | 154.5     | .8                                  | .8        | .9        | .9        | 1.0       | 1.0       | .7        | .7        |
| Private industry .....                                 | 153.4                   | 154.8     | 1.0                                 | .9        | .8        | 1.0       | 1.0       | .7        | .9        | .9        |
| <b>Industry</b>  |                         |           |                                     |           |           |           |           |           |           |           |
| Goods producing <sup>2,4</sup> .....                   | 150.5                   | 151.7     | 1.2                                 | .9        | .6        | 1.2       | 1.1       | .6        | .7        | .8        |
| Construction .....                                     | 146.6                   | 147.1     | 1.2                                 | 1.2       | 1.2       | .9        | 1.0       | 1.0       | 1.1       | .3        |
| Manufacturing <sup>4</sup> .....                       | 151.7                   | 153.1     | 1.0                                 | .9        | .5        | 1.4       | 1.0       | .5        | .7        | .9        |
| Durables <sup>4</sup> .....                            | 152.6                   | 153.9     | 1.2                                 | 1.0       | .8        | 1.2       | 1.0       | .7        | .7        | .9        |
| Nondurables .....                                      | 150.5                   | 151.7     | .9                                  | .9        | .3        | 1.2       | 1.1       | .3        | .7        | .8        |
| Service producing <sup>3</sup> .....                   | 154.7                   | 156.1     | 1.0                                 | 1.0       | .9        | .9        | .9        | .9        | 1.0       | .9        |
| Transportation and public utilities .....              | 149.2                   | 150.7     | .9                                  | .9        | .8        | 1.1       | 1.2       | .7        | 1.8       | 1.0       |
| Wholesale trade .....                                  | 154.6                   | 157.7     | .9                                  | .3        | 1.2       | .5        | 1.3       | .1        | .3        | 2.0       |
| Retail trade .....                                     | 151.2                   | 150.8     | .9                                  | .9        | .8        | .8        | .5        | .7        | 1.7       | -3        |
| Finance, insurance, and real estate <sup>4</sup> ..... | 156.0                   | 160.3     | .5                                  | 1.5       | .0        | 1.5       | .5        | .8        | .1        | 2.8       |
| Services .....   | 158.3                   | 159.4     | 1.3                                 | .9        | .9        | 1.2       | .9        | 1.2       | .8        | .7        |
| Nonmanufacturing .....                                 | 153.7                   | 155.0     | 1.0                                 | 1.0       | .9        | .9        | .9        | .9        | 1.1       | .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. 2001               | Mar. 2002 | Jun. 2000                           | Sep. 2000 | Dec. 2000 | Mar. 2001 | Jun. 2001 | Sep. 2001 | Dec. 2001 | Mar. 2002 |
| <b>WAGES AND SALARIES—Continued</b>  |                         |           |                                     |           |           |           |           |           |           |           |
| <b>Occupational group</b>            |                         |           |                                     |           |           |           |           |           |           |           |
| White collar .....                   | 156.3                   | 157.7     | 1.1                                 | 0.9       | 0.8       | 1.0       | 0.9       | 0.7       | 1.0       | 0.9       |
| Blue collar <sup>4</sup> .....       | 148.3                   | 149.6     | 1.0                                 | 1.0       | .6        | 1.3       | .9        | 1.1       | .5        | .9        |
| Service <sup>4</sup> .....           | 150.6                   | 152.0     | 1.1                                 | .7        | 1.0       | 1.0       | .8        | .8        | 1.3       | .9        |
| <b>BENEFIT COSTS</b>                 |                         |           |                                     |           |           |           |           |           |           |           |
| Civilian workers .....               | 165.3                   | 166.9     | 1.2                                 | 1.0       | 1.1       | 1.2       | 1.1       | 1.5       | 1.2       | 1.0       |
| State and local government .....     | 158.5                   | 159.6     | .5                                  | .1        | .9        | 1.1       | 1.2       | 2.2       | .8        | .7        |
| Private industry .....               | 166.8                   | 168.6     | 1.3                                 | 1.2       | 1.1       | 1.3       | 1.1       | 1.4       | 1.3       | 1.1       |
| <b>Industry</b>                      |                         |           |                                     |           |           |           |           |           |           |           |
| Goods producing <sup>2</sup> .....   | 163.1                   | 165.4     | 1.3                                 | 1.2       | .6        | .9        | .8        | 1.0       | 1.4       | 1.4       |
| Manufacturing .....                  | 161.0                   | 163.2     | 1.1                                 | 1.0       | .2        | .8        | .6        | .7        | 1.4       | 1.4       |
| Service producing <sup>3</sup> ..... | 169.0                   | 170.4     | 1.3                                 | 1.3       | 1.4       | 1.4       | 1.3       | 1.6       | 1.2       | .8        |
| Nonmanufacturing .....               | 169.4                   | 170.8     | 1.4                                 | 1.3       | 1.4       | 1.5       | 1.3       | 1.5       | 1.3       | .8        |
| <b>Occupational group</b>            |                         |           |                                     |           |           |           |           |           |           |           |
| White collar .....                   | 172.0                   | 173.1     | 1.4                                 | 1.4       | 1.1       | 1.6       | 1.4       | 1.4       | 1.5       | .6        |
| Blue collar .....                    | 159.4                   | 162.3     | .9                                  | 1.0       | .8        | .9        | .3        | 1.3       | .8        | 1.8       |
| Service .....                        | 166.1                   | 168.8     | 1.3                                 | 1.2       | 1.3       | 1.9       | 1.0       | 1.4       | 1.7       | 1.6       |

<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> 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. 2001               | Dec. 2001 | Mar. 2002 | 3 months ended—      |           |           | 12 months ended— |           |           |
|  |                         |           |           | Mar. 2001            | Dec. 2001 | Mar. 2002 | Mar. 2001        | Dec. 2001 | Mar. 2002 |
