

News

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EMPLOYMENT COST INDEX—JUNE 1999

The Employment Cost Index (not seasonally adjusted) for June 1999 was 141.8 (June 1989=100), an increase of 3.2 percent from June 1998, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI) 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 1.1 percent during the March-June 1999 period, following a gain of 0.4 percent in March. The increase in wages and salaries was 1.2 percent during the March-June 1999 period, following a 0.5 percent increase in the previous 3-month period. Benefit costs rose 0.9 percent during the June 1999 quarter and 0.3 percent in the December 1998-March 1999 quarter.

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

Compensation Component	Sep. 1997	Dec. 1997	Mar. 1998	June 1998	Sep. 1998	Dec. 1998	Mar. 1999	June 1999
Civilian workers								
Compensation costs	0.8	1.0	0.7	0.9	0.9	0.7	0.4	1.1
Wages and salaries	0.8	1.1	0.9	0.9	1.1	0.7	0.5	1.2
Benefit costs	0.4	0.9	0.4	0.7	0.7	0.6	0.3	0.9
Private industry								
Compensation costs	0.8	1.1	0.7	0.9	1.0	0.7	0.4	1.2
Wages and salaries	0.9	1.1	0.9	1.0	1.2	0.7	0.4	1.2
Benefit costs	0.4	1.0	0.4	0.7	0.6	0.7	0.2	1.0
State and local government								
Compensation costs	0.5	0.7	0.7	0.7	0.7	0.7	0.6	0.8
Wages and salaries	0.8	0.7	0.7	0.7	0.7	0.8	0.6	1.0
Benefit costs	0.1	0.5	0.7	0.7	0.9	0.6	0.6	0.6

The 3-month increase in compensation costs for private industry workers was 1.2 percent during the March-June 1999 period. The gain in wages and salaries also was 1.2 percent in June; in March, it was 0.4 percent. Benefit costs showed a 3-month rise of 1.0 percent during the June quarter and 0.2 percent during the March period. The quarterly increase in benefits was due, in part, to increases in employer costs for Social Security and paid leave benefits. (See tables A and 1.)

Compensation costs for State and local government workers increased 0.8 percent during the June 1999 period, following a gain of 0.6 percent in the previous quarter. Wages and salaries rose 1.0 percent in June; in March, the increase was 0.6 percent. Benefit costs increased 0.6 percent in the June quarter, the same increase reported in the prior two quarters. (See tables A and 1.)

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 3.2 percent for the year ended June 1999. This compares with over-the-year increases of 3.5 percent in June 1998 and 2.8 percent in June 1997. Compensation costs in private industry rose 3.3 percent in June 1999, following increases of 3.5 percent in June 1998 and 2.9 percent in June 1997. Compensation costs for State and local government increased 3.0 percent for the year ended June 1999. The over-the-year increase was 2.7 percent in June 1998, and 2.4 percent in June 1997. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 3.6 percent for the year ended June 1999. Wages and salaries increased 4.0 percent in June 1998. (See tables B and 6.) Benefit costs for private industry workers increased 2.5 percent for the year ended in June 1999, compared with 2.6 percent in June 1998. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 3.4 percent for white-collar occupations, 2.9 percent for blue-collar occupations, and 3.4 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 2.7 percent for machine operators, assemblers, and inspectors to 4.1 percent for executive, administrative, and managerial occupations. (See table 3.)

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

Compensation Component	June 1994	June 1995	June 1996	June 1997	June 1998	June 1999
Civilian workers						
Compensation costs	3.2	2.9	2.9	2.8	3.5	3.2
Wages and salaries	3.0	3.0	3.2	3.2	3.8	3.6
Benefit costs	3.8	2.7	1.8	2.0	2.4	2.5
Private industry						
Compensation costs	3.4	2.8	2.9	2.9	3.5	3.3
Wages and salaries	3.1	2.9	3.4	3.3	4.0	3.6
Benefit costs	3.9	2.6	1.7	2.0	2.6	2.5
State and local government						
Compensation costs	2.9	3.1	2.6	2.4	2.7	3.0
Wages and salaries	2.8	3.2	2.8	2.7	3.0	3.1
Benefit costs	3.2	2.9	2.2	1.7	2.1	2.6

For the year ended June 1999, the compensation cost increase was higher for service-producing industries, 3.6 percent, than for goods-producing industries, 2.7 percent. For the year ended in June 1998, compensation costs rose 4.0 percent in service-producing industries and 2.6 percent in goods-producing industries. Among industry divisions, over-the-year increases ranged from 2.7 percent in manufacturing to 5.3 percent in finance, insurance, and real estate. (See table 3.)

Compensation cost changes for nonunion workers in private industry were 3.4 percent, while the changes for union workers were 2.7 percent. In service-producing industries, union compensation increased 2.6 percent, and nonunion compensation increased 3.6 percent. In contrast, in goods-producing industries, the increase for union workers was 2.9 percent, and the increase for nonunion workers was 2.6 percent. Compensation in blue-collar occupations increased 2.6 percent for union workers and 3.2 percent for nonunion workers. (See table 4.)

State and local government

In State and local government, the June 1999 over-the-year increase in wages and salaries was 3.1 percent, similar to the 3.0 percent increase in June 1998. Benefit costs for June 1999 increased 2.6 percent. In June 1998, the increase was 2.1 percent. (See tables 5 and 8.)

NOTES:

Aircraft manufacturing data for December 1998 and March 1999 were suppressed in the March 1999 release. Corrected data were made available on May 18, 1999. Tables showing all updated aircraft manufacturing data are available in the Employment Cost Index Historical Listing located on the Internet at <http://stats.bls.gov/ecthome.htm> or by calling (202) 606-6199.

The June 1999 index contains the first integrated National Compensation Survey (NCS)-ECI sample members. See the Technical Note, page 17, for more details.

