

# News

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Department  
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## EMPLOYMENT COST INDEX - MARCH 1986

The Employment Cost Index (ECI) increased 1.1 percent in the 3 months ended in March 1986, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1985-March 1986 increase was below the 1.3 percent gain in the same period a year ago. For the year ended March 1986, the ECI rose 4.1 percent, down from 4.8 percent for the year ended March 1985. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

Wages and salaries alone rose 4.2 percent over the year ended March 1986. The increase was higher for State and local government workers (5.5 percent) than for private industry workers (3.9 percent), who make up a great majority of employees covered by the ECI.

Over-the-year wage and salary increases in private industry were higher for white-collar workers (4.5 percent) than for blue-collar or service workers (both 3.4 percent). Among white-collar workers, pay gains ranged from 3.9 percent for professional and technical and clerical workers to 5.4 percent for managers and administrators. Blue-collar pay increases ranged from 2.8 percent for nonfarm laborers to 3.7 percent for craft workers. (See table 4.)

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\* This release presents, for the first time, estimates of \*  
\* compensation cost change for the following occupational \*  
\* categories: professional and technical workers, managers \*  
\* and administrators, clerical workers, craft workers, \*  
\* operatives, and nonfarm laborers. Also shown for the \*  
\* first time are measures of compensation cost change for \*  
\* workers in durable and nondurable manufacturing, con- \*  
\* struction, and retail trade. \*  
\* \*  
\* Beginning with the June 1986 news release, ECI estimates \*  
\* will be based on fixed employment counts from the 1980 \*  
\* Census of Population rather than from the 1970 Census, \*  
\* as in the past. The updating of ECI weights is de- \*  
\* scribed in an article, "Introducing new weights for the \*  
\* Employment Cost Index," in the June 1985 issue of the \*  
\* Monthly Labor Review. \*  
\*\*\*\*\*

March 1985-86 pay increases in private industry also were higher for workers in service-producing industries (4.5 percent) than for those in goods-producing industries (3.3 percent). Among goods-producing industries, increases ranged from 2.4 percent in construction to 3.7 percent in nondurable goods manufacturing. Pay gains in service-producing industries ranged from 3.3 percent in health services to 4.9 percent in wholesale trade.

Pay increases for nonunion workers (4.3 percent) exceeded those of union workers (3.2 percent) during the March 1985-86 period. This relationship held in goods-producing industries (3.6 percent compared with 2.8 percent), as well as in service-producing industries (4.7 and 3.9 percent, respectively). (See table 6.) Since the year ended December 1983, over-the-year pay gains for nonunion workers have consistently outpaced those of union workers.

The March 1986 ECI level stood at 130.6 for compensation costs, based on June 1981=100. The ECI covers private industry workers (excluding farms and households) and State and local government workers. It is not seasonally adjusted.

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ECI data for June 1986 will be released on Tuesday, July 29, 1986, at 10:00 a.m. E.D.T.