| <b>Civilian workers</b> .....                    | 152.5                   | 156.8     | 158.4     | 1.3                  | 0.8       | 1.0       | 4.1              | 4.1       | 3.9       |
| Excluding sales occupations .....                | 152.5                   | 156.8     | 158.4     | 1.3                  | .8        | 1.0       | 4.2              | 4.2       | 3.9       |
| <b>Industry</b>                                  |                         |           |           |                      |           |           |                  |           |           |
| Goods producing <sup>2</sup> .....               | 150.7                   | 154.4     | 156.3     | 1.3                  | .8        | 1.2       | 4.0              | 3.8       | 3.7       |
| Manufacturing .....                              | 151.3                   | 154.6     | 156.6     | 1.3                  | .8        | 1.3       | 3.6              | 3.5       | 3.5       |
| Service producing <sup>3</sup> .....             | 153.0                   | 157.6     | 159.1     | 1.3                  | .8        | 1.0       | 4.0              | 4.3       | 4.0       |
| Services .....                                   | 154.3                   | 159.0     | 160.2     | 1.2                  | .6        | .8        | 4.3              | 4.3       | 3.8       |
| Health services .....                            | 152.5                   | 158.3     | 160.5     | 1.2                  | 1.0       | 1.4       | 4.5              | 5.0       | 5.2       |
| Hospitals .....                                  | 153.2                   | 160.0     | 162.3     | 1.3                  | 1.1       | 1.4       | 4.7              | 5.8       | 5.9       |
| Educational services .....                       | 151.7                   | 156.6     | 157.1     | .7                   | .3        | .3        | 3.5              | 4.0       | 3.6       |
| Public administration <sup>4</sup> .....         | 150.6                   | 155.2     | 156.5     | 1.6                  | .9        | .8        | 3.4              | 4.7       | 3.9       |
| Nonmanufacturing .....                           | 152.6                   | 157.2     | 158.7     | 1.3                  | .8        | 1.0       | 4.1              | 4.3       | 4.0       |
| <b>Occupational group</b>                        |                         |           |           |                      |           |           |                  |           |           |
| White collar .....                               | 154.4                   | 158.9     | 160.5     | 1.2                  | .8        | 1.0       | 4.0              | 4.2       | 4.0       |
| Excluding sales .....                            | 154.7                   | 159.2     | 160.9     | 1.4                  | .7        | 1.1       | 4.3              | 4.3       | 4.0       |
| Professional specialty and technical .....       | 153.2                   | 157.5     | 158.5     | 1.3                  | .5        | .6        | 4.4              | 4.1       | 3.5       |
| Executive, administrative, and managerial .....  | 156.6                   | 161.2     | 163.7     | 1.3                  | 1.0       | 1.6       | 4.1              | 4.3       | 4.5       |
| Administrative support, including clerical ..... | 155.3                   | 160.0     | 162.0     | 1.6                  | .8        | 1.3       | 4.5              | 4.7       | 4.3       |
| Blue collar .....                                | 148.2                   | 152.0     | 153.7     | 1.2                  | .6        | 1.1       | 3.9              | 3.8       | 3.7       |
| Service .....                                    | 152.0                   | 156.9     | 158.4     | 1.3                  | 1.2       | 1.0       | 4.1              | 4.6       | 4.2       |
| <b>State and local government</b> .....          | 150.3                   | 155.2     | 156.1     | .9                   | .6        | .6        | 3.3              | 4.2       | 3.9       |
| <b>Industry</b>                                  |                         |           |           |                      |           |           |                  |           |           |
| Services .....                                   | 149.9                   | 154.9     | 155.5     | .7                   | .3        | .4        | 3.2              | 4.0       | 3.7       |
| Excluding schools .....                          | 150.1                   | 156.1     | 157.9     | .9                   | 1.0       | 1.2       | 3.4              | 4.9       | 5.2       |
| Health services .....                            | 152.1                   | 158.6     | 160.4     | .3                   | 1.0       | 1.1       | 3.3              | 4.6       | 5.5       |
| Hospitals .....                                  | 152.2                   | 159.1     | 160.7     | .1                   | 1.1       | 1.0       | 2.9              | 4.7       | 5.6       |
| Educational services .....                       | 149.6                   | 154.5     | 154.8     | .6                   | .3        | .2        | 3.2              | 3.9       | 3.5       |
| Schools .....                                    | 149.9                   | 154.8     | 155.1     | .6                   | .3        | .2        | 3.2              | 3.9       | 3.5       |
| Elementary and secondary .....                   | 148.5                   | 153.1     | 153.4     | .3                   | .2        | .2        | 2.8              | 3.4       | 3.3       |
| Colleges and universities .....                  | 153.7                   | 159.6     | 160.0     | 1.3                  | .4        | .3        | 4.3              | 5.2       | 4.1       |
| Public administration <sup>4</sup> .....         | 150.6                   | 155.2     | 156.5     | 1.6                  | .9        | .8        | 3.4              | 4.7       | 3.9       |
| <b>Occupational group</b>                        |                         |           |           |                      |           |           |                  |           |           |
| White collar .....                               | 149.5                   | 154.4     | 155.2     | .8                   | .5        | .5        | 3.2              | 4.1       | 3.8       |
| Professional specialty and technical .....       | 148.4                   | 153.2     | 153.6     | .7                   | .3        | .3        | 3.0              | 3.9       | 3.5       |
| Executive, administrative, and managerial .....  | 152.4                   | 157.6     | 159.5     | 1.1                  | .8        | 1.2       | 3.7              | 4.6       | 4.7       |
| Administrative support, including clerical ..... | 150.7                   | 155.6     | 156.9     | .9                   | .9        | .8        | 3.3              | 4.1       | 4.1       |
| Blue collar .....                                | 148.6                   | 153.2     | 154.0     | 1.0                  | 1.1       | .5        | 3.4              | 4.1       | 3.6       |
| Service .....                                    | 155.3                   | 160.5     | 161.5     | 1.6                  | .9        | .6        | 3.9              | 5.0       | 4.0       |

<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, SICs 91 through 96.