The ECI for September 1999 is scheduled to be released Thursday, October 28, 1999, at 8:30 a.m. (EST).

ECI data are available on the ECI home page (<http://stats.bls.gov/ecthome.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 (labstat.helpdesk@bls.gov). For ECI data requests, send e-mail to (ocltinfo@bls.gov).

News releases and other information are available from the BLS fax-on-demand service. To request a document fax, call (202) 606-6325. To request a catalog of available documents, select option 2 at the initial voice prompt. To request data found in this news release, enter the following codes:

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Employment Cost Index

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

Wages & salaries — Benefits ----

12-month percent change

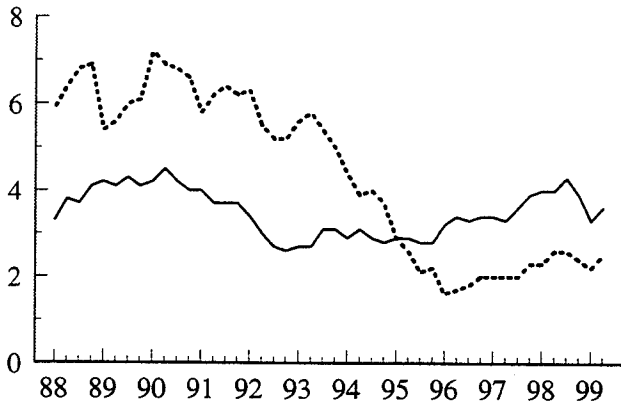


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted — Not seasonally adjusted ----

3-month percent change

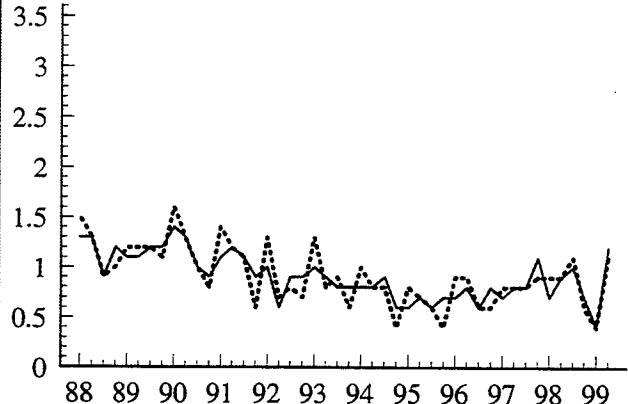


Chart C. Changes in compensation by occupational group, private industry, goods-producing industries

White-collar — Blue-collar ----

12-month percent change



Chart D. Changes in compensation by occupational group, private industry, service-producing industries

White-collar — Blue-collar ----

12-month percent change

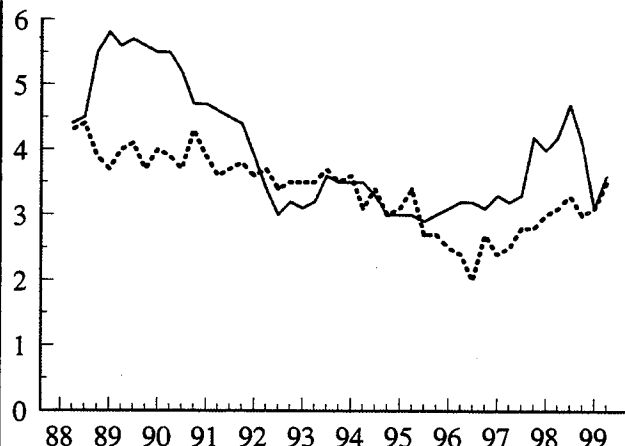


Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 1999	June 1999	Sep. 1997	Dec. 1997	Mar. 1998	June 1998	Sep. 1998	Dec. 1998	Mar. 1999	June 1999
TOTAL COMPENSATION										
Civilian workers	140.2	141.7	0.8	1.0	0.7	0.9	0.9	0.7	0.4	1.1
State and local government	140.4	141.5	.5	.7	.7	.7	.7	.7	.6	.8
Private industry	140.2	141.8	.8	1.1	.7	.9	1.0	.7	.4	1.2
Industry										
Goods producing ²	138.9	139.8	.7	.4	.7	.8	.7	.5	.7	.6
Construction ³	135.9	136.6	.6	.5	.7	1.2	.4	1.2	1.0	.5
Manufacturing	139.8	140.7	.7	.6	.7	.6	.7	.6	.6	.6
Durables	140.0	141.0	.6	.6	.7	.6	.7	.6	.6	.7
Nondurables	139.5	140.3	.7	.7	.8	.6	.8	.5	.8	.6
Service producing ⁴	140.7	142.7	.8	1.4	.7	.9	1.2	.8	.1	1.4
Transportation and public utilities ⁵	139.5	141.0	.8	1.1	.9	1.2	.9	.7	.0	1.1
Wholesale trade ³	142.6	144.4	.7	.6	1.6	.6	1.7	1.6	-.3	1.3
Retail trade	136.9	139.0	.9	.9	.9	.8	1.0	.2	.7	1.5
Finance, insurance, and real estate ^{3,6}	141.5	145.8	.9	3.1	1.6	1.2	1.9	1.1	-.7	3.0
Services	143.5	144.7	.8	1.2	.5	.8	.9	.8	.5	.8
Nonmanufacturing	140.2	142.0	.8	1.4	.8	.9	1.1	.9	.2	1.3
Occupational group										
White collar	142.3	144.1	.7	1.4	.7	1.0	1.1	.9	.0	1.3
Blue collar	137.0	138.1	.7	.7	.5	.8	.7	.7	.7	.8
Service	139.1	140.4	1.5	.8	.9	.7	.8	.5	1.1	.9
WAGES AND SALARIES										
Civilian workers	138.3	139.9	.8	1.1	.9	.9	1.1	.7	.5	1.2
State and local government	139.0	140.4	.8	.7	.7	.7	.7	.8	.6	1.0
Private industry	138.1	139.8	.9	1.1	.9	1.0	1.2	.7	.4	1.2
Industry										
Goods producing ^{2,6}	136.3	137.3	.8	.5	1.1	.9	.8	.7	.8	.7
Construction ³	131.0	131.7	.8	.6	1.0	1.3	.2	1.0	1.2	.5
Manufacturing ⁶	137.9	139.0	.8	.7	1.1	.7	1.0	.6	.8	.8
Durables ⁶	137.9	139.1	.8	.5	1.1	.8	1.0	.7	.7	.9
Nondurables	137.8	138.6	.8	1.0	.9	.6	1.0	.7	.6	.6
Service producing ⁴	138.9	140.8	1.0	1.4	.9	.9	1.4	.7	.3	1.4
Transportation and public utilities ⁵	135.2	137.0	.9	.9	.5	.8	1.0	.6	.1	1.3
Wholesale trade ³	140.8	142.1	.8	.5	1.9	.4	1.8	1.5	-.4	.9
Retail trade	136.3	138.2	.9	1.0	.8	.9	1.3	.1	.9	1.4
Finance, insurance, and real estate ^{3,6}	137.2	142.4	.9	3.3	1.5	1.7	2.4	1.2	-1.9	3.8
Services	142.1	143.3	1.1	1.3	.7	.9	1.1	.7	.9	.8
Nonmanufacturing	137.9	139.7	.9	1.4	.8	1.0	1.2	1.0	.2	1.3