COMPENSATION

Table 1. Employment Cost Index by occupation and industry group 1/  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for						
	March 1985	Dec. 1985	March 1986	3 Months Ended		12 Months Ended		March 1985	Dec. 1985	March 1986
				March 1985	Dec. 1985	March 1985	Dec. 1985			
Civilian workers 2/	125.5	129.2	130.6	1.3	0.6	1.1	4.8	4.3	4.1	
Workers, by occupational group										
White-collar workers	127.3	131.6	133.1	1.4	.7	1.1	5.3	4.9	4.6	
Blue-collar workers	122.2	124.9	126.2	1.1	.4	1.0	3.8	3.3	3.3	
Service workers	127.8	131.8	133.1	.8	.7	1.0	4.8	3.9	4.1	
Workers, by industry division										
Goods-producing 3/	123.2	125.5	126.9	1.5	.5	1.1	4.6	3.4	3.0	
Manufacturing	123.9	126.0	127.7	1.6	.4	1.3	5.1	3.3	3.1	
Service-producing 4/	126.9	131.5	132.9	1.1	.6	1.1	4.9	4.8	4.7	
Services	131.9	137.1	138.8	.8	.5	1.2	5.5	4.7	5.2	
Health services	-	-	-	-	.3	1.2	-	-	3.6	
Public administration 5/	130.1	134.8	136.8	1.2	.4	1.5	5.9	4.8	5.1	
Nonmanufacturing	126.2	130.6	131.9	1.1	.7	1.0	4.6	4.6	4.5	
Private industry workers 6/	124.2	127.5	128.9	1.2	.6	1.1	4.4	3.9	3.8	
Workers, by occupational group										
White-collar workers	125.8	129.8	131.3	1.5	.8	1.2	4.9	4.8	4.4	
Blue-collar workers	121.9	124.4	125.7	1.1	.3	1.0	3.7	3.2	3.1	
Service workers	126.3	129.5	130.9	.5	.5	1.1	4.0	3.0	3.6	
Workers, by industry division										
Goods-producing 3/	123.0	125.3	126.7	1.5	.6	1.1	4.5	3.4	3.0	
Service-producing 4/	125.2	129.4	130.8	1.0	.5	1.1	4.2	4.4	4.5	
State and local government workers	131.7	137.5	138.9	1.2	.7	1.0	6.3	5.7	5.5	
Workers, by occupational group										
White-collar workers	132.5	138.6	140.0	1.1	.7	1.0	6.4	5.7	5.7	
Blue-collar workers	128.1	132.7	134.7	1.7	.6	1.5	5.1	5.4	5.2	
Workers, by industry division										
Services	132.8	139.1	140.4	1.1	.9	.9	6.7	5.9	5.7	
Hospitals and other services 7/	131.1	135.2	136.8	1.5	.8	1.2	5.4	4.6	4.3	
Health services	-	-	-	-	.6	.8	-	-	4.2	
Schools	133.4	140.3	141.5	1.1	.9	.9	7.1	6.3	6.1	
Elementary and secondary	134.4	142.0	143.0	.7	.8	.7	7.2	6.4	6.4	
Public administration 5/	130.1	134.8	136.8	1.2	.4	1.5	5.9	4.8	5.1	

- Data not available.  
NOTE: See footnotes at end of tables.

WAGES AND SALARIES

Table 2. Employment Cost Index for wages and salaries only, by occupation and industry group  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for						
	March 1985	Dec. 1985	March 1986	3 Months Ended		12 Months Ended		March 1985	Dec. 1985	March 1986
				March 1985	Dec. 1985	March 1985	Dec. 1985			
Civilian workers 2/	123.1	127.0	128.3	1.2	0.6	1.0	4.4	4.4	4.4	4.2
Workers, by occupational group										
White-collar workers	125.2	129.8	131.2	1.4	.8	1.1	4.9	5.1	4.8	4.8
Blue-collar workers	119.3	122.3	123.4	.9	.2	.9	3.5	3.5	3.4	3.4
Service workers	124.8	128.6	129.8	.4	.5	.9	4.0	3.5	4.0	4.0
Workers, by industry division										
Goods-producing 3/	120.3	123.1	124.4	1.3	.5	1.1	4.1	3.6	3.4	3.4
Manufacturing	121.0	123.8	125.3	1.3	.5	1.2	4.6	3.6	3.6	3.6
Service-producing 4/	124.7	129.4	130.7	1.1	.6	1.0	4.4	4.9	4.8	4.8
Services	129.7	134.8	136.4	.6	.4	1.2	5.2	4.6	5.2	5.2
Health services	-	-	-	-	.2	1.1	-	-	-	3.4
Public administration 5/	127.0	132.0	133.8	1.0	.5	1.4	5.5	5.0	5.4	5.4
Nonmanufacturing	123.9	128.4	129.6	1.1	.6	.9	4.2	4.7	4.6	4.6
Private industry workers 6/	122.0	125.6	126.8	1.2	.6	1.0	4.1	4.1	3.9	3.9
Workers, by occupational group										
White-collar workers	124.0	128.3	129.6	1.4	.8	1.0	4.6	4.9	4.5	4.5
Blue-collar workers	119.1	122.0	123.1	.9	.2	.9	3.5	3.4	3.4	3.4
Service workers	123.8	126.6	128.0	.1	.2	1.1	3.3	2.3	3.4	3.4
Workers, by industry division										
Goods-producing 3/	120.2	122.9	124.2	1.3	.5	1.1	4.1	3.5	3.3	3.3
Service-producing 4/	123.4	127.8	129.0	1.1	.6	.9	4.0	4.7	4.5	4.5
State and local government workers	128.4	134.2	135.5	1.0	.8	1.0	5.6	5.6	5.5	5.5
Workers, by occupational group										
White-collar workers	129.3	135.3	136.6	1.0	.7	1.0	5.8	5.7	5.6	5.6
Blue-collar workers	124.2	128.4	130.4	1.4	.4	1.6	4.3	4.8	5.0	5.0
Workers, by industry division										
Services	129.4	135.6	136.8	1.0	.8	.9	5.9	5.9	5.7	5.7
Hospitals and other services 7/	127.7	130.9	132.4	1.4	.5	1.1	4.8	4.0	3.7	3.7
Health services	-	-	-	-	.3	.7	-	-	-	3.7
Schools	129.9	137.0	138.0	.9	.7	.7	6.3	6.4	6.2	6.2
Elementary and secondary	130.8	138.5	139.4	.5	.9	.6	6.4	6.4	6.6	6.6
Public administration 5/	127.0	132.0	133.8	1.0	.5	1.4	5.5	5.0	5.4	5.4

