

# News

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Department  
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## EMPLOYMENT COST INDEX - DECEMBER 1991

The Employment Cost Index (ECI) increased 0.6 percent before seasonal adjustment in the 3 months ended December 1991, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1991 ECI level of 112.2 (June 1989=100) was 4.3 percent higher than in December 1990. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

### Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, ECI compensation costs rose 0.9 percent in the September-December 1991 period, about the same as the 0.8 percent change for the June-September 1991 period. (See box below.) ECI wages and salaries also rose 0.9 percent in the September-December 1991 period, above the 0.6 percent increase for June-September but in line with quarterly increases over the last few years. Benefit costs rose 1.2 percent in September-December 1991--the smallest quarterly increase in benefit costs since 1987. (See table A for changes over the past two years.)

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1991
	1990				1991				
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Compensation costs..	1.4	1.2	1.1	1.0	1.1	1.3	0.8	0.9	4.3
Wages and salaries.	1.1	1.2	1.0	0.9	1.1	0.9	0.6	0.9	3.6
Benefit costs.....	2.0	1.5	1.5	1.5	1.4	1.5	1.6	1.2	5.6

\*\*\*\*\*  
 \* This release includes annual revisions in seasonally adjusted \*  
 \* Employment Cost Indexes for compensation costs, wages and salaries, \*  
 \* and benefit costs. Seasonally adjusted indexes for 1987-91 were \*  
 \* revised and are available upon request. The seasonal factors for \*  
 \* 1992 will be published in the March 1992 issue of the BLS periodical, \*  
 \* Compensation and Working Conditions. \*  
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Over-the-year changes, unadjusted

Compensation cost increases (not seasonally adjusted) averaged 4.3 percent for the year ended December 1991; this was less than the 4.9 percent gain for the year ended December 1990. Most of this slowdown was due to smaller increases for State and local government workers, reflecting deceleration in wage and salary increases (3.5 percent, down from 5.3 percent) as well as in benefit cost gains (3.9 percent, down from 7.0 percent). Benefit cost increases for State and local government workers were dampened because several jurisdictions decreased or temporarily suspended payments to employee retirement funds in 1991.

The 1991 compensation cost increase for State and local government workers (3.6 percent) was below that for private industry workers (4.4 percent)--reversing a trend that had prevailed since 1981 when State and local government workers were added to the ECI coverage. Although private industry workers had lower compensation cost increases in 1991 than in 1990, the slowdown was much less pronounced than that recorded for State and local government workers.

For the year ended in December 1991, compensation cost increases in private industry were higher for goods-producing industries than for service-producing industries (4.6 percent compared with 4.3 percent). Compensation cost gains in goods-producing industries ranged from 4.1 percent in construction to 4.6 percent in both durable and nondurable goods manufacturing. Within the service-producing industries, compensation cost increases varied from 1.5 percent in banking, savings and loan, and other credit agencies to 5.2 percent in public utilities and private colleges and universities.

Over-the-year 1991 compensation cost increases in private industry were higher for service workers (4.8 percent) than for either white-collar (4.5 percent) or blue-collar workers (4.3 percent). White-collar increases ranged from 3.4 percent for sales workers to 4.8 percent for professional and technical and executive, administrative, and managerial occupations. Gains for blue-collar workers ranged from 3.3 percent for transportation and material moving occupations to 4.5 percent for precision production, craft, and repair occupations.

Compensation cost increases over the year ended December 1991 were higher for union (4.6 percent) than for nonunion workers (4.3 percent). This pattern held for both the goods-producing and service-producing industries and was in contrast to the situation that until recently had prevailed for nearly a decade.

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ECI data for March 1992 will be released on Tuesday, April 28, 1992, at 8:30 A.M. (EDT)

The schedule for the remainder of 1992 is as follows:

<u>Reference Month</u>	<u>Release Date</u>
June 1992	July 28
September 1992	October 27
December 1992	January 26, 1993

