

News

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EMPLOYMENT COST INDEX - DECEMBER 1990

The Employment Cost Index (ECI) increased 0.7 percent before seasonal adjustment in the 3 months ended in December 1990, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1990 ECI level of 107.6 (June 1989=100) was 4.9 percent higher than the index in December 1989.

On a seasonally adjusted basis, the ECI rose 1.0 percent in the September-December 1990 period, as increases in compensation costs continued to moderate, primarily for private industry workers. (See table 1.)

This release introduces seasonally adjusted ECI series. (See box on page 2.) Seasonally adjusted data are useful in identifying underlying trends because they eliminate the effect of changes that normally occur at the same time and in about the same magnitude every year. Compensation cost changes for state and local government workers, for example, are heavily concentrated in the June-September period of every year, whereas those for private industry workers are spread throughout the year.

The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

The September-December increase in wages and salaries for private industry workers was the lowest 3-month change in the past 2-1/2 years. Benefit cost increases are more volatile but also have shown the same general trend. (See table A.)

Table A. Percent changes in ECI for private industry workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1990
	1989				1990				
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	
Compensation costs..	1.0	1.2	1.3	1.1	1.4	1.3	1.0	0.9	4.6
Wages and salaries.	1.1	0.9	1.1	1.1	1.1	1.1	1.0	.8	4.0
Benefit costs.....	1.0	1.7	1.7	1.6	1.9	1.5	1.6	1.4	6.6

Over-the-year changes, unadjusted

For the year ended in December 1990, compensation costs (not seasonally adjusted) increased 4.9 percent, slightly lower than the 5.0 percent gain a year ago. (See table 4.) The pattern of lower increases in 1990 than in 1989 was found for private industry workers (4.6 percent, down from 4.8 percent) and state and local government workers (5.8 percent, down from 6.2 percent a year earlier). (See tables 4 and 5.)

Benefit cost increases in private industry for the year ended in December 1990 (6.6 percent) exceeded wage and salary gains in large part because of the rising costs of health insurance. Nonproduction bonuses, workers' compensation insurance, and employer contributions to savings and thrift plans also are reflected in the relatively rapid growth in benefit costs. (See table 10.)

December 1989-90 compensation increases in private industry were higher for white-collar workers (4.9 percent) than for either blue-collar (4.4 percent) or service (4.7 percent) workers. Compensation gains for white-collar workers ranged from 5.6 percent for both professional specialty and technical workers and executive, administrative, and managerial workers to 2.6 percent for sales workers. (Sales worker pay is heavily influenced by volatile commission earnings.) Compensation increases for blue-collar workers ranged from 5.0 percent for machine operators, assemblers, and inspectors to 4.0 percent for transportation and material moving occupations.

Over-the-year compensation gains were lower in private service-producing industries (4.6 percent) than in goods-producing industries (4.8 percent). Within the goods-producing industries, compensation increases ranged from 3.1 percent in construction to 5.4 percent in nondurable goods manufacturing. Compensation gains among the service-producing industries ranged from 1.9 percent in wholesale trade (heavily influenced by salesworker pay) to 7.0 percent in hospitals.

Compensation increases for nonunion workers (4.8 percent) exceeded those for union workers (4.3 percent) for the year ended in December 1990, as they have almost without exception since March 1983-84. This pattern held in both goods-producing and service-producing industries. (See table 6.)

 * This release presents, for the first time, seasonally adjusted data *
 * for major ECI industry and occupational series. (See tables 1-3). *
 * Historical data for these new series are available upon request. *
 * Seasonal factors for 1991 will be published in the March 1991 issue *
 * of the Bureau's monthly publication, Current Wage Developments. *
 * *
 * The tables in this release have been rearranged to accommodate the *
 * new seasonally adjusted series. The tables begin with seasonally *
 * adjusted data (tables 1-3), followed by unadjusted data on *
 * compensation (tables 4-6), wages and salaries (tables 7-9), and *
 * benefit costs (table 10). Unadjusted data on compensation, wages *
 * and salaries, and benefit costs for the aerospace industry appear *
 * in table 11. *

ECI news releases for 1991 will be published on the following schedule:

<u>Reference Month</u>	<u>Release Date</u>
March 1991	April 30
June 1991	July 30
September 1991	October 29
December 1991	January 28, 1992