See footnotes at end of table.

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

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 1999	June 1999	Sep. 1997	Dec. 1997	Mar. 1998	June 1998	Sep. 1998	Dec. 1998	Mar. 1999	June 1999
WAGES AND SALARIES—Continued										
Occupational group										
White collar	140.2	142.1	1.0	1.4	0.9	1.0	1.4	0.9	0.1	1.4
Blue collar ⁶	134.3	135.6	.8	.6	.9	.8	.8	.6	.8	1.0
Service	136.7	138.0	1.6	.9	.8	.8	.8	.6	1.2	1.0
BENEFIT COSTS										
Civilian workers	145.0	146.3	.4	.9	.4	.7	.7	.6	.3	.9
State and local government	143.5	144.3	.1	.5	.7	.7	.9	.6	.6	.6
Private industry	145.4	146.8	.4	1.0	.4	.7	.6	.7	.2	1.0
Industry										
Goods producing ²	144.4	145.0	.5	.2	-.1	.5	.4	.3	.7	.5
Manufacturing	143.6	144.3	.4	.3	-.1	.4	.3	.1	.6	.5
Service producing ⁴	145.9	147.8	.4	1.5	.5	.8	.8	.9	-.1	1.3
Nonmanufacturing	146.2	147.9	.5	1.2	.6	.8	.8	.8	.1	1.2
Occupational group										
White collar	147.7	149.3	.4	1.3	.5	.7	.8	.8	.0	1.1
Blue collar	142.5	143.5	.6	.2	.3	.6	.4	.5	.6	.7
Service	146.3	147.6	1.2	.6	.8	.3	.6	.3	1.0	.9

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

² Includes mining, construction, and manufacturing.

³ Average standard errors (SE) for the unadjusted series upon which this series is based exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the

Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.

⁶ No identifiable seasonality was found for this series.

Table 2. Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Civilian workers	137.4	140.4	141.8	0.8	0.4	1.0	3.5	3.0	3.2
Excluding sales occupations	137.4	140.5	141.7	.7	.7	.9	3.3	3.0	3.1
Industry									
Goods producing ²	136.3	139.0	140.0	.9	.8	.7	2.7	2.9	2.7
Manufacturing	137.2	139.9	140.9	.6	.7	.7	2.5	2.6	2.7
Service producing ³	137.7	140.9	142.4	.7	.4	1.1	3.6	3.0	3.4
Services	139.0	142.3	143.2	.5	.4	.6	3.0	2.9	3.0
Health services	138.5	140.5	141.4	.4	1.0	.6	2.1	1.8	2.1
Hospitals	138.2	141.3	142.2	.8	.8	.6	2.7	3.1	2.9
Educational services	137.7	141.3	141.7	.1	.2	.3	2.6	2.8	2.9
Public administration ⁴	137.4	140.8	141.5	.7	.6	.5	3.3	3.2	3.0
Nonmanufacturing	137.3	140.5	141.9	.8	.4	1.0	3.6	3.2	3.4
Occupational group									
White collar	138.7	141.9	143.3	.7	.4	1.0	3.6	3.1	3.3
Excluding sales	138.9	142.2	143.4	.6	.7	.8	3.4	3.0	3.2
Professional specialty and technical	138.3	141.3	142.2	.6	.2	.6	2.7	2.8	2.8
Executive, administrative, and managerial ...	139.7	143.5	145.4	.4	1.2	1.3	4.3	3.2	4.1
Administrative support, including clerical	139.3	142.5	143.4	.9	.8	.6	3.5	3.3	2.9
Blue collar	134.3	137.1	138.3	.8	.7	.9	2.6	2.9	3.0
Service	137.9	141.3	142.4	.7	.9	.8	3.9	3.2	3.3
State and local government	136.9	140.5	141.0	.3	.5	.4	2.7	2.9	3.0
Industry									
Services	136.6	140.0	140.5	.1	.2	.4	2.5	2.6	2.9
Excluding schools ^{5,6}	136.2	139.6	140.3	.1	.6	.5	2.5	2.6	3.0
Health services	138.0	141.2	142.0	.1	.4	.6	2.3	2.4	2.9
Hospitals	138.4	141.7	142.7	.0	.4	.7	2.4	2.4	3.1
Educational services	136.5	139.9	140.3	.1	.2	.3	2.5	2.6	2.8
Schools	136.7	140.2	140.6	.1	.2	.3	2.4	2.6	2.9
Elementary and secondary	136.2	139.6	140.0	.1	.2	.3	2.2	2.6	2.8
Colleges and universities	138.1	141.7	142.1	.1	.1	.3	3.0	2.8	2.9
Public administration ⁴	137.4	140.8	141.5	.7	.6	.5	3.3	3.2	3.0
Occupational group									
White collar	136.2	139.8	140.2	.1	.4	.3	2.4	2.7	2.9
Professional specialty and technical	135.6	138.8	139.3	.0	.2	.4	2.3	2.4	2.7
Executive, administrative, and managerial ...	137.9	142.6	142.8	.3	.7	.1	2.6	3.7	3.6
Administrative support, including clerical	137.2	141.4	141.3	.2	.8	-.1	2.8	3.3	3.0
Blue collar	135.2	138.8	139.5	.1	.7	.5	2.2	2.8	3.2
Service	141.0	144.3	145.3	1.1	.6	.7	4.0	3.5	3.0