Changes in wages and salaries and benefit costs, private industry, 1980-91

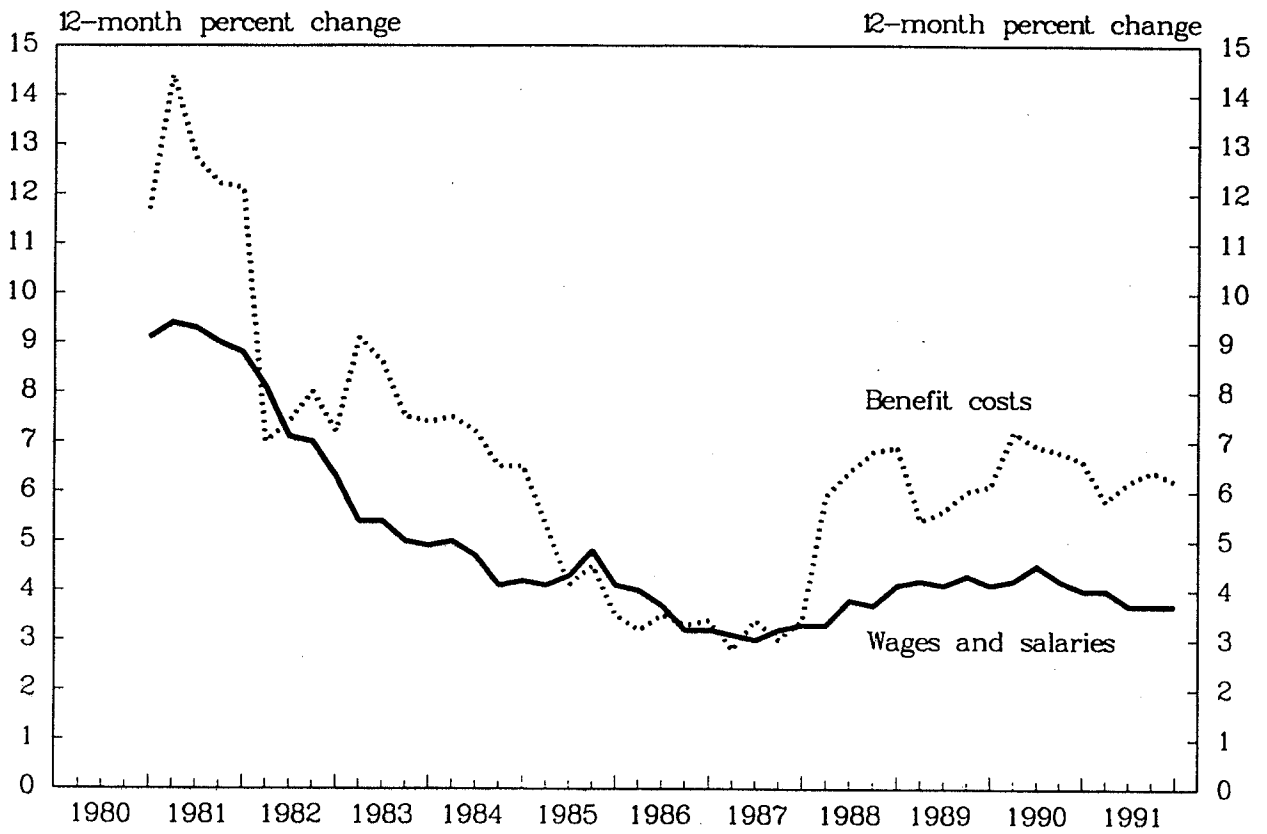


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Mar. 1991	Dec. 1991	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991
	1991	1991	1990	1990	1990	1990	1991	1991	1991	1991
Civilian workers.....	111.2	112.2	1.4	1.2	1.1	1.0	1.1	1.3	0.8	0.9
State and local government.....	113.2	114.2	1.4	1.5	1.3	1.4	1.3	1.1	.4	.9
Private industry workers.....	110.8	111.9	1.4	1.2	1.1	.9	1.2	1.1	1.0	1.0
White-collar occupations <u>3</u> /.....	111.4	112.2	1.7	1.3	1.1	.7	1.5	1.2	1.0	.7
Blue-collar occupations.....	110.2	111.2	1.3	1.2	1.0	.9	1.1	1.0	1.2	.9
Service occupations.....	111.4	112.3	1.3	1.2	.8	1.3	.9	1.5	1.5	.8
Goods-producing industries <u>1</u> /.....	110.8	112.0	1.5	1.3	1.0	.9	1.1	1.2	1.0	1.1
Construction.....	109.2	110.3	.4	1.0	1.0	.9	1.2	.9	.8	1.0
Manufacturing.....	111.2	112.4	1.6	1.3	1.1	1.0	.9	1.3	1.2	1.1
Durables.....	111.2	112.3	1.4	1.2	1.2	1.0	.9	1.3	1.3	1.0
Nondurables.....	111.2	112.4	1.9	1.3	1.1	.9	1.0	1.2	1.1	1.1
Service-producing industries <u>2</u> /.....	110.8	111.9	1.3	1.2	1.0	1.0	1.2	1.1	1.0	1.0
Transportation and public utilities.....	108.8	109.9	1.7	.0	.9	1.3	.8	1.3	1.2	1.0
Wholesale trade.....	110.5	111.1	.4	.2	.4	.9	1.3	1.3	1.0	.5
Retail trade.....	109.9	110.8	1.3	1.3	.8	.9	1.1	1.1	1.1	.8
Finance, insurance, and real estate <u>3</u> /.....	109.7	110.0	1.2	1.8	1.0	1.1	2.7	1.1	1.2	.3
Services.....	112.9	114.1	1.7	1.9	1.0	1.4	1.1	1.1	1.0	1.1
Nonmanufacturing.....	110.8	111.8	1.3	1.2	1.0	.9	1.3	1.0	1.1	.9

NOTE: See footnotes at end of table 3.

Table 2. SEASONALLY ADJUSTED WAGES AND SALARIES: Employment Cost Index for wages and salaries, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Sep. 1991	Dec. 1991	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991
Civilian workers.....	109.7	110.7	1.1	1.2	1.0	0.9	1.1	0.9	0.6	0.9
State and local government.....	112.0	113.0	1.4	1.4	1.1	1.3	1.3	1.1	.2	.9
Private industry workers.....	109.2	110.1	1.1	1.1	1.0	.8	1.0	1.0	.7	.8
White-collar occupations <sup>3/</sup> .....	110.1	110.7	1.2	1.3	1.0	.6	1.2	1.1	.9	.5
Blue-collar occupations <sup>3/</sup> .....	108.0	108.8	1.1	1.1	.8	.6	1.1	.8	.7	.7
Service occupations.....	109.8	110.4	1.0	1.1	.6	1.2	.8	1.3	1.3	.5
Goods-producing industries <sup>1/3/</sup> .....	108.7	109.7	1.1	1.1	.9	.7	1.1	.9	.6	.9
Construction.....	106.2	107.0	1.2	1.7	.6	.5	1.3	.5	.5	.8
Manufacturing <sup>3/</sup> .....	109.3	110.3	1.4	1.2	.9	.8	1.1	.9	.8	.9
Durables <sup>3/</sup> .....	109.2	110.2	1.3	1.1	1.0	.8	1.1	.9	.8	.9
Nondurables.....	109.4	110.8	1.6	1.2	1.0	.7	1.0	.9	.8	1.3
Service-producing industries <sup>2/</sup> .....	109.5	110.4	1.0	1.1	1.0	.9	1.0	.9	.8	.8
Transportation and public utilities.....	107.6	108.9	1.2	.5	.9	.8	.6	1.0	1.0	1.2
Wholesale trade.....	110.2	110.3	.2	.0	.3	.9	1.4	1.2	1.1	.7
Retail trade.....	108.7	109.5	1.1	1.0	.8	.8	.9	1.0	1.0	.4
Finance, insurance, and real estate <sup>3/</sup> .....	108.0	108.4	.5	1.7	1.4	-.1	2.1	1.0	-.1	.4
Services.....	111.2	112.3	1.5	1.8	.8	1.5	.9	.8	.8	1.0
Nonmanufacturing.....	109.2	109.9	.9	1.3	.8	.9	1.1	.9	.7	.6

NOTE: See footnotes at end of table 3.