Changes in wages and salaries and benefit costs, private industry, 1980-1990

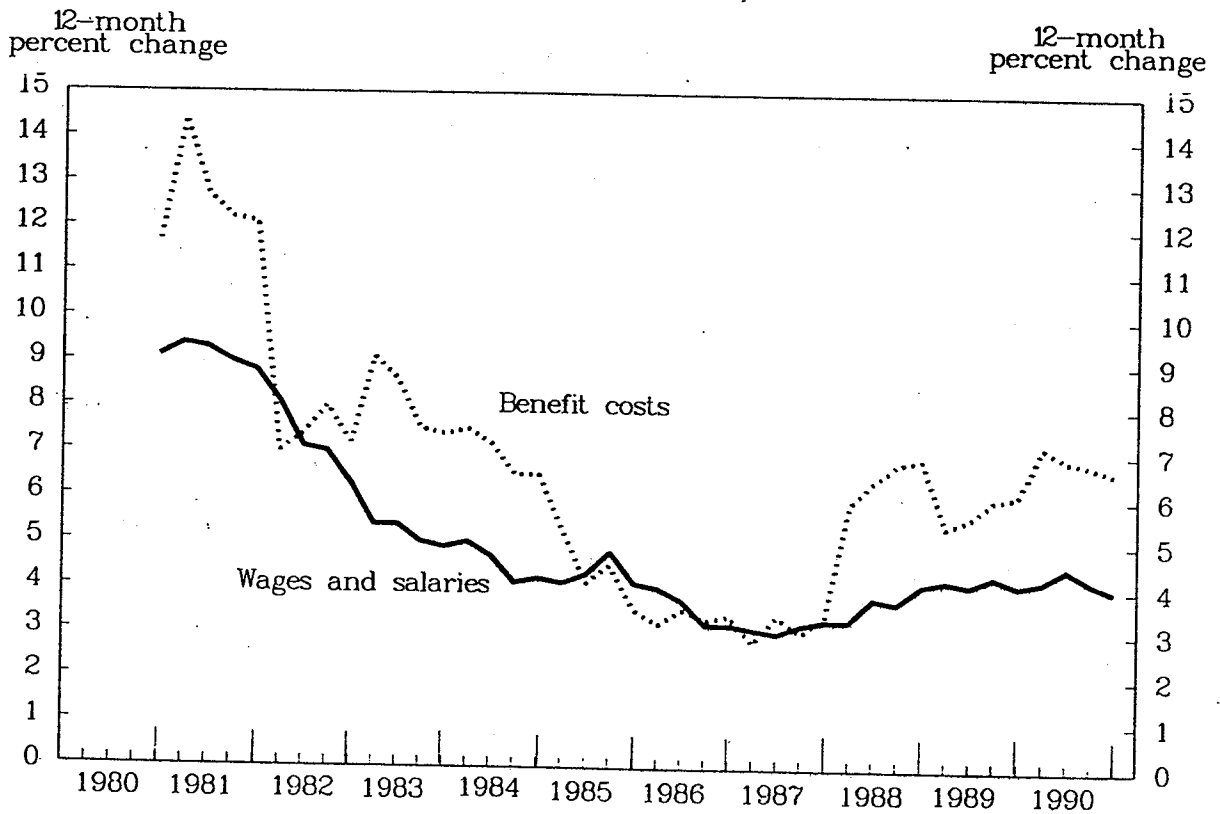


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Sep. 1990	Dec. 1990	Mar. 1989	June 1989	Sep. 1989	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990
Civilian workers.....	106.6	107.7	1.2	1.1	1.4	1.2	1.5	1.2	1.1	1.0
State and local government.....	108.7	110.2	1.3	1.5	1.8	1.4	1.6	1.5	1.2	1.4
Private industry workers.....	106.2	107.2	1.0	1.2	1.3	1.1	1.4	1.3	1.0	.9
White-collar occupations ^{3/}	106.7	107.4	1.6	1.1	1.4	1.0	1.7	1.3	1.1	.7
Blue-collar occupations.....	105.6	106.6	.6	1.2	1.2	1.0	1.3	1.2	1.0	.9
Service occupations.....	105.8	107.1	.9	1.0	1.1	1.2	1.2	1.3	.9	1.2
Goods-producing industries ^{1/}	106.2	107.2	.8	1.1	1.2	1.1	1.5	1.3	1.0	.9
Construction ^{3/}	105.2	105.6	1.0	1.0	1.2	1.2	1.2	1.2	.9	.4
Manufacturing.....	106.5	107.5	.9	1.2	1.3	1.1	1.5	1.3	1.2	.9
Durables.....	106.4	107.5	.9	1.1	1.3	1.3	1.3	1.2	1.3	1.0
Nondurables.....	106.6	107.6	1.0	1.2	1.3	.9	1.9	1.3	1.1	.9
Service-producing industries ^{2/}	106.2	107.2	1.2	1.1	1.4	1.2	1.3	1.3	1.0	.9
Transportation and public utilities.....	104.1	105.4	.8	1.3	.7	.9	1.4	1.2	1.0	1.2
Wholesale trade.....	105.7	106.3	2.7	1.2	2.6	1.9	.6	.4	.3	.6
Retail trade.....	105.4	106.2	2.7	.4	1.3	.8	1.4	1.3	.9	.8
Finance, insurance, and real estate ^{3/}	105.4	105.5	2.2	1.7	1.4	1.0	1.2	1.8	1.0	1.1
Services.....	107.9	109.4	1.2	1.5	1.3	1.4	1.7	1.9	1.0	1.4

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						
	Mar. 1989	June 1989	Mar. 1989	June 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	
	1990	1990	1989	1989	1990	1990	1990	1990	
Civilian workers.....	105.8	106.7	1.1	1.0	1.1	1.1	1.2	1.0	0.9
State and local government.....	107.9	109.1	1.1	1.3	1.3	1.4	1.3	1.2	1.1
Private industry workers.....	105.4	106.2	1.1	.9	1.1	1.1	1.1	1.0	.8
White-collar occupations ^{3/}	106.0	106.6	1.2	1.0	1.4	1.2	1.3	1.0	.6
Blue-collar occupations ^{3/}	104.6	105.2	.8	1.0	1.0	1.1	1.1	.8	.6
Service occupations.....	105.1	106.2	.7	.8	.9	.9	1.2	.8	1.0
Goods-producing industries ^{1/3/}	105.1	105.8	.9	.9	1.0	1.1	1.1	.9	.7
Construction.....	103.3	103.7	.9	.6	1.0	.5	.7	.4	.4
Manufacturing ^{3/}	105.4	106.2	.9	1.0	.9	1.4	1.2	.9	.8
Durables ^{3/}	105.3	106.1	1.0	1.0	.7	1.3	1.1	1.0	.8
Nondurables ^{3/}	105.7	106.3	.8	1.0	1.1	1.8	1.2	.9	.6
Service-producing industries ^{2/}	105.5	106.4	1.2	.9	1.2	1.1	1.2	.9	.9
Transportation and public utilities.....	104.0	104.9	.5	.6	.6	1.0	.7	.8	.5
Wholesale trade.....	105.4	105.9	3.1	.6	2.8	.0	.2	.2	.8
Retail trade.....	104.8	105.6	.6	.3	1.2	1.1	1.1	.7	.8
Finance, insurance, and real estate ^{3/}	104.9	104.8	2.1	1.7	.6	.5	1.7	1.4	-1.1
Services.....	106.8	108.4	1.1	1.3	1.0	1.5	1.8	.8	1.5