- Data not available.  
NOTE: See footnotes at end of tables.

COMPENSATION

Table 3. Employment Cost Index, private industry workers, 6/ by occupation and industry group  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)				Percent Changes for					
	March 1985		Dec. 1985		3 Months Ended		12 Months Ended			
	March 1985	Dec. 1985	March 1985	Dec. 1985	March 1985	Dec. 1985	March 1986	March 1986		
Private industry workers <u>6/</u> .....	124.2	127.5	128.9	0.6	1.2	0.6	1.1	4.4	3.9	3.8
Excluding sales workers.....	124.5	127.6	129.1	.4	1.0	.4	1.2	4.2	3.5	3.7
Workers, by occupational group										
White-collar workers.....	125.8	129.8	131.3	.8	1.5	.8	1.2	4.9	4.8	4.4
Excluding sales workers.....	126.7	130.4	132.2	.5	1.0	.5	1.4	4.5	3.9	4.3
Professional and technical workers.....	-	-	-	-	-	-	1.1	-	-	-
Managers and administrators.....	-	-	-	-	-	-	1.6	-	-	-
Clerical workers.....	-	-	-	-	-	-	1.3	-	-	-
Blue-collar workers.....	121.9	124.4	125.7	.3	1.1	.3	1.0	3.7	3.2	3.1
Craft and kindred workers.....	-	-	-	-	-	-	1.3	-	-	-
Operatives, except transport.....	-	-	-	-	-	-	1.0	-	-	-
Transport equipment operatives.....	-	-	-	-	-	-	.6	-	-	-
Nonfarm laborers.....	-	-	-	-	-	-	.6	-	-	-
Service workers.....	126.3	129.5	130.9	.5	.5	.5	1.1	4.0	3.0	3.6
Workers, by industry division										
Goods-producing <u>3/</u> .....	123.0	125.3	126.7	.6	1.5	.6	1.1	4.5	3.4	3.0
Construction.....	-	-	-	.7	-	.7	.3	-	-	2.8
Manufacturing.....	123.9	126.0	127.7	.4	1.6	.4	1.3	5.1	3.3	3.1
Durables.....	-	-	-	-	-	-	1.2	-	-	-
Nondurables.....	-	-	-	-	-	-	1.3	-	-	-
Service-producing <u>4/</u> .....	125.2	129.4	130.8	.5	1.0	.5	1.1	4.2	4.4	4.5
Transportation and public utilities.....	-	-	-	.4	-	.4	1.3	-	-	4.0
Transportation.....	-	-	-	.0	-	.0	2.0	-	-	4.3
Public utilities.....	-	-	-	.9	-	.9	.3	-	-	3.7
Wholesale and retail trade.....	-	-	-	.7	-	.7	.6	-	-	4.2
Retail trade.....	-	-	-	.8	-	.8	.4	-	-	4.3
Finance, insurance, and real estate.....	-	-	-	1.6	-	1.6	.9	-	-	4.3
Services.....	-	-	-	.3	-	.3	1.5	-	-	4.9
Health services.....	-	-	-	.3	-	.3	1.2	-	-	3.5
Nonmanufacturing.....	124.4	128.4	129.7	.6	1.1	.6	1.0	4.0	4.3	4.3

- Data not available.  
NOTE: See footnotes at end of tables.