**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.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|   |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Private industry workers</b> .....                         | 153.0                   | 157.2        | 158.9        | 1.4                  | 0.8          | 1.1          | 4.2              | 4.2          | 3.9          |
| Excluding sales occupations .....                             | 153.0                   | 157.2        | 159.0        | 1.4                  | .8           | 1.1          | 4.4              | 4.2          | 3.9          |
| <b>Industry</b>   |                         |              |              |                      |              |              |                  |              |              |
| <b>Goods producing<sup>2</sup></b> .....                      | 150.7                   | 154.4        | 156.2        | 1.3                  | .8           | 1.2          | 4.1              | 3.8          | 3.6          |
| Excluding sales .....   | 150.1                   | 153.7        | 155.5        | 1.3                  | .8           | 1.2          | 4.1              | 3.7          | 3.6          |
| White collar .....  | 154.5                   | 158.1        | 160.1        | 1.7                  | .8           | 1.3          | 4.3              | 4.1          | 3.6          |
| Excluding sales .....   | 153.0                   | 156.5        | 158.4        | 1.7                  | .8           | 1.2          | 4.4              | 4.0          | 3.5          |
| Blue collar .....   | 148.2                   | 151.9        | 153.6        | 1.0                  | .7           | 1.1          | 3.8              | 3.5          | 3.6          |
| Construction .....  | 148.2                   | 153.0        | 154.1        | 1.0                  | .9           | .7           | 5.3              | 4.3          | 4.0          |
| Manufacturing .....   | 151.3                   | 154.6        | 156.6        | 1.3                  | .8           | 1.3          | 3.6              | 3.5          | 3.5          |
| White collar .....  | 154.2                   | 156.9        | 159.1        | 1.8                  | .6           | 1.4          | 4.0              | 3.6          | 3.2          |
| Excluding sales .....   | 152.2                   | 154.7        | 156.7        | 1.7                  | .6           | 1.3          | 4.1              | 3.3          | 3.0          |
| Blue collar .....   | 149.1                   | 152.7        | 154.6        | .9                   | .9           | 1.2          | 3.3              | 3.3          | 3.7          |
| Durables .....  | 151.8                   | 155.3        | 156.9        | 1.1                  | .8           | 1.0          | 3.6              | 3.5          | 3.4          |
| Aircraft manufacturing (SIC 3721) ..                          | 159.8                   | 163.4        | 167.5        | 2.9                  | 1.9          | 2.5          | 5.7              | 5.2          | 4.8          |
| White collar .....  | 157.3                   | 159.0        | 163.3        | 4.0                  | 1.7          | 2.7          | 7.3              | 5.2          | 3.8          |
| Blue collar .....   | 161.9                   | 169.1        | 172.6        | .9                   | 2.3          | 2.1          | 2.6              | 5.4          | 6.6          |
| Nondurables .....   | 150.4                   | 153.2        | 156.0        | 1.8                  | .8           | 1.8          | 3.8              | 3.7          | 3.7          |
| Service producing <sup>3</sup> .....                          | 153.8                   | 158.2        | 159.9        | 1.4                  | .8           | 1.1          | 4.3              | 4.3          | 4.0          |
| Excluding sales .....   | 154.6                   | 159.0        | 160.9        | 1.6                  | .8           | 1.2          | 4.7              | 4.5          | 4.1          |
| White collar .....  | 155.8                   | 160.3        | 162.1        | 1.4                  | .8           | 1.1          | 4.4              | 4.3          | 4.0          |
| Excluding sales .....   | 157.5                   | 162.2        | 164.1        | 1.5                  | .8           | 1.2          | 4.8              | 4.6          | 4.2          |
| Blue collar .....   | 147.7                   | 151.4        | 153.2        | 1.7                  | .3           | 1.2          | 4.2              | 4.2          | 3.7          |
| Service .....   | 149.6                   | 154.2        | 155.9        | 1.1                  | 1.3          | 1.1          | 4.2              | 4.3          | 4.2          |
| Transportation and public utilities .....                     | 150.5                   | 155.5        | 157.3        | 1.5                  | 1.3          | 1.2          | 4.6              | 4.9          | 4.5          |
| Transportation .....  | 145.4                   | 151.1        | 152.5        | 1.0                  | 2.0          | .9           | 3.6              | 5.0          | 4.9          |
| Public utilities .....  | 157.3                   | 161.5        | 163.9        | 2.1                  | .5           | 1.5          | 5.9              | 4.8          | 4.2          |
| Communications .....  | 158.3                   | 163.4        | 166.0        | 2.3                  | .4           | 1.6          | 6.7              | 5.6          | 4.9          |
| Electric, gas, and sanitary services                          | 156.0                   | 159.1        | 161.3        | 1.7                  | .6           | 1.4          | 4.8              | 3.7          | 3.4          |
| Wholesale and retail trade .....                              | 151.0                   | 155.5        | 156.5        | 1.1                  | 1.2          | .6           | 3.7              | 4.1          | 3.6          |
| Excluding sales .....   | 152.6                   | 157.1        | 157.5        | 1.3                  | 1.1          | .3           | 4.2              | 4.3          | 3.2          |
| Wholesale trade .....   | 155.1                   | 159.5        | 161.9        | .5                   | .6           | 1.5          | 3.4              | 3.3          | 4.4          |
| Excluding sales .....   | 156.9                   | 160.6        | 162.3        | 1.3                  | .4           | 1.1          | 4.9              | 3.7          | 3.4          |
| Retail trade .....  | 148.7                   | 153.2        | 153.5        | 1.4                  | 1.5          | .2           | 3.8              | 4.5          | 3.2          |
| General merchandise stores .....                              | 147.3                   | 150.9        | 152.4        | 2.0                  | .8           | 1.0          | 5.4              | 4.5          | 3.5          |
| Food stores .....   | 146.1                   | 151.7        | 152.9        | 1.1                  | 1.3          | .8           | 4.3              | 5.0          | 4.7          |
| Finance, insurance, and real estate .....                     | 157.9                   | 161.3        | 165.2        | 1.4                  | .2           | 2.4          | 3.9              | 3.6          | 4.6          |
| Excluding sales .....   | 161.2                   | 165.0        | 169.8        | 1.8                  | .2           | 2.9          | 4.5              | 4.2          | 5.3          |
| Banking, savings and loan, and other<br>credit agencies ..... | 170.8                   | 174.3        | 182.1        | 2.6                  | -6           | 4.5          | 5.0              | 4.7          | 6.6          |
| Insurance .....   | 157.6                   | 161.3        | 164.0        | 1.5                  | .9           | 1.7          | 5.1              | 3.9          | 4.1          |
| Excluding sales .....   | 155.6                   | 159.4        | 163.0        | 1.6                  | .9           | 2.3          | 4.1              | 4.1          | 4.8          |
| Services .....  | 156.5                   | 161.0        | 162.6        | 1.6                  | .6           | 1.0          | 4.8              | 4.5          | 3.9          |
| Business services .....                                       | 160.5                   | 166.2        | 166.3        | 1.3                  | .6           | .1           | 4.1              | 4.9          | 3.6          |
| Health services .....   | 152.7                   | 158.4        | 160.6        | 1.4                  | 1.0          | 1.4          | 4.7              | 5.2          | 5.2          |
| Hospitals .....   | 153.5                   | 160.3        | 162.8        | 1.6                  | 1.2          | 1.6          | 5.3              | 6.1          | 6.1          |
| Nursing homes .....   | —                       | —            | —            | 1.8                  | .9           | 1.4          | 6.6              | 5.1          | 4.7          |