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								
	1989	1990	Mar. 1989	June 1989	Sep. 1989	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	
	1990	1990	1989	1989	1989	1989	1990	1990	1990	1990	
Civilian workers	108.8	110.4	1.3	1.8	1.8	1.6	2.0	1.5	1.5	1.5	1.5
State and local government	110.8	112.6	2.0	1.9	2.6	1.7	1.9	1.9	1.5	1.5	1.6
Private industry workers.....	108.4	109.9	1.0	1.7	1.7	1.6	1.9	1.5	1.6	1.6	1.4
White-collar occupations.....	108.7	110.2	1.4	1.8	1.7	1.6	2.0	1.6	1.7	1.7	1.4
Blue-collar occupations	108.0	109.3	.6	1.6	1.6	1.4	1.9	1.5	1.4	1.4	1.2
Service occupations.....	108.4	110.1	1.3	1.9	1.8	1.3	2.2	1.4	1.3	1.3	1.6
Goods-producing industries ^{1/}	108.8	110.4	.7	1.4	1.8	1.4	2.2	1.6	1.7	1.7	1.5
Manufacturing.....	108.5	110.2	1.0	1.6	1.9	1.3	1.8	1.7	1.7	1.7	1.6
Service-producing industries ^{2/}	108.0	109.5	1.5	2.0	1.5	1.6	1.9	1.4	1.4	1.4	1.4

^{1/} Includes mining, construction, and manufacturing

^{2/} Includes transportation, public utilities, trade, finance, insurance, and real estate, and services

^{3/} 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 12 Months Ended						
	Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1989	Sep. 1990	Dec. 1990
	102.6	106.9	107.6	1.0	1.4	0.7	5.0	5.2	4.9
Civilian workers	102.5	106.9	107.8	.9	1.4	.8	4.8	5.2	5.2
Excluding sales									
Workers, by occupational group									
White-collar occupations	102.9	107.5	108.3	.9	1.6	.7	5.4	5.4	5.2
Excluding sales	102.8	107.7	108.5	.9	1.8	.7	5.2	5.7	5.5
Professional specialty and technical	103.7	108.7	109.8	1.1	2.3	1.0	-	5.9	5.9
Executive, administrative, and managerial	101.9	107.0	107.7	1.7	1.5	.9	-	5.7	5.7
Administrative support, including clerical	102.5	106.8	107.8	1.1	1.3	.9	-	5.3	5.2
Blue-collar occupations	102.0	105.8	106.5	.9	1.0	.7	4.3	4.6	4.4
Service occupations	102.8	106.6	108.0	1.1	1.4	1.3	4.7	4.8	5.1
Workers, by industry division									
Goods-producing 1/	102.1	106.2	107.1	1.0	1.0	.8	4.3	5.0	4.9
Manufacturing	102.0	106.4	107.2	.9	1.0	.8	4.5	5.2	5.1
Service-producing 2/	102.9	107.2	108.0	.9	1.6	.7	5.4	5.1	5.0
Services	103.7	109.0	110.2	1.0	2.3	1.1	5.9	6.1	6.3
Health services	103.9	109.2	110.9	1.7	2.0	1.6	7.1	6.8	6.7
Hospitals	103.7	109.1	110.9	1.4	2.2	1.6	7.0	6.6	6.9
Educational services	104.8	110.3	111.4	1.7	3.5	1.0	-	6.0	6.3
Public administration	103.2	107.8	108.7	.7	2.2	.8	5.5	5.2	5.3
Nonmanufacturing	102.8	107.0	107.8	.9	1.4	.7	5.2	5.0	4.9
State and local government workers	104.3	109.4	110.4	1.0	2.7	.9	6.2	5.9	5.8
Workers, by occupational group									
White-collar occupations	104.6	109.9	110.9	1.0	3.0	.9	6.4	6.1	6.0
Professional specialty and technical	104.7	110.3	111.2	.9	3.1	.8	-	6.3	6.2
Executive, administrative, and managerial	104.1	109.3	110.1	1.0	2.7	.7	-	6.0	5.8
Administrative support, including clerical	103.9	108.7	110.2	1.0	2.5	1.4	-	5.6	6.1
Blue-collar occupations	103.7	108.2	108.7	1.6	1.8	.5	6.4	6.0	4.8
Workers, by industry division									
Services	104.7	110.2	111.3	.9	3.2	1.0	6.3	6.2	6.3
Excluding schools 3/	103.2	108.8	110.2	1.7	2.3	1.3	5.5	6.1	6.8
Health services	104.2	109.9	111.1	1.1	2.8	1.1	7.1	6.6	6.6
Hospitals	104.5	109.8	111.4	1.3	2.6	1.5	7.1	6.4	6.6
Educational services	104.9	110.3	111.4	.8	3.3	1.0	-	6.0	6.2
Schools	105.3	110.6	111.6	.9	3.5	.9	6.7	5.9	6.0
Elementary and secondary	105.5	111.1	112.1	.9	3.7	.9	6.5	6.2	6.3
Colleges and universities	104.7	109.2	110.2	1.3	2.7	.9	-	5.6	5.3
Public administration	103.2	107.8	108.7	.7	2.2	.8	5.5	5.2	5.3