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

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

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

⁵ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁶ Formerly called hospitals and other services.

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

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Private industry workers	137.5	140.4	142.0	0.9	0.4	1.1	3.5	3.0	3.3
Excluding sales occupations	137.5	140.5	141.9	.8	.8	1.0	3.4	3.0	3.2
Industry									
Goods producing ²	136.2	138.9	139.9	.8	.8	.7	2.6	2.8	2.7
Excluding sales	135.6	138.3	139.3	.8	.8	.7	2.5	2.8	2.7
White collar	138.8	141.7	142.7	.8	1.1	.7	3.0	2.9	2.8
Excluding sales	137.4	140.4	141.3	.8	1.2	.7	2.7	3.0	2.8
Blue collar	134.6	137.1	138.3	.8	.6	.9	2.4	2.7	2.7
Construction ³	132.7	135.6	136.9	1.6	1.0	1.0	3.1	3.8	3.2
Manufacturing	137.2	139.9	140.9	.6	.7	.7	2.5	2.6	2.7
White collar	139.1	141.8	143.0	.7	.9	.8	2.9	2.6	2.8
Excluding sales	137.3	140.1	141.3	.6	1.0	.9	2.6	2.6	2.9
Blue collar	135.9	138.5	139.4	.7	.6	.6	2.3	2.6	2.6
Durables	137.4	139.9	141.0	.7	.5	.8	2.5	2.5	2.6
Aircraft manufacturing (SIC 3721)	138.9	140.5	142.4	1.2	-.1	1.4	.4	2.4	2.5
White collar	137.1	137.3	139.5	1.8	-.1	1.6	1.6	1.9	1.8
Blue collar	140.1	144.3	145.7	.4	-.1	1.0	-1.9	3.4	4.0
Nondurables	136.7	139.6	140.4	.6	1.0	.6	2.8	2.7	2.7
Service producing ⁴	137.8	140.9	142.8	.8	.3	1.3	4.0	3.1	3.6
Excluding sales	138.5	141.7	143.3	.8	.8	1.1	3.9	3.1	3.5
White collar	139.3	142.3	144.3	.9	.1	1.4	4.2	3.1	3.6
Excluding sales	140.6	143.8	145.5	.8	.7	1.2	4.1	3.1	3.5
Blue collar	133.2	136.2	137.8	.8	1.0	1.2	3.1	3.1	3.5
Service	135.8	139.3	140.5	.6	1.1	.9	4.0	3.2	3.5
Transportation and public utilities ⁵	137.1	139.7	140.9	1.0	.3	.9	4.1	2.9	2.8
Transportation ^{3,5}	134.9	136.8	138.1	.7	-.4	1.0	3.1	2.1	2.4
Public utilities	139.7	143.4	144.6	1.3	1.1	.8	5.4	4.0	3.5
Communications	139.2	143.3	144.9	1.9	1.1	1.1	6.7	4.9	4.1
Electric, gas, and sanitary services	140.3	143.4	144.2	.5	.9	.6	4.0	2.7	2.8
Wholesale and retail trade	135.8	138.9	141.1	.8	.5	1.6	3.5	3.1	3.9
Excluding sales	136.3	139.9	141.9	.6	.8	1.4	3.3	3.2	4.1
Wholesale trade ³	138.6	142.7	144.6	.7	-.1	1.3	3.6	3.6	4.3
Excluding sales	138.2	142.4	144.0	.9	.8	1.1	3.4	3.9	4.2
Retail trade	134.4	136.8	139.1	1.0	.9	1.7	3.6	2.8	3.5
General merchandise stores ³	133.0	135.0	135.6	1.4	.7	.4	4.2	2.9	2.0
Food stores ³	132.9	134.3	135.7	1.2	1.2	1.0	3.7	2.3	2.1
Finance, insurance, and real estate ³	138.4	141.5	145.8	1.2	-.7	3.0	7.0	3.5	5.3
Excluding sales	141.3	145.6	148.8	.8	1.6	2.2	6.7	3.9	5.3
Banking, savings and loan, and other credit agencies ³	145.3	148.8	155.4	1.4	1.4	4.4	10.4	3.8	7.0
Insurance ³	138.9	141.7	144.0	1.1	.0	1.6	5.1	3.1	3.7
Excluding sales	140.9	144.5	145.4	.6	1.4	.6	3.1	3.2	3.2
Services	140.3	143.5	144.6	.7	.6	.8	3.4	3.0	3.1
Business services ³	140.7	147.5	148.7	.9	1.1	.8	4.8	5.7	5.7
Health services	138.7	140.5	141.4	.4	1.1	.6	2.1	1.7	1.9
Hospitals	138.2	141.2	142.1	1.1	.9	.6	2.8	3.3	2.8
Nursing homes	-	-	-	.8	1.3	.9	3.0	3.6	3.8
Educational services	143.9	148.3	148.7	.3	.4	.3	3.7	3.4	3.3
Colleges and universities	144.8	149.2	149.6	.3	.5	.3	3.5	3.4	3.3

See footnotes at end of table.