| Educational services .....                                    | 162.3                   | 167.6        | 168.5        | 1.5                  | .7           | .5           | 5.4              | 4.8          | 3.8          |
| Colleges and universities .....                               | 162.2                   | 167.5        | 168.1        | 1.9                  | .8           | .4           | 4.9              | 5.2          | 3.6          |

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.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|  |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Industry—Continued</b>  |                         |              |              |                      |              |              |                  |              |              |
| <b>Nonmanufacturing industries</b> .....                               | 153.1                   | 157.6        | 159.3        | 1.3                  | 0.8          | 1.1          | 4.4              | 4.3          | 4.0          |
| White collar .....   | 155.8                   | 160.5        | 162.2        | 1.4                  | .9           | 1.1          | 4.4              | 4.4          | 4.1          |
| Excluding sales .....  | 157.5                   | 162.3        | 164.2        | 1.5                  | .9           | 1.2          | 4.9              | 4.6          | 4.3          |
| Blue collar .....  | 146.9                   | 150.6        | 152.2        | 1.5                  | .3           | 1.1          | 4.5              | 4.0          | 3.6          |
| Service .....  | 149.5                   | 154.1        | 155.9        | 1.2                  | 1.3          | 1.2          | 4.2              | 4.3          | 4.3          |
| <b>Occupational group</b>  |                         |              |              |                      |              |              |                  |              |              |
| <b>White collar</b> .....  | 155.7                   | 160.1        | 161.9        | 1.4                  | .9           | 1.1          | 4.3              | 4.2          | 4.0          |
| Excluding sales .....  | 156.5                   | 160.9        | 162.8        | 1.6                  | .8           | 1.2          | 4.8              | 4.4          | 4.0          |
| Professional specialty and technical .....                             | 156.3                   | 160.3        | 161.5        | 1.7                  | .7           | .7           | 5.3              | 4.3          | 3.3          |
| Executive, administrative, and<br>managerial .....                     | 157.3                   | 161.8        | 164.4        | 1.3                  | 1.0          | 1.6          | 4.1              | 4.2          | 4.5          |
| Sales .....  | 152.3                   | 156.7        | 157.7        | .6                   | 1.1          | .6           | 2.3              | 3.5          | 3.5          |
| Administrative support, including<br>clerical .....                    | 156.1                   | 160.8        | 162.8        | 1.8                  | .8           | 1.2          | 4.8              | 4.8          | 4.3          |
| <b>Blue collar</b> .....   | 148.2                   | 151.9        | 153.6        | 1.2                  | .6           | 1.1          | 3.9              | 3.8          | 3.6          |
| Precision production, craft, and repair ....                           | 148.7                   | 152.5        | 153.7        | 1.4                  | .5           | .8           | 4.5              | 4.0          | 3.4          |
| Machine operators, assemblers, and<br>inspectors .....                 | 148.3                   | 151.5        | 153.6        | 1.0                  | .7           | 1.4          | 3.0              | 3.2          | 3.6          |
| Transportation and material moving .....                               | 142.6                   | 146.3        | 148.7        | 1.1                  | .5           | 1.6          | 3.7              | 3.7          | 4.3          |
| Handlers, equipment cleaners, helpers,<br>and laborers .....           | 152.2                   | 156.5        | 158.7        | 1.2                  | 1.0          | 1.4          | 4.0              | 4.1          | 4.3          |
| <b>Service</b> .....   | 150.0                   | 154.8        | 156.4        | 1.3                  | 1.4          | 1.0          | 4.2              | 4.5          | 4.3          |
| <b>Production and nonsupervisory<br/>occupations<sup>4</sup></b> ..... | 151.4                   | 155.5        | 157.1        | 1.3                  | .8           | 1.0          | 4.2              | 4.0          | 3.8          |

<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; 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 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.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|   |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Bargaining status</b>                        |                         |              |              |                      |              |              |                  |              |              |
| <b>Union</b> .....                              | 147.9                   | 153.1        | 154.8        | 0.7                  | 1.4          | 1.1          | 3.4              | 4.2          | 4.7          |
| Blue-collar occupations .....                   | 145.9                   | 150.0        | 151.7        | .6                   | .9           | 1.1          | 3.4              | 3.4          | 4.0          |
| Goods-producing industries <sup>2</sup> .....   | 147.9                   | 151.8        | 153.4        | .4                   | .8           | 1.1          | 3.2              | 3.1          | 3.7          |
| Service-producing industries <sup>3</sup> ..... | 147.6                   | 154.2        | 156.0        | .8                   | 2.0          | 1.2          | 3.6              | 5.3          | 5.7          |
| Manufacturing .....                             | 147.9                   | 151.4        | 153.4        | .3                   | 1.0          | 1.3          | 2.4              | 2.7          | 3.7          |
| Blue-collar occupations .....                   | 147.3                   | 150.9        | 152.5        | .2                   | 1.0          | 1.1          | 2.4              | 2.7          | 3.5          |
| Nonmanufacturing .....                          | 147.3                   | 153.5        | 155.0        | .8                   | 1.6          | 1.0          | 4.0              | 5.0          | 5.2          |
| <b>Nonunion</b> .....                           | 153.8                   | 157.8        | 159.6        | 1.5                  | .7           | 1.1          | 4.3              | 4.1          | 3.8          |
| Blue-collar occupations .....                   | 149.4                   | 152.9        | 154.7        | 1.5                  | .5           | 1.2          | 4.2              | 3.9          | 3.5          |
| Goods-producing industries <sup>2</sup> .....   | 151.6                   | 155.3        | 157.2        | 1.5                  | .8           | 1.2          | 4.3              | 4.0          | 3.7          |
| Service-producing industries <sup>3</sup> ..... | 154.4                   | 158.6        | 160.3        | 1.4                  | .7           | 1.1          | 4.3              | 4.1          | 3.8          |
| Manufacturing .....                             | 152.4                   | 155.5        | 157.6        | 1.7                  | .7           | 1.4          | 4.0              | 3.7          | 3.4          |
| Blue-collar occupations .....                   | 149.9                   | 153.5        | 155.6        | 1.3                  | .9           | 1.4          | 3.8              | 3.7          | 3.8          |
| Nonmanufacturing .....                          | 153.9                   | 158.2        | 159.9        | 1.4                  | .8           | 1.1          | 4.4              | 4.2          | 3.9          |
| <b>Region<sup>4</sup></b>                       |                         |              |              |                      |              |              |                  |              |              |
| Northeast .....                                 | 151.6                   | 156.3        | 158.3        | .9                   | .7           | 1.3          | 3.6              | 4.0          | 4.4          |
| South .....                                     | 151.1                   | 154.6        | 156.2        | 1.7                  | .7           | 1.0          | 4.2              | 4.0          | 3.4          |
| Midwest .....                                   | 154.8                   | 158.6        | 161.1        | 1.0                  | .8           | 1.6          | 4.0              | 3.5          | 4.1          |
| West .....                                      | 154.3                   | 159.4        | 160.4        | 1.6                  | 1.1          | .6           | 5.0              | 5.0          | 4.0          |