Table 3. SEASONALLY ADJUSTED BENEFIT COSTS: Employment Cost Index for benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended												
	Sep. 1991	Dec. 1991	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	1990		1991		
											Mar.	June	Mar.	June	
Civilian workers .....	115.4	116.8	2.0	1.5	1.5	1.5	1.4	1.5	1.6	1.5	1.5	1.4	1.5	1.6	1.2
State and local government .....	116.1	117.1	1.8	2.0	1.6	1.5	1.4	1.0	.7	1.5	1.5	1.4	1.0	.7	.9
Private industry workers.....	115.1	116.7	2.1	1.4	1.5	1.5	1.4	1.6	1.7	1.5	1.5	1.4	1.6	1.7	1.4
White-collar occupations.....	115.3	116.9	2.1	1.5	1.6	1.5	1.5	1.6	1.5	1.6	1.5	1.5	1.6	1.5	1.4
Blue-collar occupations .....	114.8	116.1	2.0	1.3	1.4	1.4	1.3	1.6	2.0	1.6	1.4	1.3	1.6	2.0	1.1
Service occupations.....	116.7	118.6	2.5	1.2	1.2	1.7	1.7	2.1	2.0	1.2	1.7	1.7	2.1	2.0	1.6
Goods-producing industries <sup>1/</sup> .....	115.8	117.2	2.3	1.5	1.6	1.5	1.2	1.9	1.8	1.6	1.5	1.2	1.9	1.8	1.2
Manufacturing.....	115.2	116.7	2.2	1.5	1.6	1.6	.6	2.1	1.9	1.6	1.6	.6	2.1	1.9	1.3
Service-producing industries <sup>2/</sup> .....	114.7	116.4	1.9	1.3	1.4	1.5	1.5	1.5	1.7	1.4	1.5	1.5	1.5	1.7	1.5
Nonmanufacturing.....	115.1	116.8	1.7	1.5	1.4	1.5	1.5	1.6	1.6	1.4	1.5	1.5	1.6	1.6	1.5

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

<sup>2/</sup> Includes transportation, public utilities, trade, finance, insurance, and real estate, and services

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

Table 4. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, civilian and state and local government workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991
Civilian workers	107.6	111.5	0.7	1.2	0.6	4.9	4.3	4.3
Excluding sales	107.8	111.7	.8	1.4	.6	5.2	4.5	4.3
Workers, by occupational group								
White-collar occupations	108.3	112.1	.7	1.2	.6	5.2	4.3	4.2
Excluding sales	108.5	112.4	.7	1.4	.7	5.5	4.4	4.3
Professional specialty and technical	109.8	113.5	1.0	1.6	.8	5.9	4.4	4.2
Executive, administrative, and managerial	107.7	111.8	.7	1.1	.6	5.7	4.5	4.5
Administrative support, including clerical	107.8	111.4	.9	1.1	.7	5.2	4.3	4.1
Blue-collar occupations	106.5	110.3	.7	1.0	.7	4.4	4.3	4.3
Service occupations	108.0	112.3	1.3	1.7	.7	5.1	5.3	4.7
Workers, by industry division								
Goods-producing 1/	107.1	111.0	.8	1.0	.8	4.9	4.5	4.5
Manufacturing	107.2	111.2	.8	1.1	.9	5.1	4.5	4.7
Service-producing 2/	108.0	111.8	.7	1.3	.5	5.0	4.3	4.1
Services	110.2	113.8	1.1	1.6	.7	6.3	4.4	4.0
Health services	110.9	115.0	1.6	1.6	1.0	6.7	5.3	4.7
Hospitals	110.9	114.7	1.6	1.6	1.0	6.9	5.1	4.5
Educational services	111.4	114.9	1.0	2.2	.4	6.3	4.2	3.6
Public administration	108.7	112.2	.8	1.2	.4	5.3	4.1	3.6
Nonmanufacturing	107.8	111.7	.7	1.3	.5	4.9	4.4	4.2
State and local government workers	110.4	113.9	.9	1.7	.4	5.8	4.1	3.6
Workers, by occupational group								
White-collar occupations	110.9	114.2	.9	1.7	.4	6.0	3.9	3.3
Professional specialty and technical	111.2	114.5	.8	1.9	.4	6.2	3.8	3.4
Executive, administrative, and managerial	110.1	113.3	.7	1.2	.4	5.8	3.7	3.3
Administrative support, including clerical	110.2	113.5	1.4	1.6	.4	6.1	4.4	3.4
Blue-collar occupations	108.7	112.4	.5	1.4	.4	4.8	3.9	3.9
Workers, by industry division								
Services	111.3	114.8	1.0	2.0	.4	6.3	4.2	3.6
Excluding schools 3/	110.2	113.7	1.3	1.8	.6	6.8	4.5	3.8
Health services	111.1	113.9	1.1	1.5	.9	6.6	3.6	3.4
Hospitals	111.4	114.1	1.5	1.8	1.0	6.6	3.9	3.4
Educational services	111.4	114.9	1.0	2.0	.3	6.2	4.2	3.5
Schools	111.6	115.2	.9	2.0	.3	6.0	4.2	3.6
Elementary and secondary	112.1	115.7	.9	2.4	.4	6.3	4.1	3.7
Colleges and universities	110.2	113.4	.9	1.8	.1	5.3	3.8	3.0
Public administration	108.7	112.2	.8	1.2	.4	5.3	4.1	3.6

NOTE: See footnotes at end of table 10.