WAGES AND SALARIES

Table 4. Employment Cost Index for wages and salaries only, private industry workers,  $\frac{6}{}$  by occupation and industry group

(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for						
	March 1985	Dec. 1985	March 1986	3 Months Ended		12 Months Ended		March 1985	Dec. 1985	March 1986
				March 1985	Dec. 1985	March 1985	Dec. 1985			
Private industry workers $\frac{6}{}$	122.0	125.6	126.8	1.2	0.6	1.0	4.1	4.1	4.1	3.9
Excluding sales workers	122.5	125.9	127.3	.8	.3	1.1	3.9	3.9	3.6	3.9
Workers, by occupational group										
White-collar workers	124.0	128.3	129.6	1.4	.8	1.0	4.6	4.6	4.9	4.5
Excluding sales workers	125.6	129.4	131.1	1.0	.5	1.3	4.5	4.5	4.0	4.4
Professional and technical workers	127.7	131.5	132.7	.3	.2	.9	4.5	4.5	3.3	3.9
Managers and administrators	123.8	128.4	130.5	1.3	.5	1.6	4.9	4.9	5.1	5.4
Sales workers	116.3	122.5	122.4	4.2	2.7	-1.1	5.5	5.5	9.8	5.2
Clerical workers	124.7	127.9	129.6	1.5	.6	1.3	4.1	4.1	4.1	3.9
Blue-collar workers	119.1	122.0	123.1	.9	.2	.9	3.5	3.5	3.4	3.4
Craft and kindred workers	120.8	123.8	125.3	1.2	.1	1.2	3.7	3.7	3.7	3.7
Operatives, except transport	118.9	121.6	122.6	.8	.4	.8	3.5	3.5	3.1	3.1
Transport equipment operatives	114.5	117.8	118.0	.4	.1	.2	2.5	2.5	3.3	3.1
Nonfarm laborers	116.7	119.8	120.0	.7	1.0	.2	3.4	3.4	3.4	2.8
Service workers	123.8	126.6	128.0	.1	.2	1.1	3.3	3.3	2.3	3.4
Workers, by industry division										
Goods-producing $\frac{3}{}$	120.2	122.9	124.2	1.3	.5	1.1	4.1	4.1	3.5	3.3
Construction	115.5	117.9	118.3	1.0	.5	.3	1.9	1.9	3.1	2.4
Manufacturing	121.0	123.8	125.3	1.3	.5	1.2	4.6	4.6	3.6	3.6
Durables	120.6	123.4	124.8	1.3	.6	1.1	4.2	4.2	3.6	3.5
Nondurables	121.6	124.6	126.1	1.2	.5	1.2	5.0	5.0	3.7	3.7
Service-producing $\frac{4}{}$	123.4	127.8	129.0	1.1	.6	.9	4.0	4.0	4.7	4.5
Transportation and public utilities	121.7	125.2	126.3	.8	.3	.9	2.7	2.7	3.7	3.8
Transportation	-	-	-	-	-	1.1	-	-	-	3.6
Public utilities	-	-	-	-	1.0	.5	-	-	-	4.0
Wholesale and retail trade	118.8	123.7	124.5	.6	.8	.6	3.9	3.9	4.7	4.8
Wholesale trade	123.7	128.3	129.7	.7	.5	1.1	4.7	4.7	4.4	4.9
Retail trade	116.9	121.9	122.5	.6	.9	.5	3.6	3.6	4.9	4.8
Finance, insurance, and real estate	122.0	126.5	126.6	5.4	1.9	.1	5.1	5.1	9.2	3.8
Services	129.9	134.1	136.2	.3	.1	1.6	4.6	4.6	3.6	4.8
Health services	-	-	-	-	.2	1.2	-	-	-	3.3
Nonmanufacturing	122.6	126.6	127.7	1.2	.6	.9	3.9	3.9	4.5	4.2

- Data not available.  
NOTE: See footnotes at end of tables.