- Data not available.
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				
	Dec. 1989		Dec. 1990		3 Months Ended		12 Months Ended		
	Dec. 1989	Sep. 1990	Dec. 1990	Sep. 1990	Dec. 1989	Sep. 1990	Dec. 1989	Sep. 1990	
Private industry workers	102.3	106.2	107.0	1.1	1.0	0.8	4.8	4.9	4.6
Excluding sales	102.1	106.3	107.1	.9	1.1	.8	4.5	5.0	4.9
White-collar occupations	102.4	106.7	107.4	1.0	1.1	.7	5.2	5.2	4.9
Excluding sales	102.2	106.9	107.7	.9	1.4	.7	4.8	5.5	5.4
Professional specialty and technical	102.9	107.5	108.7	1.1	1.6	1.1	5.5	5.6	5.6
Executive, administrative, and managerial	101.5	106.6	107.2	.6	1.2	.6	3.8	5.6	5.6
Sales	103.3	105.9	106.0	1.4	.3	.1	7.3	3.9	2.6
Administrative support, including clerical	102.3	106.4	107.3	1.1	1.0	.8	5.1	5.1	4.9
Blue-collar occupations	101.9	105.6	106.4	.8	.9	.8	4.1	4.5	4.4
Precision production, craft, and repair	102.0	105.6	106.2	.8	.9	.6	4.1	4.3	4.1
Machine operators, assemblers, and inspectors	101.8	105.9	106.9	.9	.9	.9	4.3	5.0	5.0
Transportation and material moving	101.4	104.9	105.5	.2	.6	.6	3.3	3.7	4.0
Handlers, equipment cleaners, helpers, and laborers	102.2	105.7	106.7	.9	1.0	.9	4.6	4.3	4.4
Service occupations	102.5	105.7	107.3	1.4	.8	1.5	4.4	4.5	4.7
Production and nonsupervisory occupations	102.4	106.0	106.9	1.0	.9	.8	5.0	4.5	4.4
Goods-producing industries 1/	102.1	106.2	107.0	1.0	1.0	.8	4.3	5.0	4.8
Excluding sales occupations	102.2	106.1	107.0	1.1	1.0	.8	4.4	4.9	4.7
White-collar occupations	101.9	106.7	107.4	.7	1.3	.7	4.2	5.4	5.4
Excluding sales	102.0	106.4	107.1	.8	1.1	.7	4.4	5.1	5.0
Blue-collar occupations	102.3	106.0	106.9	1.2	.9	.8	4.4	4.8	4.5
Service occupations	102.2	105.3	106.4	1.3	.9	1.0	5.4	4.4	4.1
Construction	102.4	105.2	105.6	1.2	.9	.4	4.5	4.0	3.1
Manufacturing	102.0	106.4	107.2	.9	1.0	.8	4.5	5.2	5.1
White-collar occupations	101.9	106.8	107.4	.8	1.4	.6	4.3	5.6	5.4
Excluding sales	101.9	106.4	107.0	.8	1.2	.6	4.3	5.2	5.0
Blue-collar occupations	102.1	106.2	107.2	1.0	1.0	.9	4.6	5.0	5.0
Service occupations	102.1	105.1	106.3	1.3	.6	1.1	4.9	4.3	4.1
Durables	102.2	106.3	107.2	1.1	1.1	.8	4.6	5.1	4.9
Nondurables	101.9	106.6	107.4	.7	1.0	.8	4.5	5.3	5.4

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				
	Dec. 1989		Dec. 1990		3 Months Ended		12 Months Ended		
	Dec. 1989	Sep. 1990	Dec. 1990	Sep. 1990	Dec. 1989	Dec. 1990	Sep. 1990	Dec. 1990	
Service-producing industries 2/	102.3	106.2	107.0	1.0	1.0	0.8	5.1	4.8	4.6
Excluding sales occupations	102.1	106.4	107.3	.9	1.2	.8	4.7	5.1	5.1
White-collar occupations	102.6	106.7	107.4	1.2	1.1	.7	5.6	5.2	4.7
Excluding sales	102.3	107.1	108.0	.9	1.4	.8	4.9	5.6	5.6
Blue-collar occupations	101.1	104.8	105.4	.0	.9	.6	3.7	3.7	4.3
Service occupations	102.5	105.8	107.4	1.4	.8	1.5	4.2	4.6	4.8
Transportation and public utilities	101.2	104.2	105.1	.5	.9	.9	3.8	3.5	3.9
Transportation	100.8	103.8	104.6	.3	.8	.8	3.6	3.3	3.8
Public utilities	101.7	104.8	105.7	.7	1.0	.9	4.1	3.8	3.9
Communications	101.6	104.2	105.2	.6	1.1	1.0	4.2	3.2	3.5
Electric, gas, and sanitary services	101.7	105.5	106.2	.7	.9	.7	3.8	4.5	4.4
Wholesale and retail trade	102.6	105.6	106.2	1.0	.6	.6	5.1	3.9	3.5
Excluding sales occupations	102.0	105.4	106.1	.7	.9	.7	3.9	4.0	4.0
Wholesale trade	104.5	105.8	106.5	1.9	.4	.7	8.7	3.1	1.9
Excluding sales occupations	102.6	105.4	106.2	.8	.7	.8	5.0	3.5	3.5
Retail trade	101.6	105.5	106.0	.5	.4	.5	3.3	4.4	4.3
General merchandise stores	101.5	105.9	106.9	1.1	.2	.9	1.9	5.5	5.3
Food stores	101.7	105.7	106.4	.9	1.1	.7	3.6	4.9	4.6
Finance, insurance, and real estate	101.4	105.4	105.5	1.0	1.0	.1	5.4	5.0	4.0
Excluding sales occupations	101.0	106.3	106.7	.9	1.5	.4	4.0	6.2	5.6
Banking, savings and loan, and other credit agencies	100.7	104.4	105.8	1.1	.3	1.3	3.0	3.8	5.1
Insurance	101.0	106.5	106.0	1.1	1.2	-1.5	4.1	6.6	5.0
Services	102.9	108.1	109.3	1.1	1.5	1.1	5.5	6.2	6.2
Business services	101.3	106.3	107.4	.6	.9	1.0	4.2	5.6	6.0
Health services	103.7	109.0	110.8	1.8	1.8	1.7	6.9	7.0	6.8
Hospitals	103.5	108.9	110.7	1.6	2.2	1.7	7.1	6.9	7.0
Educational services	104.2	110.2	111.4	1.3	4.1	1.1	6.0	6.1	6.9
Colleges and universities	103.8	109.8	110.6	.5	3.9	.7	5.7	6.3	6.6
Nonmanufacturing industries	102.3	106.2	106.9	1.0	1.0	.7	4.9	4.8	4.5
White-collar occupations	102.6	106.7	107.4	1.2	1.1	.7	5.6	5.2	4.7
Excluding sales	102.3	107.0	108.0	.9	1.3	.9	4.9	5.5	5.6
Blue-collar occupations	101.7	105.0	105.6	.6	.9	.6	3.7	3.9	3.8
Service occupations	102.4	105.8	107.4	1.4	.8	1.5	4.2	4.8	4.9