Table 5. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991
Private industry workers	107.0	111.0	0.8	1.1	0.6	4.6	4.5	4.4
Excluding sales	107.1	112.0	.8	1.2	.8	4.9	4.5	4.6
White-collar occupations	107.4	111.4	.7	1.0	.7	4.9	4.4	4.5
Excluding sales	107.7	112.7	.7	1.3	.8	5.4	4.6	4.6
Professional specialty and technical	108.7	113.9	1.1	1.5	1.0	5.6	4.9	4.8
Executive, administrative, and managerial	107.2	112.3	.6	1.1	.7	5.6	4.6	4.8
Sales	106.0	109.6	.1	.0	-.2	2.6	3.7	3.4
Administrative support, including clerical	107.3	111.9	.8	1.0	.8	4.9	4.3	4.3
Blue-collar occupations	106.4	110.2	.8	1.1	.7	4.4	4.4	4.3
Precision production, craft, and repair	106.2	110.5	.6	1.2	.5	4.1	4.6	4.5
Machine operators, assemblers, and inspectors	106.9	110.5	.9	1.0	1.0	5.0	4.3	4.4
Transportation and material moving	105.5	108.3	.6	.7	.6	4.0	3.2	3.3
Handlers, equipment cleaners, helpers, and laborers	106.7	110.4	.9	1.0	.9	4.4	4.4	4.4
Service occupations	107.3	111.5	1.5	1.5	.8	4.7	5.5	4.8
Production and nonsupervisory occupations <u>4/</u>	106.9	110.8	.8	1.1	.6	4.4	4.5	4.3
Goods-producing industries <u>1/</u>	107.0	111.0	.8	1.1	.8	4.8	4.5	4.6
Excluding sales occupations	107.0	110.9	.8	1.0	.8	4.7	4.5	4.5
White-collar occupations	107.4	111.2	.7	1.0	1.0	5.4	4.2	4.6
Excluding sales	107.1	111.1	.7	1.0	1.0	5.0	4.4	4.8
Blue-collar occupations	106.9	110.8	.8	1.0	.7	4.5	4.5	5.4
Service occupations	106.4	110.5	1.0	1.1	1.4	4.1	4.9	5.4
Construction	105.6	109.3	.4	.7	.5	3.1	3.9	4.1
Manufacturing	107.2	111.2	.8	1.1	.9	5.1	4.5	4.7
White-collar occupations	107.4	111.3	.6	1.0	1.0	5.4	4.2	4.7
Excluding sales	107.0	111.1	.6	1.1	1.0	5.0	4.4	4.9
Blue-collar occupations	107.2	111.1	.9	1.2	.8	5.0	4.6	4.5
Service occupations	106.3	110.3	1.1	1.0	1.6	4.1	4.9	5.5
Durables	107.2	111.2	.8	1.2	.8	4.9	4.6	4.6
Nondurables	107.4	111.2	.8	1.0	1.0	5.4	4.3	4.6



Table 5. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group-Continued

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991
Service-producing industries 2/	107.0	111.0	0.8	1.1	0.5	4.6	4.3	4.5
Excluding sales occupations	107.3	111.3	.8	1.3	.7	5.1	4.6	4.5
White-collar occupations	107.4	111.5	.8	1.0	.5	4.7	4.5	4.4
Excluding sales	108.0	112.1	.8	1.4	.8	5.6	4.7	4.6
Blue-collar occupations	105.4	113.0	.6	1.0	.6	4.3	3.7	3.8
Service occupations	107.4	109.4	1.5	1.5	.8	4.8	5.5	4.7
Transportation and public utilities	105.1	109.0	.9	1.2	.6	3.9	4.6	4.4
Transportation	104.6	107.8	.8	.9	.7	3.8	3.9	3.8
Public utilities	105.7	110.4	.9	1.5	.7	3.9	5.3	5.2
Communications	105.2	109.9	1.0	1.8	.7	3.5	5.5	5.2
Electric, gas, and sanitary services	106.2	111.0	.7	1.1	.6	4.4	5.2	5.2
Wholesale and retail trade	106.2	110.3	.6	1.0	.4	3.5	4.5	4.2
Excluding sales occupations	106.1	110.1	.7	.9	.6	4.0	4.5	4.4
Wholesale trade	106.5	110.7	.7	1.0	.4	1.9	4.6	4.3
Excluding sales occupations	106.2	110.3	.8	.6	.8	3.5	4.6	4.7
Retail trade	106.0	110.1	.5	1.0	.4	4.3	4.4	4.2
General merchandise stores	106.9	111.2	.9	1.0	-.1	5.3	5.0	3.9
Food stores	106.4	110.3	.7	.9	1.3	4.6	4.4	5.0
Finance, insurance, and real estate	105.5	109.7	.1	.2	.3	4.0	4.1	4.3
Excluding sales occupations	106.7	110.6	.4	1.0	.7	5.6	4.0	4.4
Banking, savings and loan, and other credit agencies	105.8	107.5	1.3	.5	-.1	5.1	3.0	1.5
Insurance	106.0	109.5	-.5	.0	1.1	5.0	2.8	4.4
Services	109.3	113.1	1.1	1.4	.8	6.2	4.6	4.3
Business services	107.4	110.0	1.0	-.4	1.0	6.0	3.5	3.4
Health services	110.8	115.3	1.7	1.6	1.0	6.8	5.8	5.1
Hospitals	110.7	114.9	1.7	1.5	1.0	7.0	5.5	4.9
Educational services	111.4	114.9	1.1	3.0	.7	6.9	4.3	3.9
Colleges and universities	110.6	115.5	.7	3.1	.7	6.6	5.2	5.2
Nonmanufacturing industries	106.9	110.9	.7	1.1	.5	4.5	4.4	4.3
White-collar occupations	107.4	111.5	.7	1.0	.5	4.7	4.5	4.4
Excluding sales	108.0	112.1	.9	1.4	.7	5.6	4.8	4.5
Blue-collar occupations	105.6	109.2	.6	.9	.5	3.8	4.0	4.0
Service occupations	107.4	111.7	1.5	1.6	.7	4.9	5.6	4.7

NOTE: See footnotes at end of table 10.

Table 6. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by bargaining status, region, and area size