| <b>Area</b>                                     |                         |              |              |                      |              |              |                  |              |              |
| Metropolitan .....                              | 153.1                   | 157.4        | 159.1        | 1.4                  | .9           | 1.1          | 4.2              | 4.2          | 3.9          |
| Other .....                                     | 152.1                   | 155.6        | 157.5        | 1.2                  | .5           | 1.2          | 4.2              | 3.5          | 3.6          |

<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.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|  |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Civilian workers</b> .....                      | 149.5                   | 153.4        | 154.8        | 1.1                  | 0.7          | 0.9          | 3.8              | 3.7          | 3.5          |
| Excluding sales occupations .....                  | 149.4                   | 153.4        | 154.8        | 1.2                  | .7           | .9           | 4.0              | 3.9          | 3.6          |
| <b>Industry</b>                                    |                         |              |              |                      |              |              |                  |              |              |
| Goods producing <sup>1</sup> .....                 | 147.0                   | 150.5        | 151.8        | 1.2                  | .7           | .9           | 4.0              | 3.6          | 3.3          |
| Manufacturing .....                                | 148.5                   | 151.7        | 153.1        | 1.4                  | .7           | .9           | 3.9              | 3.5          | 3.1          |
| Service producing <sup>2</sup> .....               | 150.5                   | 154.5        | 155.9        | 1.1                  | .7           | .9           | 3.8              | 3.8          | 3.6          |
| Services .....                                     | 152.6                   | 157.1        | 158.1        | 1.1                  | .6           | .6           | 4.1              | 4.0          | 3.6          |
| Health services .....                              | 149.8                   | 155.5        | 157.3        | 1.0                  | 1.2          | 1.2          | 4.2              | 4.9          | 5.0          |
| Hospitals .....                                    | 148.8                   | 155.5        | 157.2        | 1.0                  | 1.3          | 1.1          | 4.3              | 5.6          | 5.6          |
| Educational services .....                         | 150.5                   | 155.1        | 155.3        | .6                   | .3           | .1           | 3.6              | 3.7          | 3.2          |
| Public administration <sup>3</sup> .....           | 147.6                   | 151.6        | 152.5        | 1.0                  | .9           | .6           | 3.6              | 3.8          | 3.3          |
| Nonmanufacturing .....                             | 149.7                   | 153.8        | 155.0        | 1.1                  | .8           | .8           | 3.8              | 3.8          | 3.5          |
| <b>Occupational group</b>                          |                         |              |              |                      |              |              |                  |              |              |
| White collar .....                                 | 151.7                   | 155.6        | 157.0        | 1.0                  | .7           | .9           | 3.8              | 3.6          | 3.5          |
| Excluding sales .....                              | 152.1                   | 156.1        | 157.6        | 1.1                  | .6           | 1.0          | 4.0              | 3.8          | 3.6          |
| Professional specialty and technical .....         | 151.1                   | 155.1        | 155.6        | 1.0                  | .6           | .3           | 4.3              | 3.7          | 3.0          |
| Executive, administrative, and<br>managerial ..... | 154.0                   | 158.1        | 160.7        | 1.0                  | .9           | 1.6          | 3.6              | 3.7          | 4.4          |
| Administrative support, including clerical .....   | 151.6                   | 155.7        | 157.3        | 1.3                  | .7           | 1.0          | 4.2              | 4.1          | 3.8          |
| Blue collar .....                                  | 144.7                   | 148.5        | 149.7        | 1.3                  | .6           | .8           | 4.0              | 3.9          | 3.5          |
| Service .....                                      | 148.6                   | 153.0        | 154.2        | 1.0                  | 1.2          | .8           | 3.9              | 4.0          | 3.8          |
| <b>State and local government</b> .....            | 149.3                   | 153.7        | 154.4        | .7                   | .5           | .5           | 3.5              | 3.6          | 3.4          |
| <b>Industry</b>                                    |                         |              |              |                      |              |              |                  |              |              |
| Services .....                                     | 149.5                   | 154.2        | 154.6        | .5                   | .3           | .3           | 3.4              | 3.7          | 3.4          |
| Excluding schools .....                            | 149.1                   | 154.9        | 156.7        | .8                   | 1.1          | 1.2          | 3.3              | 4.7          | 5.1          |
| Health services .....                              | 149.9                   | 155.8        | 157.8        | .4                   | 1.0          | 1.3          | 3.2              | 4.4          | 5.3          |
| Hospitals .....                                    | 149.5                   | 155.7        | 157.7        | .2                   | 1.0          | 1.3          | 2.9              | 4.4          | 5.5          |
| Educational services .....                         | 149.5                   | 154.0        | 154.2        | .5                   | .3           | .1           | 3.5              | 3.6          | 3.1          |
| Schools .....                                      | 149.7                   | 154.1        | 154.3        | .5                   | .2           | .1           | 3.5              | 3.5          | 3.1          |
| Elementary and secondary .....                     | 149.0                   | 153.1        | 153.4        | .3                   | .2           | .2           | 3.1              | 3.1          | 3.0          |
| Colleges and universities .....                    | 151.4                   | 156.7        | 156.8        | 1.3                  | .1           | .1           | 4.5              | 4.8          | 3.6          |
| Public administration <sup>3</sup> .....           | 147.6                   | 151.6        | 152.5        | 1.0                  | .9           | .6           | 3.6              | 3.8          | 3.3          |
| <b>Occupational group</b>                          |                         |              |              |                      |              |              |                  |              |              |
| White collar .....                                 | 149.0                   | 153.3        | 153.9        | .7                   | .4           | .4           | 3.4              | 3.6          | 3.3          |
| Professional specialty and technical .....         | 149.1                   | 153.4        | 153.6        | .6                   | .3           | .1           | 3.3              | 3.5          | 3.0          |
| Executive, administrative, and<br>managerial ..... | 150.1                   | 155.1        | 156.6        | .9                   | .8           | 1.0          | 3.6              | 4.2          | 4.3          |
| Administrative support, including clerical .....   | 147.0                   | 150.9        | 151.9        | .5                   | .7           | .7           | 3.2              | 3.2          | 3.3          |
| Blue collar .....                                  | 146.0                   | 150.8        | 151.6        | .6                   | 1.1          | .5           | 3.2              | 3.9          | 3.8          |
| Service .....                                      | 152.8                   | 157.4        | 158.3        | 1.1                  | .8           | .6           | 4.4              | 4.1          | 3.6          |

<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; service

industries; and public administration.