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. 1989	Sep. 1990	3 Months Ended		12 Months Ended	
			Dec. 1989	Sep. 1990	Dec. 1989	Sep. 1990
Workers, by bargaining status						
Union.....	101.8	105.1	0.9	1.0	1.0	3.7
Blue-collar occupations.....	101.7	104.8	.8	.7	1.0	3.5
Goods-producing industries 1/.....	101.9	105.1	1.0	.6	1.1	3.6
Service-producing industries 2/.....	101.7	104.9	.9	1.3	1.0	3.9
Manufacturing.....	102.0	105.3	1.2	.6	1.2	4.3
Blue-collar occupations.....	101.9	105.1	1.0	.5	1.3	4.2
Nonmanufacturing.....	101.6	104.9	.8	1.2	1.0	3.1
Nonunion.....	102.4	106.6	1.0	1.0	.7	5.1
Blue-collar occupations.....	102.1	106.3	.8	.9	.5	4.7
Goods-producing industries 1/.....	102.3	106.7	1.0	1.1	.7	4.7
Service-producing industries 2/.....	102.4	106.5	.9	.9	.7	5.3
Manufacturing.....	102.1	106.9	.9	1.3	.7	4.6
Blue-collar occupations.....	102.4	107.2	1.0	1.2	.7	5.1
Nonmanufacturing.....	102.4	106.5	1.0	1.0	.7	5.2
Workers, by region 5/						
Northeast.....	102.9	106.5	1.1	1.1	1.0	6.4
South.....	102.2	106.3	1.0	.6	.6	4.2
Midwest.....	101.9	106.3	.9	1.4	.8	4.1
West.....	101.8	105.6	.8	1.1	.7	4.2
Workers, by area size						
Metropolitan areas.....	102.2	106.3	.8	1.1	.8	4.9
Other areas.....	102.0	106.0	1.2	.8	.8	3.1

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. 1989	Sep. 1990	3 Months Ended		12 Months Ended		Dec. 1990	Dec. 1990
			Dec. 1989	Sep. 1990	Dec. 1989	Sep. 1990		
Civilian workers	102.4	106.0	0.8	1.2	0.7	4.4	4.3	4.3
Excluding sales	102.3	106.1	.9	1.4	.7	4.2	4.6	4.4
Workers, by occupational group								
White-collar occupational group								
Excluding sales	102.8	106.8	.9	1.5	.6	4.9	4.8	4.5
Excluding sales	102.6	107.0	.8	1.8	.7	4.5	5.1	5.1
Professional specialty and technical	103.3	107.9	.8	2.3	.8	-	5.3	5.3
Executive, administrative, and managerial	101.8	106.5	.7	1.4	.7	-	5.3	5.3
Administrative support, including clerical	102.4	105.9	1.0	1.1	.8	-	4.4	4.2
Blue-collar occupations	101.7	104.7	.7	.8	.7	3.7	3.7	3.6
Service occupations	102.5	105.6	1.1	1.3	1.1	3.9	4.1	4.2
Workers, by industry division								
Goods-producing 1/	101.9	105.1	1.0	.9	.7	3.9	4.2	3.8
Manufacturing	101.9	105.4	1.0	.9	.8	3.9	4.5	4.2
Service-producing 2/	102.7	106.5	.9	1.5	.8	4.8	4.6	4.4
Services	103.3	108.1	.8	2.1	1.0	5.1	5.5	5.7
Health services	103.5	108.3	1.5	2.0	1.3	6.3	6.2	6.0
Hospitals	103.5	108.3	1.3	2.2	1.4	6.4	6.0	6.1
Educational services	104.4	109.6	.6	3.6	.7	-	5.6	5.7
Public administration	102.8	106.5	.7	1.8	.8	4.5	4.3	4.4
Nonmanufacturing	102.6	106.2	.8	1.3	.7	4.7	4.3	4.2
State and local government workers	103.9	108.6	.8	2.7	.7	5.3	5.3	5.3
Workers, by occupational group								
White-collar occupations	104.2	109.2	.8	3.0	.6	5.5	5.6	5.5
Professional specialty and technical	104.4	109.8	.7	3.3	.7	-	5.9	5.9
Executive, administrative, and managerial	103.7	108.4	.9	2.6	.5	-	5.4	5.0
Administrative support, including clerical	103.0	107.2	.6	2.3	.5	-	4.7	4.8
Blue-collar occupations	103.3	107.2	1.4	1.8	.5	5.2	5.2	4.3
Workers, by industry division								
Services	104.3	109.5	.7	3.3	.7	5.5	5.7	5.8
Excluding schools 3/	103.0	108.8	.5	2.3	.7	4.9	6.1	6.4
Health services	103.7	108.9	1.0	2.6	.7	6.1	6.0	5.8
Hospitals	103.8	108.6	.9	2.5	1.1	6.0	5.5	5.8
Educational services	104.5	109.7	.7	3.5	.7	-	5.7	5.7
Schools	104.7	109.7	.7	3.6	.7	5.7	5.5	5.5
Elementary and secondary	104.9	110.1	.7	4.0	.7	5.6	5.5	5.5
Colleges and universities	104.1	108.4	1.2	2.4	.7	-	5.3	4.9
Public administration	102.8	106.5	.7	1.8	.8	4.5	4.3	4.4