Series	Indexes (June 1989=100)		Percent Changes for						
	Dec. 1990	Sep. 1991	3 Months Ended		12 Months Ended		Dec. 1991	Dec. 1991	
			Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991			
Workers, by bargaining status									
Union									
Blue-collar occupations	106.2	110.1	111.1	1.0	1.2	0.9	4.3	4.8	4.6
Goods-producing industries 1/	105.9	109.7	110.7	1.0	1.0	.9	4.1	4.7	4.5
Service-producing industries 2/	106.3	110.3	111.3	1.1	1.0	.9	4.3	4.9	4.7
Nonunion	106.0	109.8	110.9	1.0	1.4	1.0	4.2	4.7	4.6
Manufacturing	106.6	110.6	111.7	1.2	1.0	1.0	4.5	5.0	4.8
Blue-collar occupations	106.5	110.6	111.6	1.3	1.1	.9	4.5	5.2	4.8
Nonmanufacturing	105.9	109.7	110.6	1.0	1.3	.8	4.2	4.6	4.4
Goods-producing industries 1/	107.3	111.2	111.9	.7	1.0	.6	4.8	4.3	4.3
Service-producing industries 2/	106.8	110.6	111.2	.5	1.1	.5	4.6	4.0	4.1
Manufacturing	107.4	111.3	112.2	.7	1.1	.8	5.0	4.3	4.5
Blue-collar occupations	107.2	111.2	111.8	.7	1.0	.5	4.7	4.4	4.3
Nonmanufacturing	107.6	111.5	112.4	.7	1.2	.8	5.4	4.3	4.5
Workers, by region 5/	107.9	111.7	112.5	.7	1.3	.7	5.4	4.2	4.3
Northeast	107.2	111.2	111.7	.7	1.0	.4	4.7	4.4	4.2
South	107.6	111.7	112.5	1.0	1.0	.7	4.6	4.9	4.6
Midwest	106.9	110.7	111.2	.6	.8	.5	4.6	4.1	4.0
West	107.1	111.2	112.2	.8	1.4	.9	5.1	4.6	4.8
Other areas	106.3	110.0	110.9	.7	1.0	.8	4.4	4.2	4.3
Workers, by area size									
Metropolitan areas	107.1	111.0	111.8	.8	1.1	.7	4.8	4.4	4.4
Other areas	106.8	110.7	111.2	.8	.7	.5	4.7	4.4	4.1

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note. See footnotes at end of table 10.

Table 7. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, civilian and state and local government workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
	Dec. 1990	Sep. 1991	3 Months Ended		12 Months Ended		Dec. 1991	Dec. 1991
			Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991		
Civilian workers	106.8	110.0	0.8	1.0	0.5	4.3	3.8	3.6
Excluding sales	106.8	110.1	.7	1.1	.6	4.4	3.8	3.7
Workers, by occupational group								
White-collar occupations	107.4	110.8	.6	1.1	.5	4.5	3.7	3.6
Excluding sales	107.8	111.2	.7	1.3	.6	5.1	3.9	3.8
Professional specialty and technical	108.8	113.0	.8	1.7	.6	5.3	4.1	3.9
Executive, administrative, and managerial	107.2	110.8	.7	1.1	.6	4.0	4.0	4.0
Administrative support, including clerical	106.7	109.9	.8	1.0	.6	4.2	3.8	3.7
Blue-collar occupations	105.4	108.2	.7	.7	.6	3.6	3.3	3.3
Service occupations	106.8	111.3	1.1	1.6	.6	4.2	4.7	4.2
Workers, by industry division								
Goods-producing 1/	105.8	108.8	.7	.7	.8	3.8	3.5	3.7
Manufacturing	106.2	109.3	.8	.8	.9	4.2	3.7	3.9
Service-producing 2/	107.2	110.6	.7	1.2	.4	4.4	3.8	3.5
Services	109.2	112.4	1.0	1.5	.5	5.7	4.0	3.5
Health services	109.7	114.5	1.3	1.4	1.0	6.0	4.7	4.1
Hospitals	109.8	113.1	1.4	1.4	1.1	6.1	4.4	4.1
Educational services	110.4	114.3	1.7	2.3	1.4	5.7	3.6	3.3
Public administration	107.3	110.6	.8	1.0	.3	4.4	3.8	3.4
Nonmanufacturing	106.9	110.2	.7	1.1	.5	4.2	3.8	3.6
State and local government workers	109.4	112.8	.7	1.7	.4	5.3	3.9	3.5
Workers, by occupational group								
White-collar occupations	109.9	113.1	.6	1.7	.4	5.5	3.6	3.3
Professional specialty and technical	110.6	114.2	.7	1.9	.4	5.9	3.6	3.3
Executive, administrative, and managerial	108.9	112.0	.5	1.2	.3	5.0	3.3	3.1
Administrative support, including clerical	107.9	111.4	.7	1.5	.4	4.8	3.9	3.6
Blue-collar occupations	107.7	111.1	.5	1.0	.5	4.3	3.6	3.6
Workers, by industry division								
Services	110.3	113.7	.7	2.0	.4	5.8	3.8	3.4
Excluding schools 3/	109.6	113.5	.7	1.9	.6	6.4	4.3	4.2
Health services	109.7	114.0	.7	1.2	.9	5.8	3.8	3.9
Hospitals	109.8	114.1	1.1	1.4	1.1	5.8	4.0	3.9
Educational services	110.5	114.1	.7	2.1	.3	5.7	3.7	3.3
Schools	110.5	113.7	.7	2.0	.3	5.5	3.6	3.2
Elementary and secondary	110.9	114.3	.7	2.3	.3	5.7	3.8	3.4
Colleges and universities	109.2	112.0	.7	2.9	.0	4.9	3.3	2.6
Public administration	107.3	110.6	.8	1.0	.3	4.4	3.8	3.4

NOTE: See footnotes at end of table 10.