<sup>3</sup> 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— |              |              |                  |              |              |
|---|-------------------------|--------------|--------------|----------------------|--------------|--------------|------------------|--------------|--------------|
|   | Mar.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|   |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Private industry workers</b> .....                         | 149.4                   | 153.3        | 154.7        | 1.2                  | 0.8          | 0.9          | 3.8              | 3.8          | 3.5          |
| Excluding sales occupations .....                             | 149.5                   | 153.3        | 154.9        | 1.3                  | .7           | 1.0          | 4.2              | 3.9          | 3.6          |
| <b>Industry</b>   |                         |              |              |                      |              |              |                  |              |              |
| <b>Goods producing</b> <sup>1</sup> .....                     | 147.0                   | 150.5        | 151.7        | 1.2                  | .7           | .8           | 4.0              | 3.7          | 3.2          |
| Excluding sales .....   | 146.3                   | 149.7        | 150.9        | 1.2                  | .7           | .8           | 4.1              | 3.5          | 3.1          |
| White collar .....  | 150.5                   | 153.6        | 155.0        | 1.2                  | .7           | .9           | 3.8              | 3.3          | 3.0          |
| Excluding sales .....   | 148.9                   | 151.7        | 152.9        | 1.2                  | .6           | .8           | 4.0              | 3.1          | 2.7          |
| Blue collar .....   | 144.7                   | 148.4        | 149.6        | 1.1                  | .7           | .8           | 4.1              | 3.7          | 3.4          |
| Construction .....  | 142.1                   | 146.3        | 147.0        | 1.0                  | .8           | .5           | 4.5              | 4.0          | 3.4          |
| Manufacturing .....   | 148.5                   | 151.7        | 153.1        | 1.4                  | .7           | .9           | 3.9              | 3.5          | 3.1          |
| White collar .....  | 151.1                   | 153.3        | 154.9        | 1.3                  | .3           | 1.0          | 3.6              | 2.7          | 2.5          |
| Excluding sales .....   | 149.1                   | 151.0        | 152.3        | 1.1                  | .3           | .9           | 3.8              | 2.4          | 2.1          |
| Blue collar .....   | 146.4                   | 150.3        | 151.7        | 1.2                  | .8           | .9           | 4.0              | 3.9          | 3.6          |
| Durables .....  | 149.0                   | 152.6        | 153.9        | 1.2                  | .7           | .9           | 4.2              | 3.6          | 3.3          |
| Aircraft manufacturing (SIC 3721) ..                          | 154.3                   | 158.3        | 161.4        | 1.8                  | 1.1          | 2.0          | 5.5              | 4.4          | 4.6          |
| White collar .....  | 149.8                   | 152.2        | 155.9        | 2.5                  | .9           | 2.4          | 5.4              | 4.1          | 4.1          |
| Blue collar .....   | 160.3                   | 167.4        | 169.0        | .6                   | 1.5          | 1.0          | 5.6              | 5.1          | 5.4          |
| Nondurables .....   | 147.5                   | 150.2        | 151.9        | 1.4                  | .6           | 1.1          | 3.4              | 3.3          | 3.0          |
| <b>Service producing</b> <sup>2</sup> .....                   | 150.5                   | 154.5        | 156.1        | 1.1                  | .8           | 1.0          | 3.8              | 3.8          | 3.7          |
| Excluding sales .....   | 151.3                   | 155.5        | 157.2        | 1.3                  | .8           | 1.1          | 4.1              | 4.1          | 3.9          |
| White collar .....  | 152.5                   | 156.5        | 158.2        | 1.1                  | .8           | 1.1          | 3.8              | 3.7          | 3.7          |
| Excluding sales .....   | 154.3                   | 158.6        | 160.4        | 1.3                  | .9           | 1.1          | 4.4              | 4.1          | 4.0          |
| Blue collar .....   | 144.3                   | 148.1        | 149.4        | 1.5                  | .4           | .9           | 3.7              | 4.1          | 3.5          |
| Service .....   | 146.1                   | 150.2        | 151.6        | .9                   | 1.2          | .9           | 3.5              | 3.7          | 3.8          |
| Transportation and public utilities .....                     | 143.7                   | 149.2        | 150.5        | 1.0                  | 1.7          | .9           | 3.8              | 4.8          | 4.7          |
| Transportation .....  | 139.8                   | 145.7        | 147.4        | .9                   | 2.2          | 1.2          | 3.6              | 5.1          | 5.4          |
| Public utilities .....  | 148.7                   | 153.6        | 154.3        | 1.1                  | 1.1          | .5           | 3.8              | 4.4          | 3.8          |
| Communications .....  | 149.2                   | 155.2        | 155.3        | 1.2                  | 1.2          | .1           | 4.0              | 5.3          | 4.1          |
| Electric, gas, and sanitary services                          | 148.1                   | 151.7        | 153.0        | 1.0                  | .9           | .9           | 3.6              | 3.5          | 3.3          |
| Wholesale and retail trade .....                              | 148.4                   | 152.1        | 153.0        | .7                   | 1.0          | .6           | 3.2              | 3.2          | 3.1          |
| Excluding sales .....   | 150.7                   | 154.6        | 154.8        | 1.1                  | 1.0          | .1           | 3.8              | 3.8          | 2.7          |
| Wholesale trade .....   | 151.6                   | 154.8        | 157.2        | .0                   | .5           | 1.6          | 2.8              | 2.1          | 3.7          |
| Excluding sales .....   | 154.9                   | 157.9        | 159.4        | 1.1                  | .3           | .9           | 4.7              | 3.1          | 2.9          |
| Retail trade .....  | 146.9                   | 150.7        | 150.9        | 1.2                  | 1.3          | .1           | 3.4              | 3.8          | 2.7          |
| General merchandise stores .....                              | 143.8                   | 146.5        | 147.9        | 1.1                  | .5           | 1.0          | 4.4              | 3.0          | 2.9          |
| Food stores .....   | 143.3                   | 146.7        | 148.0        | 1.2                  | .7           | .9           | 4.8              | 3.6          | 3.3          |
| Finance, insurance, and real estate .....                     | 153.9                   | 156.0        | 160.3        | 1.5                  | .1           | 2.8          | 3.5              | 2.8          | 4.2          |
| Excluding sales .....   | 156.6                   | 159.1        | 164.5        | 1.6                  | .0           | 3.4          | 4.3              | 3.2          | 5.0          |
| Banking, savings and loan, and other<br>credit agencies ..... | 169.4                   | 171.7        | 181.2        | 2.2                  | -9           | 5.5          | 4.6              | 3.6          | 7.0          |