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

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Industry—Continued									
Nonmanufacturing industries	137.2	140.3	142.0	0.9	0.4	1.2	3.9	3.2	3.5
White collar	139.2	142.3	144.1	.9	.2	1.3	4.2	3.2	3.5
Excluding sales	140.5	143.7	145.3	.9	.7	1.1	4.0	3.2	3.4
Blue collar	132.4	135.2	136.8	1.1	.9	1.2	3.0	3.2	3.3
Service	135.7	139.2	140.4	.6	1.1	.9	4.0	3.2	3.5
Occupational group									
White collar	139.4	142.4	144.1	.9	.3	1.2	4.0	3.1	3.4
Excluding sales	139.9	143.0	144.5	.8	.8	1.0	3.8	3.0	3.3
Professional specialty and technical	140.1	142.9	144.1	.9	.2	.8	3.1	3.0	2.9
Executive, administrative, and managerial ...	140.0	143.7	145.8	.4	1.3	1.5	4.6	3.1	4.1
Sales ³	137.3	139.6	142.6	1.5	-2.1	2.1	5.0	3.2	3.9
Administrative support, including clerical	139.6	142.6	143.7	1.0	.8	.8	3.6	3.2	2.9
Blue collar	134.3	136.9	138.2	.9	.7	.9	2.7	2.9	2.9
Precision production, craft, and repair	134.4	137.2	138.4	1.1	.8	.9	2.7	3.2	3.0
Machine operators, assemblers, and inspectors	134.7	137.3	138.4	.8	.4	.8	2.7	2.8	2.7
Transportation and material moving	129.9	131.6	133.6	.5	.7	1.5	2.4	1.8	2.8
Handlers, equipment cleaners, helpers, and laborers	137.6	141.0	142.3	.4	1.3	.9	3.1	2.9	3.4
Service	136.0	139.5	140.6	.5	1.1	.8	3.9	3.1	3.4
Production and nonsupervisory occupations⁶	136.6	139.3	140.8	1.0	.2	1.1	3.4	3.0	3.1

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.⁴ Includes transportation, communication, and public utilities; wholesale

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

⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.⁶ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 4. Employment Cost Index for total compensation¹ for private industry workers, by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Bargaining status									
Union	135.3	138.0	139.0	1.0	0.4	0.7	2.7	3.0	2.7
Blue-collar occupations	133.3	135.6	136.7	1.1	.2	.8	2.6	2.9	2.6
Goods-producing industries ²	134.3	136.8	138.2	1.2	.2	1.1	2.4	3.1	2.9
Service-producing industries ³	136.2	139.2	139.7	.7	.5	.4	2.9	2.9	2.6
Manufacturing	134.6	137.0	138.1	.7	.1	.8	2.2	2.5	2.6
Blue-collar occupations	134.2	136.5	137.5	.8	.1	.7	2.1	2.6	2.5
Nonmanufacturing	135.3	138.1	139.2	1.0	.5	.8	2.9	3.1	2.9
Nonunion	137.8	140.8	142.5	.8	.5	1.2	3.8	3.0	3.4
Blue-collar occupations	134.7	137.6	139.0	.7	1.0	1.0	2.7	2.8	3.2
Goods-producing industries ²	136.9	139.7	140.5	.7	1.0	.6	2.8	2.8	2.6
Service-producing industries ³	138.0	141.1	143.0	1.0	.4	1.3	4.2	3.2	3.6
Manufacturing	138.0	140.7	141.7	.6	.9	.7	2.7	2.6	2.7
Blue-collar occupations	136.7	139.5	140.2	.5	.9	.5	2.4	2.6	2.6
Nonmanufacturing	137.5	140.6	142.4	.9	.4	1.3	4.0	3.2	3.6
Region⁴									
Northeast	137.0	140.5	141.5	.7	.7	.7	2.9	3.3	3.3
South	136.4	139.1	140.7	.7	.7	1.2	3.7	2.7	3.2
Midwest	139.6	141.7	143.6	.9	.2	1.3	3.6	2.5	2.9
West	136.6	140.3	142.1	1.0	.2	1.3	4.0	3.8	4.0
Area									
Metropolitan	137.5	140.4	142.0	.8	.4	1.1	3.5	2.9	3.3
Other	137.1	140.5	141.8	.9	.8	.9	3.5	3.4	3.4