Table 8. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for						
			3 Months Ended		12 Months Ended				
	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	
Private industry workers	106.1	109.3	110.0	110.0	0.7	0.8	0.6	3.7	3.7
Excluding sales	106.2	109.4	110.2	110.2	.8	.9	.7	3.8	3.8
White-collar occupations	106.6	110.1	110.7	110.7	.6	.9	.5	3.9	3.8
Excluding sales	106.9	110.5	111.3	111.3	.7	1.2	.7	4.0	4.1
Professional specialty and technical	107.5	111.1	112.0	112.0	.9	1.5	.8	4.3	4.2
Executive, administrative, and managerial	106.9	110.6	111.4	111.4	.7	1.1	.7	4.1	4.2
Sales	105.2	108.2	107.9	107.9	-.2	-.3	-.3	2.7	2.6
Administrative support, including clerical	106.4	109.6	110.4	110.4	.7	.9	.7	3.7	3.8
Blue-collar occupations	105.2	108.0	108.8	108.8	.6	.7	.7	3.3	3.4
Precision production, craft, and repair	104.9	107.8	108.4	108.4	.5	.7	.6	3.3	3.3
Machine operators, assemblers, and inspectors	105.8	108.7	109.8	109.8	.9	.6	1.0	3.6	3.8
Transportation and material moving	104.1	106.1	106.7	106.7	.5	.5	.6	2.4	2.5
Handlers, equipment cleaners, helpers, and laborers	106.2	109.2	109.9	109.9	.9	.6	.6	3.7	3.5
Service occupations	106.4	109.8	110.6	110.6	1.4	1.4	.7	4.0	3.9
Production and nonsupervisory occupations $\frac{1}{2}$	105.9	109.0	109.6	109.6	.7	.8	.6	3.6	3.5
Goods-producing industries $\frac{1}{2}$	105.8	108.7	109.7	109.7	.7	.6	.9	3.7	3.7
Excluding sales occupations	105.7	108.7	109.7	109.7	.7	.7	.9	3.6	3.8
White-collar occupations	106.3	109.5	110.4	110.4	.6	.9	.8	4.3	3.9
Excluding sales	106.2	109.5	110.5	110.5	.6	.9	.9	4.1	4.0
Blue-collar occupations	105.5	108.3	109.2	109.2	.8	.7	.8	3.5	3.5
Service occupations	105.0	107.8	109.4	109.4	.7	1.0	1.5	3.0	4.2
Construction	103.7	106.3	106.8	106.8	.2	.4	.5	2.0	3.0
Manufacturing	106.2	109.3	110.3	110.3	.8	.8	.9	4.2	3.9
White-collar occupations	106.4	109.8	110.7	110.7	.5	.9	.8	4.5	4.0
Excluding sales	106.2	109.7	110.7	110.7	.6	1.0	.9	4.2	4.2
Blue-collar occupations	106.1	109.0	110.0	110.0	1.0	1.7	.9	4.0	3.7
Service occupations	104.9	107.7	109.3	109.3	.8	1.1	1.5	2.8	4.2
Durables	106.1	109.2	110.2	110.2	.8	.8	.9	4.1	3.9
Nondurables	106.3	109.4	110.6	110.6	.6	.7	1.1	4.4	4.0

Table 8. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group-Continued

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991
Service-producing industries 2/	106.3	109.7	0.6	0.9	4.0	3.8	3.7	3.8
Excluding sales occupations	106.6	110.0	.8	1.2	4.7	4.0	3.8	3.8
White-collar occupations	106.8	110.3	.7	.9	4.2	4.0	3.7	3.7
Excluding sales	107.2	110.9	.8	1.3	5.0	4.2	4.1	4.1
Blue-collar occupations	104.7	107.3	.5	.8	3.8	3.0	3.0	3.0
Service occupations	106.5	110.0	1.4	1.5	4.1	4.8	3.9	3.9
Transportation and public utilities	104.6	107.7	.5	1.0	2.8	3.5	3.6	3.6
Transportation	103.5	106.6	.2	1.0	3.4	3.2	3.4	3.4
Public utilities	106.0	109.0	1.0	.9	4.1	3.8	3.8	3.8
Communications	106.1	108.5	1.0	.8	4.2	3.3	3.3	3.3
Electric, gas, and sanitary services	105.7	109.5	.7	.8	3.9	4.3	4.5	4.5
Wholesale and retail trade	105.6	109.4	.5	.9	2.8	4.1	3.8	3.8
Excluding sales occupations	105.5	109.2	.6	.8	3.5	4.1	3.9	3.9
Wholesale trade	106.2	110.4	.7	1.1	1.0	4.6	4.3	4.3
Excluding sales occupations	105.9	109.8	.3	.9	3.6	3.8	3.7	3.7
Retail trade	105.3	109.0	.3	.9	3.6	3.8	3.8	3.8
General merchandise stores	106.5	110.9	.9	.8	5.0	5.0	3.8	3.8
Food stores	105.8	109.4	.7	.6	4.0	4.1	4.3	4.3
Finance, insurance, and real estate	104.8	108.0	-.1	-.1	3.5	3.0	3.4	3.4
Excluding sales occupations	106.1	109.5	.3	1.0	5.2	3.5	4.1	4.1
Banking, savings and loan, and other credit agencies	105.4	106.4	1.4	.5	4.5	2.4	.9	.9
Insurance	105.1	107.5	-.7	-.3	4.3	1.6	3.3	3.3
Services	108.3	111.5	1.1	1.4	5.7	4.1	3.6	3.6
Business services	107.4	108.9	1.6	-.5	6.1	3.0	2.4	2.4
Health services	109.7	113.5	1.5	1.4	6.0	5.0	4.5	4.5
Hospitals	109.8	113.2	1.5	1.4	6.3	4.6	4.2	4.2
Educational services	110.2	113.0	.9	3.0	6.1	3.5	3.2	3.2
Colleges and universities	109.3	113.7	.6	3.2	5.4	4.6	4.5	4.5
Nonmanufacturing industries	106.1	109.3	.7	.8	3.8	3.7	3.5	3.5
White-collar occupations	106.7	110.2	.6	.9	4.1	3.9	3.7	3.7
Excluding sales	107.2	110.7	.8	1.2	5.1	4.1	4.0	4.0
Blue-collar occupations	104.3	107.1	.3	.8	3.0	3.0	3.1	3.1
Service occupations	106.5	110.0	1.4	1.5	4.1	4.8	3.9	3.9

NOTE: See footnotes at end of table 10.