| Insurance .....   | 152.4                   | 155.0        | 157.1        | 1.1                  | .9           | 1.4          | 4.7              | 2.8          | 3.1          |
| Excluding sales .....   | 148.3                   | 151.2        | 154.3        | 1.2                  | .9           | 2.1          | 3.6              | 3.2          | 4.0          |
| Services .....  | 153.8                   | 158.2        | 159.5        | 1.3                  | .7           | .8           | 4.3              | 4.2          | 3.7          |
| Business services .....                                       | 158.2                   | 163.7        | 164.0        | 1.4                  | .6           | .2           | 4.1              | 4.9          | 3.7          |
| Health services .....   | 149.8                   | 155.4        | 157.3        | 1.1                  | 1.2          | 1.2          | 4.4              | 4.9          | 5.0          |
| Hospitals .....   | 148.5                   | 155.4        | 157.1        | 1.2                  | 1.4          | 1.1          | 4.7              | 5.9          | 5.8          |
| Nursing homes .....   | —                       | —            | —            | 1.7                  | 1.1          | 1.4          | 6.2              | 5.1          | 4.7          |
| Educational services .....                                    | 155.4                   | 160.6        | 161.2        | .7                   | .6           | .4           | 4.4              | 4.1          | 3.7          |
| Colleges and universities .....                               | 154.1                   | 159.6        | 159.9        | .8                   | .8           | .2           | 3.5              | 4.4          | 3.8          |

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.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|  |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Industry—Continued</b>  |                         |              |              |                      |              |              |                  |              |              |
| <b>Nonmanufacturing industries</b> .....                               | 149.5                   | 153.5        | 155.0        | 1.1                  | 0.9          | 1.0          | 3.9              | 3.8          | 3.7          |
| White collar .....   | 152.3                   | 156.4        | 158.0        | 1.1                  | .9           | 1.0          | 4.0              | 3.9          | 3.7          |
| Excluding sales .....  | 153.9                   | 158.3        | 160.1        | 1.3                  | .9           | 1.1          | 4.4              | 4.2          | 4.0          |
| Blue collar .....  | 142.8                   | 146.4        | 147.5        | 1.3                  | .4           | .8           | 3.9              | 3.9          | 3.3          |
| Service .....  | 146.0                   | 150.1        | 151.4        | .9                   | 1.3          | .9           | 3.6              | 3.7          | 3.7          |
| <b>Occupational group</b>  |                         |              |              |                      |              |              |                  |              |              |
| <b>White collar</b> .....  | 152.3                   | 156.1        | 157.7        | 1.1                  | .8           | 1.0          | 3.9              | 3.7          | 3.5          |
| Excluding sales .....  | 153.0                   | 156.9        | 158.6        | 1.3                  | .8           | 1.1          | 4.3              | 3.8          | 3.7          |
| Professional specialty and technical .....                             | 152.1                   | 155.9        | 156.7        | 1.3                  | .7           | .5           | 4.8              | 3.8          | 3.0          |
| Executive, administrative, and<br>managerial .....                     | 154.7                   | 158.6        | 161.3        | 1.1                  | .9           | 1.7          | 3.7              | 3.7          | 4.3          |
| Sales .....  | 149.2                   | 152.6        | 153.6        | .3                   | .9           | .7           | 1.7              | 2.6          | 2.9          |
| Administrative support, including<br>clerical .....                    | 152.3                   | 156.5        | 158.2        | 1.5                  | .8           | 1.1          | 4.3              | 4.3          | 3.9          |
| <b>Blue collar</b> .....   | 144.6                   | 148.3        | 149.6        | 1.3                  | .5           | .9           | 4.0              | 3.9          | 3.5          |
| Precision production, craft, and repair ....                           | 144.6                   | 148.4        | 149.2        | 1.3                  | .5           | .5           | 4.1              | 3.9          | 3.2          |
| Machine operators, assemblers, and<br>inspectors .....                 | 145.6                   | 149.0        | 150.5        | 1.3                  | .6           | 1.0          | 3.5              | 3.7          | 3.4          |
| Transportation and material moving .....                               | 139.5                   | 142.8        | 144.8        | 1.4                  | .5           | 1.4          | 4.0              | 3.8          | 3.8          |
| Handlers, equipment cleaners, helpers,<br>and laborers .....           | 148.0                   | 152.4        | 154.2        | 1.2                  | .9           | 1.2          | 4.4              | 4.2          | 4.2          |
| <b>Service</b> .....   | 146.4                   | 150.6        | 152.0        | 1.0                  | 1.3          | .9           | 3.8              | 3.9          | 3.8          |
| <b>Production and nonsupervisory<br/>occupations<sup>3</sup></b> ..... | 147.7                   | 151.5        | 152.7        | 1.2                  | .8           | .8           | 3.9              | 3.8          | 3.4          |

<sup>1</sup> Includes mining, construction, and manufacturing.<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.<sup>3</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.<br>2001            | Dec.<br>2001 | Mar.<br>2002 | 3 months ended—      |              |              | 12 months ended— |              |              |
|   |                         |              |              | Mar.<br>2001         | Dec.<br>2001 | Mar.<br>2002 | Mar.<br>2001     | Dec.<br>2001 | Mar.<br>2002 |
| <b>Bargaining status</b>                        |                         |              |              |                      |              |              |                  |              |              |
| <b>Union</b> .....                              | 142.1                   | 147.4        | 148.4        | 0.6                  | 1.6          | 0.7          | 3.6              | 4.4          | 4.4          |
| Blue-collar occupations .....                   | 140.3                   | 144.7        | 145.6        | .8                   | 1.0          | .6           | 3.8              | 4.0          | 3.8          |
| Goods-producing industries <sup>1</sup> .....   | 142.4                   | 146.3        | 147.2        | .8                   | .7           | .6           | 3.8              | 3.5          | 3.4          |
| Service-producing industries <sup>2</sup> ..... | 142.2                   | 148.9        | 150.0        | .5                   | 2.4          | .7           | 3.3              | 5.2          | 5.5          |
| Manufacturing .....                             | 143.9                   | 148.0        | 149.0        | .9                   | .9           | .7           | 3.7              | 3.8          | 3.5          |
| Blue-collar occupations .....                   | 143.0                   | 147.0        | 147.8        | .9                   | .8           | .5           | 3.8              | 3.7          | 3.4          |