COMPENSATION

Table 5. Employment Cost Index, private industry workers, by bargaining status, region, and area size &/  
(Not seasonally adjusted)

Series	Indexes (June 1981=100)				Percent Changes for						
	March 1985	Dec. 1985	March 1986	March 1986	3 Months Ended		12 Months Ended		March 1985	Dec. 1985	March 1986
					March 1985	Dec. 1985	March 1985	Dec. 1985			
<b>Workers, by bargaining status</b>											
Union.....	124.8	127.1	128.4		0.7	0.5					
Goods-producing <u>3/</u> .....	123.6	125.2	126.4		.6	.5					
Service-producing <u>4/</u> .....	126.7	130.2	131.6		.9	.5					
Manufacturing.....	124.2	125.5	127.0		.8	.4					
Nonmanufacturing.....	125.3	128.6	129.7		.6	.6					
Nonunion.....	123.8	127.5	129.0		1.6	.6					
Goods-producing <u>3/</u> .....	122.4	125.1	126.7		2.3	.6					
Service-producing <u>4/</u> .....	124.7	129.0	130.4		1.1	.5					
Manufacturing.....	123.6	126.3	128.1		2.3	.5					
Nonmanufacturing.....	123.9	128.1	129.5		1.2	.6					
<b>Workers, by region</b>											
Northeast.....	125.1	129.9	131.6		1.1	.9					
South.....	124.2	127.2	128.7		1.6	.6					
Midwest (formerly North Central).....	122.0	124.6	125.9		1.0	.3					
West.....	126.8	129.8	130.8		1.5	.5					
<b>Workers, by area size</b>											
Metropolitan areas.....	124.7	128.1	129.5		1.2	.6					
Other areas.....	121.4	123.9	125.5		1.3	.0					

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 tables.

WAGES AND SALARIES

Table 6. Employment Cost Index for wages and salaries only, private industry workers, 6/ by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981=100)						Percent Changes for					
	March 1985		Dec. 1985		March 1986		3 Months Ended		12 Months Ended		March 1986	
	March 1985	Dec. 1985	March 1986	March 1985	Dec. 1985	March 1986	March 1985	Dec. 1985	March 1986	March 1985	Dec. 1985	March 1986
<b>Workers, by bargaining status</b>												
Union.....	121.7	124.7	125.6	0.7	0.5	0.7	0.5	0.7	3.0	3.1	3.2	3.2
Goods-producing <u>3/</u> .....	120.0	122.7	123.4	.6	.4	.6	.4	.6	3.4	2.9	2.8	2.8
Service-producing <u>4/</u> .....	124.2	127.8	129.0	.6	.6	.9	.6	.9	2.3	3.5	3.9	3.9
Manufacturing.....	120.4	123.3	124.2	.8	.4	.7	.4	.7	3.7	3.2	3.2	3.2
Nonmanufacturing.....	122.8	125.9	126.9	.6	.5	.8	.5	.8	2.2	3.1	3.3	3.3
Nonunion.....	122.1	125.9	127.3	1.4	.6	1.1	.6	1.1	4.6	4.6	4.3	4.3
Goods-producing <u>3/</u> .....	120.2	123.0	124.5	1.8	.6	1.2	.6	1.2	4.7	4.1	3.6	3.6
Service-producing <u>4/</u> .....	123.1	127.7	128.9	1.2	.6	.9	.6	.9	4.6	5.0	4.7	4.7
Manufacturing.....	121.5	124.4	126.1	1.7	.6	1.4	.6	1.4	5.3	4.1	3.8	3.8
Nonmanufacturing.....	122.3	126.6	127.8	1.3	.6	.9	.6	.9	4.4	4.9	4.5	4.5
<b>Workers, by region</b>												
Northeast.....	123.0	128.1	129.2	.9	1.0	.9	1.0	.9	4.8	5.1	5.0	5.0
South.....	122.3	125.4	126.8	1.7	.5	1.1	.5	1.1	3.7	4.3	3.7	3.7
Midwest (formerly North Central).....	119.6	122.9	124.2	.8	.3	1.1	.3	1.1	3.5	3.5	3.8	3.8
West.....	124.0	127.1	128.1	1.2	.4	.8	.4	.8	4.4	3.8	3.3	3.3
<b>Workers, by area size</b>												
Metropolitan areas.....	122.4	126.3	127.4	1.2	.6	.9	.6	.9	4.1	4.4	4.1	4.1
Other areas.....	119.6	122.0	123.6	1.1	.1	1.3	.1	1.3	3.9	3.1	3.3	3.3