Table 9. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size

Series	Indexes (June 1989=100)		Percent Changes for						
			3 Months Ended		12 Months Ended				
	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991	
Workers, by bargaining status									
Union	105.1	108.0	108.9	0.9	0.8	3.4	3.6	3.6	3.6
Blue-collar occupations	104.8	107.3	108.2	1.0	.6	3.3	3.4	3.4	3.2
Goods-producing industries 1/	105.0	107.7	108.7	1.0	.6	3.3	3.6	3.6	3.5
Service-producing industries 2/	105.2	108.4	109.2	.8	1.3	3.4	3.8	3.8	3.8
Manufacturing	105.5	108.3	109.4	1.2	.7	3.7	3.8	3.8	3.7
Blue-collar occupations	105.4	108.2	109.3	1.2	.7	3.5	3.8	3.8	3.7
Nonmanufacturing	104.8	107.9	108.6	.7	1.1	3.3	3.7	3.7	3.6
Nonunion	106.4	109.7	110.3	.6	.9	4.2	3.7	3.7	3.7
Blue-collar occupations	105.5	108.5	109.2	.4	.7	3.7	3.2	3.2	3.5
Goods-producing industries 1/	106.1	109.2	110.1	.6	.8	3.9	3.5	3.5	3.8
Service-producing industries 2/	106.5	109.9	110.4	.6	.9	4.2	3.8	3.8	3.7
Manufacturing	106.5	109.7	110.7	.6	.8	4.4	3.6	3.6	3.9
Blue-collar occupations	106.7	109.7	110.7	.7	.8	4.4	3.5	3.5	3.7
Nonmanufacturing	106.3	109.6	110.1	.6	.8	3.9	3.7	3.7	3.6
Workers, by region 5/									
Northeast	106.9	110.3	110.9	.9	.8	3.9	4.2	4.2	3.7
South	106.1	109.2	109.6	.4	.6	3.9	3.3	3.3	3.3
Midwest	105.8	108.9	109.9	.7	1.1	4.1	3.6	3.6	3.9
West	105.4	108.6	109.4	.6	.9	3.9	3.6	3.6	3.8
Workers, by area size									
Metropolitan areas	106.1	109.3	110.1	.7	.8	3.9	3.7	3.7	3.8
Other areas	106.0	109.0	109.4	.7	.6	4.0	3.5	3.5	3.2

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note. See footnotes at end of table 10.

Table 10. BENEFITS (NOT SEASONALLY ADJUSTED): Employment Cost Index for benefits only, civilian, state and local, and private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for						
	Dec. 1990	Sep. 1991	3 Months Ended		12 Months Ended		Dec. 1991	Dec. 1991	
			Dec. 1990	Sep. 1991	Dec. 1990	Sep. 1991			
Civilian workers.....	110.1	115.4	116.3	1.1	1.6	0.8	6.7	6.0	5.6
State and local government workers.....	112.7	116.4	117.1	1.3	1.7	.6	7.0	4.6	3.9
Private industry workers.....	109.4	115.2	116.2	1.0	1.5	.9	6.6	6.4	6.2
Workers, by occupational group									
White-collar occupations.....	109.7	115.3	116.4	1.0	1.3	1.0	6.9	6.2	6.1
Blue-collar occupations.....	109.0	114.9	115.7	1.0	1.9	.7	6.2	6.5	6.1
Service occupations.....	109.9	116.5	117.8	1.7	1.7	1.1	6.7	7.8	7.2
Workers, by industry division									
Goods-producing industries 1/.....	109.9	115.8	116.7	1.1	1.7	.8	7.1	6.5	6.2
Service-producing industries 2/.....	109.0	114.6	115.7	1.0	1.4	1.0	6.2	6.2	6.1
Manufacturing.....	109.5	115.3	116.1	1.0	1.8	.7	7.0	6.4	6.0
Nonmanufacturing.....	109.3	115.1	116.2	1.0	1.4	1.0	6.3	6.4	6.3

1/ Includes mining, construction, and manufacturing.  
 2/ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.  
 3/ Formerly called 'Hospitals and other services.'  
 4/ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989  
 NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.

5/ 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.

Table 11. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation 1/

Series	Indexes (June 1989=100)			Percent Changes for							
	Dec. 1990		Dec. 1991		3 Months Ended		12 Months Ended				
	Dec. 1990	Sep. 1991	Dec. 1991	Dec. 1990	Sep. 1991	Dec. 1991	Dec. 1990	Sep. 1991	Dec. 1991	Dec. 1991	
				COMPENSATION							
Aircraft and parts manufacturing (SIC 372)	107.8	111.8	113.4	0.3	1.2	1.4	4.6	4.0	5.2		
White-collar occupations	106.4	109.7	111.2	-.1	.7	1.4	3.7	3.0	4.5		
Professional specialty and technical	105.8	109.3	110.5	-.2	1.1	1.1	3.9	3.1	4.4		
Executive, administrative, and managerial	105.8	109.1	110.2	-.2	.6	1.0	3.6	2.9	4.2		
Administrative support, including clerical	108.3	111.6	113.8	-.1	.5	2.0	3.4	3.0	5.1		
Blue-collar occupations	109.2	114.0	115.7	.7	1.6	1.5	5.2	5.2	6.0		
Precision production, craft, and repair	108.8	113.2	115.4	.7	1.3	1.9	5.4	4.8	6.1		
Machine operators, assemblers, and inspectors	109.5	114.6	115.9	.5	1.8	1.1	4.7	5.1	5.8		
Aircraft manufacturing (SIC 3721)	108.6	113.1	114.8	.1	1.2	1.5	4.8	4.2	5.7		
White-collar occupations	106.8	110.5	112.0	-.4	.7	1.4	3.9	3.1	4.9		
Blue-collar occupations	110.9	116.7	118.8	.7	1.7	1.8	5.9	6.0	7.1		
Aircraft engines and parts manufacturing (SIC 3724)	105.7	108.8	110.3	.7	1.6	1.4	3.6	3.6	4.4		
White-collar occupations	103.6	105.9	107.3	.8	1.2	1.3	2.7	3.0	3.6		
Blue-collar occupations	107.3	110.9	112.6	.6	1.7	1.5	4.4	3.9	4.9		
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	108.0	111.9	113.2	.4	.8	1.2	4.2	4.0	4.8		
White-collar occupations	107.7	111.2	112.5	-.2	.7	1.2	4.0	3.1	4.5		
Blue-collar occupations	108.2	112.5	113.8	.7	1.0	1.2	4.4	4.7	5.2		
Guided missiles and space vehicles manufacturing (SIC 3761)	108.5	113.1	114.8	2.0	1.1	1.5	5.8	6.3	5.8		
White-collar occupations	107.8	112.4	113.9	1.9	.9	1.3	4.9	6.2	5.7		
Blue-collar occupations	111.4	116.2	118.7	2.2	1.7	2.2	9.3	6.6	6.6		
				WAGES AND SALARIES							
Aircraft and parts manufacturing (SIC 372)	106.9	110.6	112.0	1.2	1.2	1.3	4.5	4.7	4.8		
White-collar occupations	105.3	108.2	109.2	.8	.7	.9	3.7	3.5	3.7		
Professional specialty and technical	104.9	107.6	108.4	.7	.9	.7	3.5	3.3	3.3		
Executive, administrative, and managerial	105.0	107.8	108.8	.6	.5	.9	2.8	3.3	3.6		
Administrative support, including clerical	106.7	110.1	111.7	1.0	.6	1.5	4.3	4.3	4.7		
Blue-collar occupations	108.6	113.3	115.2	1.6	1.7	1.7	5.2	6.0	6.1		
Precision production, craft, and repair	108.2	112.1	114.4	1.6	1.4	2.1	5.6	5.3	5.7		
Machine operators, assemblers, and inspectors	109.1	114.4	115.8	1.8	2.0	1.2	5.2	6.7	6.1		
Aircraft manufacturing (SIC 3721)	107.0	110.9	112.6	1.2	1.0	1.5	4.7	4.9	5.2		
White-collar occupations	105.0	107.9	108.9	.8	.5	.9	3.4	3.6	3.7		
Blue-collar occupations	110.0	115.4	118.0	2.0	1.7	2.3	6.5	7.1	7.3		