| Nonmanufacturing .....                          | 141.1                   | 147.1        | 148.1        | .5                   | 1.9          | .7           | 3.4              | 4.8          | 5.0          |
| <b>Nonunion</b> .....                           | 150.8                   | 154.4        | 155.9        | 1.2                  | .7           | 1.0          | 3.9              | 3.6          | 3.4          |
| Blue-collar occupations .....                   | 147.1                   | 150.5        | 151.9        | 1.5                  | .3           | .9           | 4.0              | 3.9          | 3.3          |
| Goods-producing industries <sup>1</sup> .....   | 148.8                   | 152.1        | 153.5        | 1.4                  | .7           | .9           | 4.1              | 3.6          | 3.2          |
| Service-producing industries <sup>2</sup> ..... | 151.4                   | 155.1        | 156.7        | 1.2                  | .6           | 1.0          | 3.8              | 3.7          | 3.5          |
| Manufacturing .....                             | 150.1                   | 153.1        | 154.7        | 1.4                  | .6           | 1.0          | 3.9              | 3.4          | 3.1          |
| Blue-collar occupations .....                   | 148.7                   | 152.6        | 154.3        | 1.4                  | .9           | 1.1          | 4.1              | 4.1          | 3.8          |
| Nonmanufacturing .....                          | 150.7                   | 154.4        | 155.9        | 1.2                  | .7           | 1.0          | 3.9              | 3.7          | 3.5          |
| <b>Region<sup>3</sup></b>                       |                         |              |              |                      |              |              |                  |              |              |
| Northeast .....                                 | 147.3                   | 151.7        | 153.5        | .9                   | .7           | 1.2          | 3.5              | 3.9          | 4.2          |
| South .....                                     | 148.3                   | 151.2        | 152.5        | 1.4                  | .7           | .9           | 3.7              | 3.3          | 2.8          |
| Midwest .....                                   | 150.9                   | 154.7        | 157.1        | .9                   | .7           | 1.6          | 3.9              | 3.4          | 4.1          |
| West .....                                      | 151.3                   | 156.0        | 156.4        | 1.4                  | 1.1          | .3           | 4.6              | 4.6          | 3.4          |
| <b>Area</b>                                     |                         |              |              |                      |              |              |                  |              |              |
| Metropolitan .....                              | 149.8                   | 153.7        | 155.1        | 1.2                  | .9           | .9           | 4.0              | 3.9          | 3.5          |
| Other .....                                     | 147.4                   | 150.5        | 151.7        | 1.0                  | .5           | .8           | 3.7              | 3.1          | 2.9          |

<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. 2001               | Dec. 2001 | Mar. 2002 | 3 months ended—      |           |           | 12 months ended— |           |           |
|   |                         |           |           | Mar. 2001            | Dec. 2001 | Mar. 2002 | Mar. 2001        | Dec. 2001 | Mar. 2002 |
| <b>Civilian workers</b> .....                       | 159.7                   | 165.1     | 167.5     | 1.8                  | 0.9       | 1.5       | 4.7              | 5.2       | 4.9       |
| State and local government .....                    | 152.3                   | 158.4     | 159.9     | 1.4                  | .7        | .9        | 2.8              | 5.5       | 5.0       |
| Private industry .....                              | 161.5                   | 166.7     | 169.3     | 1.8                  | .9        | 1.6       | 5.0              | 5.1       | 4.8       |
| <b>Industry</b>                                     |                         |           |           |                      |           |           |                  |           |           |
| Goods producing <sup>1</sup> .....                  | 158.5                   | 162.6     | 165.8     | 1.5                  | 1.1       | 2.0       | 4.1              | 4.1       | 4.6       |
| Service producing <sup>2</sup> .....                | 162.6                   | 168.4     | 170.7     | 2.0                  | .8        | 1.4       | 5.6              | 5.6       | 5.0       |
| Manufacturing .....                                 | 157.1                   | 160.4     | 163.7     | 1.5                  | 1.2       | 2.1       | 3.2              | 3.6       | 4.2       |
| Aircraft manufacturing (SIC 3721) .....             | 171.4                   | 174.4     | 180.7     | 5.1                  | 3.7       | 3.6       | 5.9              | 6.9       | 5.4       |
| White collar .....                                  | 175.0                   | 175.0     | 180.7     | 7.5                  | 3.6       | 3.3       | 11.6             | 7.5       | 3.3       |
| Blue collar .....                                   | 165.0                   | 172.4     | 179.5     | 1.4                  | 3.8       | 4.1       | -2.5             | 6.0       | 8.8       |
| Nonmanufacturing .....                              | 162.9                   | 168.8     | 171.1     | 2.0                  | .8        | 1.4       | 5.8              | 5.7       | 5.0       |
| <b>Occupational group</b>                           |                         |           |           |                      |           |           |                  |           |           |
| White collar .....                                  | 165.2                   | 171.2     | 173.5     | 2.3                  | 1.0       | 1.3       | 5.7              | 6.0       | 5.0       |
| Blue collar .....                                   | 155.7                   | 159.2     | 162.2     | 1.0                  | .6        | 1.9       | 3.8              | 3.3       | 4.2       |
| Service .....                                       | 159.5                   | 166.0     | 168.9     | 2.0                  | 1.7       | 1.7       | 5.8              | 6.1       | 5.9       |
| <b>Bargaining status</b>                            |                         |           |           |                      |           |           |                  |           |           |
| Union .....   | 158.5                   | 163.4     | 166.5     | .6                   | .9        | 1.9       | 3.1              | 3.7       | 5.0       |
| Nonunion .....                                      | 162.0                   | 167.2     | 169.7     | 2.1                  | .8        | 1.5       | 5.5              | 5.4       | 4.8       |

<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.

## 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, medicare, 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 29,800 occupational observations within about 7,200 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 12<sup>th</sup> 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 2002 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 numbers 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](mailto: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." 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. Data for March 2002 are scheduled to be released this summer. 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.