- Data not available.
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. 1989	Sep. 1990	Dec. 1989	Sep. 1990	Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1990
Private industry workers	102.0	105.4	0.8	0.9	4.1	4.2	4.0	4.0
Excluding sales	101.9	105.4	.8	1.0	4.0	4.3	4.2	4.2
White-collar occupations	102.4	106.0	1.0	1.0	4.7	4.5	4.1	4.1
Excluding sales	102.1	106.2	.9	1.3	4.2	4.9	4.7	4.7
Professional, specialty and technical	102.5	106.5	.9	1.6	4.7	4.8	4.9	4.9
Executive, administrative, and managerial	101.5	106.2	1.2	1.2	3.6	5.4	5.3	5.3
Sales	103.7	105.4	1.6	1.7	7.0	3.2	1.4	1.4
Administrative support, including clerical	102.2	105.7	1.1	1.0	4.5	4.5	4.1	4.1
Blue-collar occupations	101.6	104.6	.6	.8	3.5	3.6	3.5	3.5
Precision production, craft, and repair	101.6	104.4	.6	.8	3.8	3.4	3.2	3.2
Machine operators, assemblers, and inspectors	101.6	104.9	1.0	.7	3.6	4.3	4.1	4.1
Transportation and material moving	101.2	103.6	.0	.5	2.6	2.4	2.9	2.9
Handlers, equipment cleaners, helpers, and laborers	102.0	105.3	.9	.9	3.8	4.2	4.1	4.1
Service occupations	102.3	104.9	1.4	.7	3.6	4.0	4.0	4.0
Production and nonsupervisory occupations	102.2	105.2	.9	.9	4.4	3.8	3.6	3.6
Goods-producing industries 1/	102.0	105.1	1.0	.9	3.9	4.1	3.7	3.7
Excluding sales occupations	102.0	105.0	1.0	.8	3.7	4.0	3.6	3.6
White-collar occupations	101.9	105.7	1.0	1.1	3.7	4.7	4.3	4.3
Excluding sales	102.0	105.6	1.0	1.1	3.9	4.6	4.1	4.1
Blue-collar occupations	101.9	104.7	.9	.6	3.9	3.7	3.5	3.5
Service occupations	101.9	104.3	1.2	1.3	4.2	3.6	3.8	3.8
Construction	101.7	103.5	.6	.6	3.5	2.4	2.0	2.0
Manufacturing	101.9	105.4	1.0	.9	3.9	4.5	4.2	4.2
White-collar occupations	101.8	105.9	.9	1.1	3.7	5.0	4.5	4.5
Excluding sales	101.9	105.6	1.0	1.1	4.0	4.7	4.2	4.2
Blue-collar occupations	102.0	105.1	1.1	.7	4.0	4.2	4.0	4.0
Service occupations	102.0	104.1	1.3	.9	4.0	3.6	2.8	2.8
Durables	101.9	105.3	1.2	1.0	4.0	4.6	4.1	4.1
Nondurables	101.8	105.7	.7	.9	3.7	4.5	4.4	4.4

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						
	Dec. 1989	Sep. 1990	3 Months Ended		12 Months Ended		Dec. 1989	Sep. 1990	Dec. 1990
			Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1989			
Service-producing industries 2/	102.2	105.7	0.8	1.1	0.6	4.5	4.2	4.0	
Excluding sales occupations	101.8	105.8	.6	1.2	.8	3.9	4.5	4.7	
White-collar occupations	102.5	106.4	1.0	1.0	.7	5.1	4.5	4.2	
Excluding sales	102.1	106.1	.8	1.3	.8	4.3	5.0	5.0	
Blue-collar occupations	100.9	104.2	.0	.9	.5	3.0	3.3	3.8	
Service occupations	102.3	105.0	1.5	.7	1.4	3.5	4.2	4.1	
Transportation and public utilities	101.2	104.1	.5	.9	.5	2.6	3.4	3.4	
Transportation	100.7	103.3	.1	1.0	.2	2.0	2.7	2.8	
Public utilities	101.8	105.0	.7	.9	1.0	3.1	3.9	4.1	
Communications	101.8	106.1	.7	.9	1.0	2.8	3.9	4.2	
Electric, gas, and sanitary services	101.7	105.0	.7	.8	.7	3.6	4.0	3.9	
Wholesale and retail trade	102.7	105.1	1.1	.5	.5	4.9	3.4	2.8	
Excluding sales occupations	101.9	104.9	.8	.7	.6	3.6	3.8	3.5	
Wholesale trade	105.2	105.5	2.3	.3	.7	9.1	2.6	1.0	
Excluding sales occupations	102.5	105.2	.8	.5	.7	4.3	3.4	3.3	
Retail trade	101.6	105.3	.6	.6	.3	3.1	4.0	3.6	
General merchandise stores	101.4	105.6	1.1	.4	.9	3.3	5.3	5.0	
Food stores	101.7	105.1	1.3	.8	.7	2.7	4.7	4.0	
Finance, insurance, and real estate	101.3	104.9	.7	1.4	-.1	5.2	4.3	3.5	
Excluding sales occupations	100.9	105.8	.7	1.8	.3	3.9	5.6	5.2	
Banking, savings and loan, and other credit agencies	100.9	103.9	-.2	1.6	1.4	3.2	2.8	4.5	
Insurance	100.8	105.8	1.2	1.6	-.7	3.5	6.2	4.3	
Services	102.5	107.1	.9	1.3	1.1	4.8	5.4	5.7	
Business services	101.2	105.7	.3	.6	1.6	3.9	4.8	6.1	
Health services	103.5	108.1	1.6	1.7	1.5	6.4	6.1	6.0	
Hospitals	103.3	108.2	1.4	2.1	1.5	6.6	6.2	6.3	
Educational services	103.9	109.2	.2	4.0	.9	5.2	5.3	6.1	
Colleges and universities	103.7	108.7	.4	3.7	.6	5.1	5.2	5.4	
Nonmanufacturing industries	102.2	105.4	.8	.9	.7	4.5	3.9	3.8	
White-collar occupations	102.5	106.1	1.0	1.0	.6	5.0	4.5	4.1	
Excluding sales	102.0	106.3	.7	1.2	.8	4.2	4.9	5.1	
Blue-collar occupations	101.3	104.0	.3	.8	.3	3.3	3.0	3.0	
Service occupations	102.3	105.0	1.5	.7	1.4	3.5	4.2	4.1	