See footnotes at end of table.



Table 11. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation 1/-Continued

Series	Indexes (June 1989=100)			Percent Changes for						
	Dec. 1990	Sep. 1991	Dec. 1991	3 Months Ended			12 Months Ended			
				Dec. 1990	Sep. 1991	Dec. 1991	Dec. 1990	Sep. 1991	Dec. 1991	
WAGES AND SALARIES										
Aircraft engines and parts manufacturing (SIC 3724).....	106.3	109.4	110.6	1.0	1.6	1.1	4.2	1.1	4.0	4.0
White-collar occupations.....	105.0	107.4	108.3	.9	1.3	.8	3.8	.8	3.2	3.1
Blue-collar occupations.....	107.3	111.1	112.4	1.1	1.8	1.2	4.6	1.2	4.7	4.8
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	107.2	111.0	112.3	1.1	1.4	1.2	4.2	1.2	4.7	4.8
White-collar occupations.....	106.7	109.8	111.0	.7	1.0	1.1	3.9	1.1	3.6	4.0
Blue-collar occupations.....	107.6	111.9	113.3	1.5	1.5	1.3	4.2	1.3	5.6	5.3
Guided missiles and space vehicles manufacturing (SIC 3761).....	108.0	111.3	113.1	2.1	1.1	1.6	5.4	1.6	5.2	4.7
White-collar occupations.....	107.2	110.3	111.8	1.9	1.0	1.4	4.6	1.4	4.8	4.3
Blue-collar occupations.....	111.7	116.3	119.1	2.8	2.0	2.4	9.1	2.4	7.0	6.6
BENEFIT COSTS										
Aircraft and parts manufacturing (SIC 372).....	109.6	114.3	116.3	-1.5	1.1	1.7	4.4	1.7	2.7	6.1
White-collar occupations.....	108.8	113.3	115.7	-2.0	.9	2.1	3.9	2.1	2.0	6.3
Professional specialty and technical.....	108.1	113.3	115.7	-2.0	1.2	2.1	4.5	2.1	2.7	7.0
Administrative support, including clerical..	111.3	114.4	117.6	-1.9	.4	2.8	2.1	2.8	2.8	5.7
Blue-collar occupations.....	110.3	115.3	116.7	-1.0	1.3	1.2	4.6	1.2	3.5	5.8
Precision production, craft, and repair.....	110.1	115.4	117.4	-.7	1.2	1.7	5.3	1.7	4.1	6.6
Machine operators, assemblers, and inspectors.....	110.4	114.9	115.9	-1.5	1.4	.9	4.1	.9	2.5	5.0
Aircraft manufacturing (SIC 3721).....	111.9	117.7	119.7	-2.3	1.5	1.7	5.1	1.7	2.8	7.0
White-collar occupations.....	111.2	116.4	119.2	-2.7	1.1	2.4	5.2	2.4	1.8	7.2
Blue-collar occupations.....	112.8	119.3	120.4	-1.6	1.9	.9	5.0	.9	4.1	6.7
Aircraft engines and parts manufacturing (SIC 3724).....	104.7	107.6	109.9	.0	1.5	2.1	2.6	2.1	2.8	5.0
White-collar occupations.....	100.5	102.7	105.0	.6	1.1	2.2	1.1	2.2	2.8	4.5
Blue-collar occupations.....	107.3	110.5	112.8	-.4	1.7	2.1	4.3	2.1	2.6	5.1
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	109.6	114.0	115.3	-1.3	.0	1.1	4.6	1.1	2.7	5.2
Blue-collar occupations.....	109.4	113.7	114.8	-.6	.0	1.0	5.0	1.0	3.3	4.9
Guided missiles and space vehicles manufacturing (SIC 3761).....	109.7	117.4	119.0	1.9	.9	1.4	6.6	1.4	9.0	8.5
White-collar occupations.....	109.4	117.8	119.3	2.0	.9	1.3	5.8	1.3	9.8	9.0
Blue-collar occupations.....	110.9	116.1	117.9	1.2	.9	1.6	9.9	1.6	5.9	6.3

1/ Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are published in this release for the convenience of all users.

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

EXPLANATORY NOTE

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

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

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

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

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of nearly 23,000 occupations within 4,400 sample establishments in private industry and about 8,800 occupations within 1,300 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

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

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and state and local governments. These

fixed weights are also used to derive all of the industry and occupation series indexes. Since June 1986, employment counts from the 1980 Census have been used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

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

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

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to spot.

The costs per hour worked of compensation components, based on March 1991 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1991."<sup>1</sup> A description of the cost levels is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1980 Census weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-91, (Bulletin 2389); a chapter in the BLS Handbook of Methods (Bulletin 2285), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-523-1221, TDDphone: 202-523-3926, TDD Message Referral Phone Number: 1-800-326-2577.

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<sup>1</sup> Cost levels by establishment size for March 1991 appear in the article "Compensation cost levels by establishment employment size," in the August 1991 issue of the Bureau's monthly publication, Compensation and Working Conditions."