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

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia,

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

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

Table 5. Employment Cost Index for wages and salaries for civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Civilian workers	135.0	138.4	139.8	0.7	0.5	1.0	3.8	3.3	3.6
Excluding sales occupations	134.9	138.4	139.6	.7	.8	.9	3.6	3.3	3.5
Industry									
Goods producing ¹	133.3	136.3	137.4	1.0	.8	.8	3.4	3.3	3.1
Manufacturing	134.6	137.9	139.0	.7	.8	.8	3.3	3.1	3.3
Service producing ²	135.7	139.2	140.7	.7	.4	1.1	3.9	3.3	3.7
Services	137.6	141.5	142.3	.5	.7	.6	3.5	3.4	3.4
Health services	136.5	138.8	139.7	.2	.9	.6	2.6	1.9	2.3
Hospitals	135.1	138.1	138.8	.7	.7	.5	2.7	2.9	2.7
Educational services	136.5	140.2	140.6	.1	.1	.3	2.9	2.9	3.0
Public administration ³	133.2	136.9	137.8	.4	.7	.7	3.3	3.2	3.5
Nonmanufacturing	135.1	138.4	139.9	.8	.4	1.1	3.9	3.3	3.6
Occupational group									
White collar	136.7	140.1	141.6	.8	.3	1.1	4.0	3.3	3.6
Excluding sales	137.0	140.5	141.8	.7	.7	.9	3.8	3.2	3.5
Professional specialty and technical	136.6	140.1	141.0	.6	.5	.6	3.3	3.2	3.2
Executive, administrative, and managerial ...	138.3	141.6	143.8	.7	.9	1.6	4.8	3.1	4.0
Administrative support, including clerical	136.2	140.0	140.9	.9	1.0	.6	3.7	3.7	3.5
Blue collar	131.4	134.5	135.8	.8	.9	1.0	3.1	3.1	3.3
Service	134.5	138.3	139.4	.6	.9	.8	4.0	3.4	3.6
State and local government	135.4	139.0	139.6	.2	.4	.4	3.0	2.9	3.1
Industry									
Services	135.9	139.5	139.9	.1	.2	.3	2.8	2.8	2.9
Excluding schools ^{4,5}	135.5	139.0	139.6	.1	.6	.4	3.0	2.7	3.0
Health services	136.5	139.7	140.4	.1	.4	.5	2.9	2.5	2.9
Hospitals	136.5	139.7	140.6	.1	.4	.6	3.1	2.5	3.0
Educational services	135.8	139.5	139.8	.1	.1	.2	2.7	2.8	2.9
Schools	136.0	139.6	140.0	.1	.1	.3	2.8	2.8	2.9
Elementary and secondary	136.1	139.5	139.9	.1	.1	.3	2.6	2.6	2.8
Colleges and universities	135.5	139.6	139.8	.2	.0	.1	3.1	3.3	3.2
Public administration ³	133.2	136.9	137.8	.4	.7	.7	3.3	3.2	3.5
Occupational group									
White collar	135.2	138.9	139.3	.1	.3	.3	2.8	2.9	3.0
Professional specialty and technical	135.6	138.9	139.4	.1	.1	.4	2.7	2.5	2.8
Executive, administrative, and managerial ...	135.6	140.1	140.5	.4	.6	.3	3.0	3.7	3.6
Administrative support, including clerical	133.3	137.4	137.5	.2	.7	.1	2.9	3.3	3.2
Blue collar	133.5	136.9	137.6	.3	.7	.5	2.9	2.9	3.1
Service	137.2	141.1	142.1	.5	.8	.7	3.6	3.4	3.6

¹ Includes mining, construction, and manufacturing.

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

³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

⁴ Average standard errors (SE) for the series exceed 0.3 percent for

3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁵ Formerly called hospitals and other services.

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—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Private industry workers	134.9	138.1	139.7	0.9	0.5	1.2	4.0	3.3	3.6
Excluding sales occupations	134.8	138.2	139.6	.8	.9	1.0	3.8	3.4	3.6
Industry									
Goods producing ¹	133.2	136.3	137.3	.9	.8	.7	3.3	3.3	3.1
Excluding sales	132.5	135.5	136.6	.9	.8	.8	3.3	3.2	3.1
White collar	136.3	139.4	140.5	1.0	.9	.8	3.7	3.3	3.1
Excluding sales	134.6	137.8	138.8	1.0	1.0	.7	3.5	3.4	3.1
Blue collar	131.3	134.3	135.4	.9	.8	.8	3.1	3.2	3.1
Construction ²	128.1	130.7	131.9	1.7	1.1	.9	3.6	3.7	3.0
Manufacturing	134.6	137.9	139.0	.7	.8	.8	3.3	3.1	3.3
White collar	136.8	140.1	141.4	.9	.8	.9	3.7	3.3	3.4
Excluding sales	135.0	138.3	139.6	.9	.9	.9	3.4	3.4	3.4
Blue collar	133.1	136.3	137.2	.6	.7	.7	3.0	3.0	3.1
Durables	134.5	137.9	139.1	.8	.7	.9	3.4	3.4	3.4
Aircraft manufacturing (SIC 3721)	136.9	139.4	141.5	1.3	.8	1.5	2.5	3.2	3.4
White collar	133.7	135.5	138.0	1.9	.7	1.8	3.2	3.3	3.2
Blue collar	140.5	144.5	145.5	.3	.9	.7	1.2	3.1	3.6
Nondurables	134.9	138.0	138.7	.5	.9	.5	3.3	2.8	2.8
Service producing ³	135.6	138.9	140.8	.9	.4	1.4	4.2	3.3	3.8
Excluding sales	136.2	139.8	141.4	.7	.9	1.1	4.0	3.4	3.8
White collar	137.0	140.3	142.3	1.0	.1	1.4	4.4	3.4	3.9
Excluding sales	138.4	142.0	143.7	.8	.9	1.2	4.3	3.4	3.8
Blue collar	131.1	134.4	135.9	.7	1.1	1.1	3.1	3.2	3.7
Service	133.0	136.7	137.8	.7	1.1	.8	4.3	3.5	3.6
Transportation and public utilities ⁴	132.8	135.4	136.8	.5	.2	1.0	3.1	2.5	3.0
Transportation ^{2,4}	130.4	132.3	133.7	.2	-.5	1.1	2.8	1.7	2.5
Public utilities	135.7	139.2	140.6	.9	1.0	1.0	3.7	3.5	3.6
Communications	135.8	139.4	141.1	1.0	1.0	1.2	4.0	3.7	3.9
Electric, gas, and sanitary services	135.6	138.9	140.0	.7	1.1	.8	3.4	3.1	3.2
Wholesale and retail trade	134.6	137.7	139.6	1.0	.5	1.4	3.8	3.3	3.7
Excluding sales	135.6	139.5	141.1	.7	.9	1.1	3.4	3.6	4.1
Wholesale trade ²	137.1	140.7	142.3	.7	-.4	1.1	3.7	3.3	3.8
Excluding sales	137.8	141.9	143.0	1.0	.8	.8	3.8	4.0	3.8
Retail trade	133.3	136.2	138.3	1.1	1.0	1.5	3.7	3.3	3.8
General merchandise stores ²	131.5	133.7	134.3	1.6	.5	.4	4.2	3.3	2.1
Food stores ²	130.5	131.8	132.8	1.2	1.0	.8	4.7	2.2	1.8
Finance, insurance, and real estate ²	134.8	137.2	142.4	1.7	-1.9	3.8	7.6	3.5	5.6
Excluding sales	137.5	141.0	144.8	1.2	1.0	2.7	7.3	3.8	5.3
Banking, savings and loan, and other credit agencies ²	143.2	146.1	154.5	1.6	1.2	5.7	12.9	3.7	7.9
Insurance ²	134.8	137.4	139.8	1.3	-.8	1.7	5.3	3.2	3.7
Excluding sales	135.7	139.1	139.9	.7	.9	.6	2.6	3.3	3.1
Services	138.3	142.2	143.2	.8	1.0	.7	4.0	3.6	3.5
Business services ²	139.2	145.4	146.3	1.2	.9	.6	5.1	5.7	5.1
Health services	136.5	138.7	139.6	.2	.9	.6	2.5	1.8	2.3
Hospitals	134.7	137.6	138.3	.8	.8	.5	2.7	3.0	2.7
Nursing homes	—	—	—	.8	1.4	.9	3.7	3.8	3.9
Educational services	139.6	143.9	144.2	.4	.3	.2	3.6	3.5	3.3
Colleges and universities	139.7	144.1	144.4	.4	.3	.2	3.5	3.6	3.4