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						
	Dec. 1989	Sep. 1990	3 Months Ended		12 Months Ended				
			Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1989	Sep. 1990	Dec. 1990	
Workers, by bargaining status									
Union.....	101.6	104.2	105.1	1.0	0.9	0.9	3.1	3.6	3.4
Blue-collar occupations.....	101.5	103.8	104.8	.8	.6	1.0	3.2	3.1	3.3
Goods-producing industries 1/.....	101.6	104.0	105.0	1.0	.5	1.0	3.3	3.4	3.3
Service-producing industries 2/.....	101.7	104.4	105.2	1.0	1.3	.8	2.9	3.7	3.4
Manufacturing.....	101.7	104.3	105.5	1.2	.5	1.2	3.5	3.8	3.7
Blue-collar occupations.....	101.8	104.2	105.4	1.2	.4	1.2	3.6	3.6	3.5
Nonmanufacturing.....	101.5	104.1	104.8	.8	1.1	.7	2.7	3.4	3.3
Nonunion.....	102.1	105.8	106.4	.8	1.0	.6	4.5	4.4	4.2
Blue-collar occupations.....	101.7	105.1	105.5	.5	.8	.4	4.0	3.9	3.7
Goods-producing industries 1/.....	102.1	105.5	106.1	1.0	1.0	.6	4.1	4.4	3.9
Service-producing industries 2/.....	102.2	105.9	106.5	.8	1.0	.6	4.7	4.4	4.2
Manufacturing.....	102.0	105.9	106.5	1.0	1.0	.6	4.1	4.9	4.4
Blue-collar occupations.....	102.2	106.0	106.7	1.0	1.0	.7	4.5	4.7	4.4
Nonmanufacturing.....	102.3	105.7	106.3	.9	.9	.6	4.7	4.2	3.9
Workers, by region 3/									
Northeast.....	102.9	105.9	106.9	1.1	1.0	.9	6.2	4.0	3.9
South.....	102.1	105.7	106.1	.9	.5	.4	3.8	4.4	3.9
Midwest.....	101.6	105.1	105.8	.8	1.4	.7	3.5	4.3	4.1
West.....	101.4	104.8	105.4	.6	.8	.6	3.3	4.0	3.9
Workers, by area size									
Metropolitan areas.....	102.1	105.4	106.1	.8	1.0	.7	4.4	4.0	3.9
Other areas.....	101.9	105.3	106.0	1.2	.7	.7	3.0	4.6	4.0

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 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. 1989	Sep. 1990	3 Months Ended		12 Months Ended		Dec. 1990	Dec. 1990	
			Dec. 1989	Sep. 1990	Dec. 1989	Sep. 1990			
Civilian workers.....	103.2	108.9	110.1	1.3	1.6	1.1	6.6	6.9	6.7
State and local government workers.....	105.3	111.3	112.7	1.3	2.8	1.3	-	7.1	7.0
Private industry workers.....	102.6	108.3	109.4	1.2	1.3	1.0	6.1	6.8	6.6
Workers, by occupational group									
White-collar occupations.....	102.6	108.6	109.7	1.2	1.4	1.0	6.7	7.1	6.9
Blue-collar occupations.....	102.6	107.9	109.0	1.2	1.2	1.0	5.3	6.4	6.2
Service occupations.....	103.0	108.1	109.9	1.4	1.0	1.7	6.4	6.4	6.7
Workers, by industry division									
Goods-producing industries 1/.....	102.6	108.7	109.9	1.1	1.4	1.1	5.4	7.1	7.1
Service-producing industries 2/.....	102.6	107.9	109.0	1.2	1.2	1.0	6.8	6.4	6.2
Manufacturing.....	102.3	108.4	109.5	.7	1.4	1.0	5.9	6.7	7.0
Nonmanufacturing.....	102.8	108.2	109.3	1.4	1.2	1.0	6.2	6.7	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. 1989	Sep. 1990	Dec. 1990	3 Months Ended		12 Months Ended		Dec. 1989	Sep. 1990	Dec. 1990
				Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1990			
COMPENSATION										
Aircraft and parts manufacturing (SIC 372)	103.1	107.5	107.8	2.0	1.2	0.3	4.9	6.3	4.6	
White-collar occupations	102.6	106.5	106.4	1.7	1.0	-0.1	4.5	5.6	3.7	
Professional specialty and technical	101.8	106.0	105.8	1.3	1.0	-0.2	3.1	5.5	3.9	
Executive, administrative, and managerial	102.1	106.0	105.8	1.1	1.7	-0.2	5.1	5.0	3.6	
Administrative support, including clerical	104.7	108.4	108.3	3.1	1.8	-0.1	6.4	6.7	3.4	
Blue-collar occupations	103.8	108.4	109.2	2.4	1.3	.7	5.5	6.9	5.2	
Precision production, craft, and repair	103.2	108.0	108.8	2.1	1.3	.7	4.7	6.8	5.4	
Machine operators, assemblers, and inspectors	104.6	109.0	109.5	2.9	1.4	.5	6.6	7.2	4.7	
Aircraft manufacturing (SIC 3721)	103.6	108.5	108.6	2.6	1.4	.1	4.9	7.4	4.8	
White-collar occupations	102.8	107.2	106.8	2.0	1.2	-0.4	4.0	6.3	3.9	
Blue-collar occupations	104.7	110.1	110.9	3.3	1.4	.7	5.9	8.6	5.9	
Aircraft engines and parts manufacturing (SIC 3724)	102.0	105.0	105.7	.9	1.0	.7	3.7	3.9	3.6	
White-collar occupations	100.9	102.8	103.6	.6	.6	.8	3.2	2.5	2.7	
Blue-collar occupations	102.8	106.7	107.3	1.1	1.2	.6	4.0	4.9	4.4	
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	103.6	107.6	108.0	2.3	1.0	.4	6.7	6.2	4.2	
White-collar occupations	103.6	107.9	107.7	2.1	.9	-0.2	7.1	6.3	4.0	
Blue-collar occupations	103.6	107.4	108.2	2.5	1.1	.7	6.4	6.2	4.4	
Guided missiles and space vehicles manufacturing (SIC 3761)	102.6	106.4	108.5	1.5	1.1	2.0	4.8	5.2	5.8	
White-collar occupations	102.8	105.8	107.8	1.7	.8	1.9	4.7	4.6	4.9	
Blue-collar occupations	101.9	109.0	111.4	.9	2.5	2.2	5.7	7.9	9.3	
WAGES AND SALARIES										
Aircraft and parts manufacturing (SIC 372)	102.3	105.6	106.9	1.5	0.7	1.2	3.8	4.8	4.5	
White-collar occupations	101.7	104.5	105.3	1.1	.3	.8	3.1	3.9	3.5	
Professional specialty and technical	101.2	104.2	104.9	.8	.5	.7	2.6	3.8	3.7	
Executive, administrative, and managerial	102.1	104.4	105.0	1.1	.2	.6	3.4	3.4	2.8	
Administrative support, including clerical	102.3	105.6	106.7	1.4	1.4	1.0	3.9	4.7	4.3	
Blue-collar occupations	103.2	106.9	108.6	2.2	1.0	1.6	4.6	5.8	5.2	
Precision production, craft, and repair	102.5	106.5	108.2	1.6	.9	1.6	3.9	5.6	5.6	
Machine operators, assemblers, and inspectors	103.7	107.2	109.1	2.5	.9	1.8	5.2	5.9	5.2	
Aircraft manufacturing (SIC 3721)	102.2	105.7	107.0	1.6	.8	1.2	3.4	5.1	4.7	
White-collar occupations	101.5	104.2	105.0	1.1	.4	.8	2.8	3.8	3.4	
Blue-collar occupations	103.3	107.8	110.0	2.4	1.0	2.0	4.4	6.8	6.5	