- 1/ The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits).
- 2/ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.
- 3/ Includes mining, construction, and manufacturing.
- 4/ Includes transportation, public utilities, trade, finance, insurance, real estate, and, where applicable, public administration in State and local governments.
- 5/ Consists of legislative, judicial, administrative, and regulatory activities.
- 6/ Excludes farm and household workers.
- 7/ Includes, for example, library, social, and health services.
- 8/ The index measures changes in total compensation costs (wages, salaries, and employer costs for employee benefits): Farm and household workers are excluded.



EXPLANATORY NOTE

The Employment Cost Index (ECI) is a quarterly measure of the change in the price of labor, free from the influence of employment shifts among occupations and industries. The ECI wage and salary series is limited to changes in wage and salary rates, defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

The compensation series includes employer costs for employee benefits as well as wages and salaries. Benefits covered by the ECI include:

Paid leave - Paid vacations, paid holidays, paid sick leave, and other paid leave;

Supplemental pay - Premium pay for overtime and work on weekends and holidays, shift differentials, and nonproduction bonuses;

Insurance benefits - Life, health, and sickness and accident insurance;

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 insurance; and

Other benefits - Severance pay, supplemental unemployment plans, and merchandise discounts in department stores.

Excluded from both wages and salaries and employee benefits are such items as payments-in-kind, free room and board, and tips.

The ECI collects data for both the private and public sectors, which are published separately and also combined as the total civilian economy. The private sector includes the total private economy, excluding farms and households. The public sector covers State and local governments, but excludes the Federal government.

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 about 13,000 occupations within 2,200 sample establishments in the private sector and about 3,500 occupations within 700 sample establishments in State and local governments.

Occupations were classified according to definitions used in the 1970 Census. Within an establishment, specific job categories are selected to represent broader occupational definitions. The sample establishments were classified in industry categories based on the 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Within the private sector sample, establishments are designated by a 2-digit SIC, while in State and local governments, industrial categories vary from a more specific 3-digit SIC such as elementary and secondary schools to a broader major industry division such as public administration. Each establishment is also classified by ownership--State government, local government, or private.

Fixed employment weights from the 1970 Census 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. For the series based on bargaining status, region, or area size, however, employment data are not available from the Census. The 1970 employment weights are reallocated within these series each quarter based on the current 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. The June 1985 issue of the Monthly Labor Review contains an article "Introducing new weights for the Employment Cost Index," that describes how 1980 weights will be used in calculating the ECI beginning in June 1986.

Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. ECI statistics are neither annualized nor adjusted for seasonal influences. For example, the 1.0 percent change in wage and salary rates for "private industry workers" in the 3 months ended March 1986 (table 4) is the actual percent change in straight-time average hourly wage and salary rates from the pay period including the 12th day of December 1985 to the comparable pay period in March 1986.

More detailed information on the ECI is available in several articles and publications. These include a chapter in the BLS Handbook of Methods (Bulletin 2134-1), "The Employment Cost Index." Two articles also appeared in the Monthly Labor Review: "Employment Cost Index: a measure of change in the 'price of labor'," July 1975; and "How benefits will be incorporated into the Employment Cost Index," January 1978. Reprints of these articles plus several other descriptive pieces and a historical listing of ECI data are available upon request. A historical listing of ECI data also appears in the May issue of Current Wage Developments.