See footnotes at end of table.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Industry—Continued									
Nonmanufacturing industries	134.7	137.9	139.7	1.0	0.4	1.3	4.2	3.4	3.7
White collar	136.8	140.1	142.0	1.0	.2	1.4	4.4	3.4	3.8
Excluding sales	138.1	141.6	143.2	.9	.9	1.1	4.3	3.4	3.7
Blue collar	129.5	132.4	134.0	1.0	1.0	1.2	3.2	3.3	3.5
Service	132.9	136.5	137.7	.7	1.0	.9	4.3	3.4	3.6
Occupational group									
White collar	137.0	140.3	142.1	1.0	.3	1.3	4.3	3.4	3.7
Excluding sales	137.5	141.0	142.5	.9	.9	1.1	4.2	3.4	3.6
Professional specialty and technical	137.1	140.7	141.8	.9	.7	.8	3.5	3.5	3.4
Executive, administrative, and managerial ...	138.7	141.9	144.3	.7	1.0	1.7	5.0	3.0	4.0
Sales ²	135.2	137.3	140.5	1.6	-2.8	2.3	5.4	3.2	3.9
Administrative support, including clerical	136.7	140.4	141.4	1.0	1.1	.7	3.8	3.8	3.4
Blue collar	131.3	134.3	135.6	.8	.8	1.0	3.1	3.1	3.3
Precision production, craft, and repair	131.2	134.3	135.6	1.1	1.0	1.0	3.0	3.5	3.4
Machine operators, assemblers, and inspectors	132.7	135.7	136.7	.8	.6	.7	3.3	3.1	3.0
Transportation and material moving	126.4	129.1	131.0	.4	1.0	1.5	2.8	2.5	3.6
Handlers, equipment cleaners, helpers, and laborers	133.7	137.3	138.3	.4	1.1	.7	3.4	3.1	3.4
Service	133.0	136.7	137.8	.7	1.0	.8	4.2	3.5	3.6
Production and nonsupervisory occupations⁵	133.6	136.8	138.2	1.0	.3	1.0	3.7	3.4	3.4

¹ Includes mining, construction, and manufacturing.

² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

³ Includes transportation, communication, and public utilities; wholesale

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

⁴ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.

⁵ 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—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Bargaining status									
Union	130.7	133.6	134.7	0.8	0.4	0.8	3.0	3.1	3.1
Blue-collar occupations	128.5	131.2	132.5	1.0	.5	1.0	3.0	3.1	3.1
Goods-producing industries ¹	129.4	132.3	133.8	1.2	.5	1.1	3.2	3.4	3.4
Service-producing industries ²	132.2	135.4	135.8	.3	.4	.3	2.6	2.7	2.7
Manufacturing	130.4	133.6	134.7	.6	.5	.8	3.1	3.1	3.3
Blue-collar occupations	130.0	133.0	134.1	.8	.5	.8	3.0	3.1	3.2
Nonmanufacturing	130.8	133.7	134.6	.9	.5	.7	2.9	3.2	2.9
Nonunion	135.7	139.0	140.7	.9	.5	1.2	4.1	3.3	3.7
Blue-collar occupations	132.9	136.2	137.5	.7	1.0	1.0	3.1	3.2	3.5
Goods-producing industries ¹	134.7	137.8	138.8	.8	1.0	.7	3.5	3.1	3.0
Service-producing industries ²	135.9	139.3	141.3	1.0	.4	1.4	4.4	3.5	4.0
Manufacturing	136.2	139.4	140.5	.8	.9	.8	3.4	3.2	3.2
Blue-collar occupations	135.1	138.5	139.2	.5	.9	.5	3.0	3.1	3.0
Nonmanufacturing	135.3	138.6	140.5	1.0	.4	1.4	4.3	3.4	3.8
Region³									
Northeast	133.8	137.1	138.2	.9	.5	.8	3.1	3.4	3.3
South	134.9	137.9	139.4	.7	.9	1.1	4.3	2.9	3.3
Midwest	136.0	138.9	141.0	1.0	.7	1.5	4.3	3.1	3.7
West	134.5	138.2	140.2	1.2	-.1	1.4	4.3	4.0	4.2
Area									
Metropolitan	135.1	138.3	139.9	1.0	.4	1.2	4.0	3.4	3.6
Other	133.4	137.1	138.4	.7	.8	.9	3.6	3.5	3.7

¹ Includes mining, construction, and manufacturing.