1/ 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. 1989	Sep. 1990	Dec. 1990	3 Months Ended			12 Months Ended		
				Dec. 1989	Sep. 1990	Dec. 1990	Dec. 1989	Sep. 1990	Dec. 1990
WAGES AND SALARIES									
Aircraft engines and parts manufacturing (SIC 3724).....	102.0	105.2	106.3	1.0	1.2	1.0	3.3	4.2	4.2
White-collar occupations.....	101.2	104.1	105.0	.7	.7	.9	3.2	3.6	3.8
Blue-collar occupations.....	102.6	106.1	107.3	1.3	1.5	1.1	3.5	4.7	4.6
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	102.9	106.0	107.2	1.8	.2	1.1	4.8	4.8	4.2
White-collar occupations.....	102.7	106.0	106.7	1.3	.0	.7	4.1	4.5	3.9
Blue-collar occupations.....	103.3	106.0	107.6	2.4	.3	1.5	5.5	5.1	4.2
Guided missiles and space vehicles manufacturing (SIC 3761).....	102.5	105.8	108.0	1.7	1.0	2.1	3.7	5.0	5.4
White-collar occupations.....	102.5	105.2	107.2	1.7	.8	1.9	3.5	4.4	4.6
Blue-collar occupations.....	102.4	108.7	111.7	1.3	1.8	2.8	4.6	7.5	9.1
BENEFIT COSTS									
Aircraft and parts manufacturing (SIC 372).....	105.0	111.3	109.6	3.2	2.3	-1.5	7.5	9.4	4.4
White-collar occupations.....	104.7	111.1	108.8	3.3	2.7	-2.1	7.5	9.6	3.9
Professional specialty and technical occupations.....	103.4	110.3	108.1	2.8	2.0	-2.0	4.4	9.6	4.1
Administrative support, including clerical.....	109.0	113.5	111.3	6.0	1.3	-1.9	11.1	10.4	2.5
Blue-collar occupations.....	105.4	111.4	110.3	3.2	1.9	-1.0	7.6	9.1	4.6
Precision production, craft, and repair.....	104.6	110.9	110.1	2.9	2.0	-.7	6.1	9.0	5.3
Machine operators, assemblers, and inspectors.....	106.1	112.1	110.4	3.7	1.9	-1.5	9.2	9.6	4.1
Aircraft manufacturing (SIC 3721).....	106.5	114.5	111.9	4.4	2.8	-2.3	7.6	12.3	5.1
White-collar occupations.....	105.7	114.3	111.2	3.9	3.1	-2.7	6.7	12.4	5.2
Blue-collar occupations.....	107.4	114.6	112.8	5.0	2.1	-1.6	8.7	12.0	5.0
Aircraft engines and parts manufacturing (SIC 3724).....	102.0	104.7	104.7	.7	.7	.0	4.3	3.4	2.6
White-collar occupations.....	100.4	99.9	100.5	.7	.3	.6	3.3	2.2	.1
Blue-collar occupations.....	102.9	107.7	107.3	.7	.8	-.4	4.8	5.4	4.3
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	104.8	111.0	109.6	3.3	2.9	-1.3	10.9	9.4	4.6
Blue-collar occupations.....	104.2	110.1	109.4	2.9	2.8	-.6	8.3	8.7	5.0
Guided missiles and space vehicles manufacturing (SIC 3761).....	102.9	107.7	109.7	1.4	1.4	1.9	7.5	6.1	6.6
White-collar occupations.....	103.4	107.3	109.4	1.6	.7	2.0	7.4	5.4	5.8
Blue-collar occupations.....	100.9	109.6	110.9	.2	4.1	1.2	8.0	8.8	9.9

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 1972 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 series¹ 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, excluding farms and 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.

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 6,000 occupations within 1,000 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 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget.

¹ The benefit cost indexes provide the change in the cost of benefits to a fixed labor force. They are not price indexes for a fixed market basket of benefits. Therefore, the indexes will change as a result of either a change in the price of benefits provided (for example, higher pay for holidays) or a change in the benefits (for example, an additional holiday).

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 ECI major industry and occupational 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.

The costs per hour worked of compensation components, based on March 1990 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1990." 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, 1975-90, (Bulletin 2372); 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.