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

³ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan,

Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Table 8. 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—					
	June 1998	Mar. 1999	June 1999	3 months ended—			12 months ended—		
				June 1998	Mar. 1999	June 1999	June 1998	Mar. 1999	June 1999
Civilian workers	143.0	145.3	146.6	0.7	0.4	0.9	2.4	2.3	2.5
State and local government	140.3	143.6	144.0	.4	.6	.3	2.1	2.8	2.6
Private industry	143.7	145.8	147.3	.8	.4	1.0	2.6	2.2	2.5
Industry									
Goods producing ¹	142.5	144.3	145.2	.7	.8	.7	1.1	2.0	1.9
Service producing ²	143.8	146.1	147.9	.8	.3	1.2	3.3	2.4	2.9
Manufacturing	142.4	143.6	144.5	.5	.6	.6	1.0	1.3	1.5
Aircraft manufacturing (SIC 3721)	143.1	142.6	144.3	1.0	-1.9	1.2	-3.8	.6	.8
White collar ³	145.0	141.3	142.7	1.5	-1.8	1.0	-1.6	-1.1	-1.6
Blue collar	139.5	144.2	146.3	.4	-1.6	1.5	-7.2	3.7	4.9
Nonmanufacturing	143.9	146.3	148.0	.8	.3	1.2	3.2	2.5	2.8
Occupational group									
White collar	145.6	147.9	149.4	.6	.3	1.0	2.9	2.2	2.6
Blue collar	140.4	142.2	143.6	.9	.4	1.0	1.7	2.2	2.3
Service ³	143.7	146.3	147.6	.3	1.0	.9	2.9	2.1	2.7
Bargaining status									
Union	143.8	145.8	146.9	1.2	.2	.8	2.1	2.6	2.2
Nonunion	143.4	145.6	147.1	.6	.5	1.0	2.6	2.2	2.6

¹ Includes mining, construction, and manufacturing.

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

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years

ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this news release (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

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 lump-sum payments provided in lieu of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

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

Data for this quarter were collected from a probability sample of approximately 24,400 occupational observations within about 5,800 sample establishments in private industry and approximately 4,100 occupations within about 800 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sampled establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. In 1996, some establishments in motor freight transportation and warehousing (SIC 42), transportation by air (SIC 45), and transportation services (SIC 47) were reclassified into air courier services (SIC 4513), which includes support establishments. While the establishments in question were engaged in the delivery of letters, parcels, and packages, they were operated by enterprises engaged in furnishing air delivery of individually addressed letters, parcels, and packages. The ECI sample introduced these reclassifications with the June 1998 reference period.

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

Fixed employment weights are used each quarter to calculate the most aggregate indexes--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. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," published in the June 1995 issue of Compensation and Working Conditions, and available upon request. From June 1986 through December 1994, employment counts from the 1980 Census were used as weights. Before 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. 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. ECI series are seasonally adjusted using either direct or composite seasonally adjusted estimates. Industry and occupational series, such as construction and service occupations, are adjusted directly. More aggregate series, such as civilian or private industry workers, use composite estimates. The composite estimates could be obtained by aggregating either the industry or the occupational components, and the results may differ depending on which method is used. The aggregate seasonally adjusted ECI series are estimated by aggregating the component seasonally adjusted industry series. 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 then revised based on the newly estimated factors. The new seasonal factors for 1999, revised seasonally adjusted indexes, and 3-month percent changes for the past five years, are available on the Internet at (<http://stats.bls.gov/ecthome.htm>) or upon request.

The ECI sample is rotated over approximately five years; this makes it more representative and reduces respondent burden. The sample is replaced on a cross-area, cross-industry basis. The June 1999 index contains the first of several integrated National Compensation Survey (NCS)-ECI samples. Integrated samples result in an increase in the number of private industry establishments and occupations in the survey. The NCS-ECI sample will be completely integrated over the next three years.

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 1999," and in an annual bulletin, Employer Costs for Employee Compensation, 1986-98, (Bulletin 2508). A description of the cost levels data (ECEC) is provided in the article "Analyzing Employers' Costs for Wages, Salaries, and Benefits" in the October 1987 issue of the Monthly Labor Review. This article, along with other ECEC research articles, also appears in the annual bulletin. 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.

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 (except for those referring to the March 1999 seasonally adjusted quarterly changes) 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. Currently, in the higher level aggregate series, the standard errors for 3-month changes are generally 0.1 percent or less; for 12-month changes, standard errors are generally 0.25 percent or less. Currently, in the lower level series, standard errors are generally 0.3 percent or less for 3-month changes and 0.6 percent or less for 12-month changes. Series found to have a higher average standard error for the five years ending December 1996 are footnoted in the tables.

BLS is evaluating ECI publication standards as part of its overall quality improvement plan. The first phase of this evaluation, a review of the statistical reliability of the ECI series, is complete. To improve the quality of the ECI estimates, the sample size is being increased and other initiatives, such as revising collection procedures, are being explored. All series will continue to be published until further notice,

although, as indicated above, standard errors for some series are large. The five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>) shortly after publication of the news release.

When comparing data by bargaining status, it is important to note that differences may be due to factors other than bargaining 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.

More detailed information on the ECI is available in several sources. These include annual bulletins-- Employment Cost Indexes and Levels, 1975-97, (Bulletin 2504), a chapter in the BLS Handbook of Methods (Bulletin 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The annual bulletins are 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) 606-6199 or sending email to (ocltinfo@bls.gov). Current and historical data are available at the web site: (<http://stats.bls.gov/ecthome.htm>).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 606-7828, Telecommunications Device for the Deaf (TDD) phone: (202) 606-5897, TDD Message Referral Phone Number: 1-800-326-2577.