

News

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EMPLOYMENT COST INDEX -- MARCH 1996

The Employment Cost Index (ECI) increased 0.9 percent before seasonal adjustment in the 3 months ended in March 1996, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1996 ECI level of 128.5 (June 1989=100) was 3.0 percent higher than in March 1995. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, ECI compensation costs rose 0.7 percent in the December 1995-March 1996 period, compared with 0.8 percent in the September-December 1995 period. (See table A below.) ECI wages and salaries rose 1.0 percent in the December 1995-March 1996 period, up from 0.7 percent in the September-December 1995 period. Benefit costs decreased 0.1 percent for the quarter compared with an increase of 1.0 percent for the September-December 1995 quarter.

Table A. Percent changes in Employment Cost Index for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Mar. 1996
	June 1994	Sept. 1994	Dec 1994	Mar. 1995	June 1995	Sept 1995	Dec. 1995	Mar. 1996	
Compensation costs....	0.8	0.8	0.7	0.7	0.8	0.6	0.8	0.7	3.0
Wages and salaries ...	0.8	0.8	0.7	0.7	0.7	0.7	0.7	1.0	3.2
Benefit costs	0.9	1.0	0.5	0.3	0.7	0.6	1.0	-0.1	2.2

This release includes annual revisions in seasonally adjusted Employment Cost Indexes for compensation costs, wages and salaries, and benefit costs. Seasonally adjusted indexes for 1991-95 were revised to reflect updated seasonal factors and are available upon request. The seasonal factors for 1996 will be published in the June 1996 issue of the BLS periodical, Compensation and Working Conditions.

Over the year changes, unadjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 3.0 percent for the year ended in March 1996, about the same as the 2.9 percent increase for the year ended in March 1995. Compensation costs for private industry workers rose 3.0 percent, while state and local government rose 2.8 percent.

For private industry workers, wages and salaries increased 3.3 percent, the largest increase in 4 years. Benefit costs increased 2.0 percent, the lowest 12-month increase since the series began in 1980. This moderation in benefit cost increases reflects a slowdown in nonproduction bonuses, health benefits, unemployment insurance, and workers' compensation.

For the year ended in March 1996, compensation costs in service-producing industries increased 3.4 percent compared with 2.2 percent for goods-producing industries. This pattern held for both wages and salaries and benefits. Wages and salaries increased 3.5 percent in service-producing industries, compared with 2.8 percent in goods-producing industries; benefits increased 2.6 and 1.0 percent, respectively.

Compensation costs for white-collar workers increased 3.4 percent compared with 2.2 percent for blue-collar workers and service occupations. This continued a trend of larger increases for white-collar workers, which has occurred over most of the last 15 years. (See table B.)

Table B. 12-month percent changes in Employment Cost Index for private industry workers

Industry sector	Compensation			Wages and salaries		
	White-collar	Blue-collar	Service workers	White-collar	Blue-collar	Service workers
All industries	3.4	2.2	2.2	3.7	2.7	2.3
Goods-producing industries	1.9	2.3	2.5	2.4	3.0	3.2
Service-producing industries	3.8	2.0	2.1	4.0	2.2	2.3

Compensation cost gains over the year ended in March 1996 were higher for nonunion workers (3.1 percent) compared with union workers (2.7 percent). This pattern held for the goods-producing industries (2.3 percent for nonunion and 2.0 percent for union), but not for service-producing industries (3.3 percent for nonunion and 3.4 percent for union).

ECI data for June 1996 is scheduled to be released Tuesday, July 30, 1996, at 8:30 A.M. (EDT).

BLS Data Now Available on the World Wide Web

ECI data, as well as other data produced by BLS, are now available on the World Wide Web. To access ECI data use the address: <http://stats.bls.gov/ecthome.htm>. To access the BLS Home Page use: <http://stats.bls.gov>. There is no charge from BLS for using this service; however, there may be a charge from your Internet service provider. To access data using GOPHER or Anonymous FTP, use the Internet address: <stats.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.

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

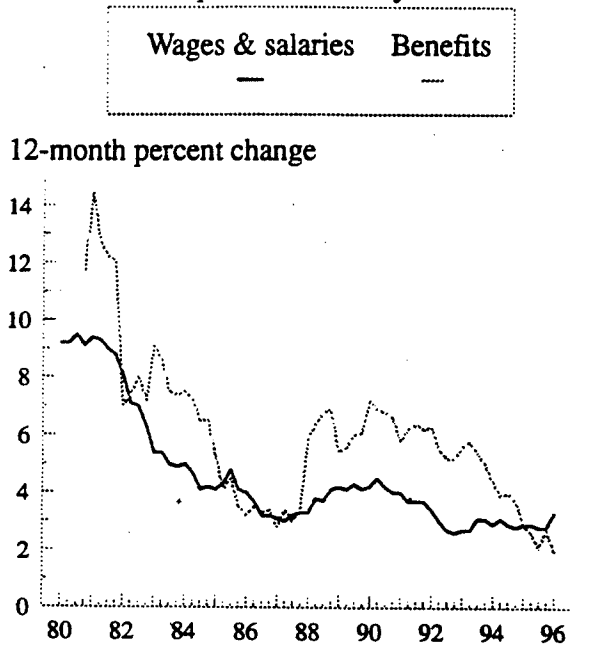


Chart B. Changes in benefits, seasonally adjusted and not seasonally adjusted, private industry

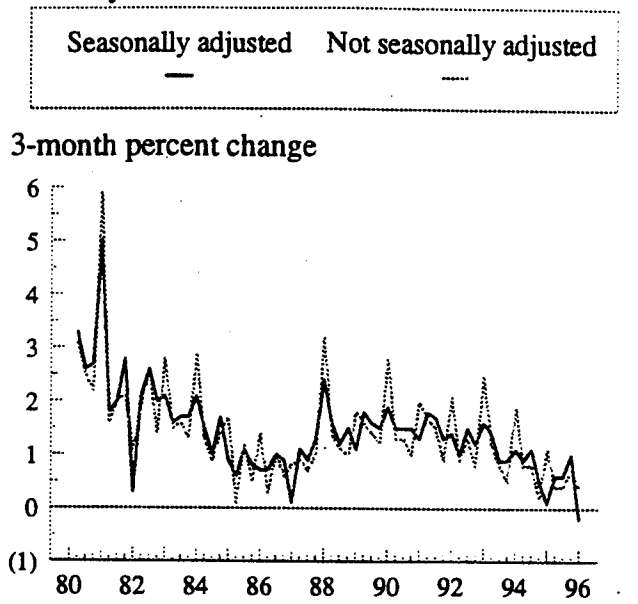


Chart C. Changes in benefits by industry sector, private industry

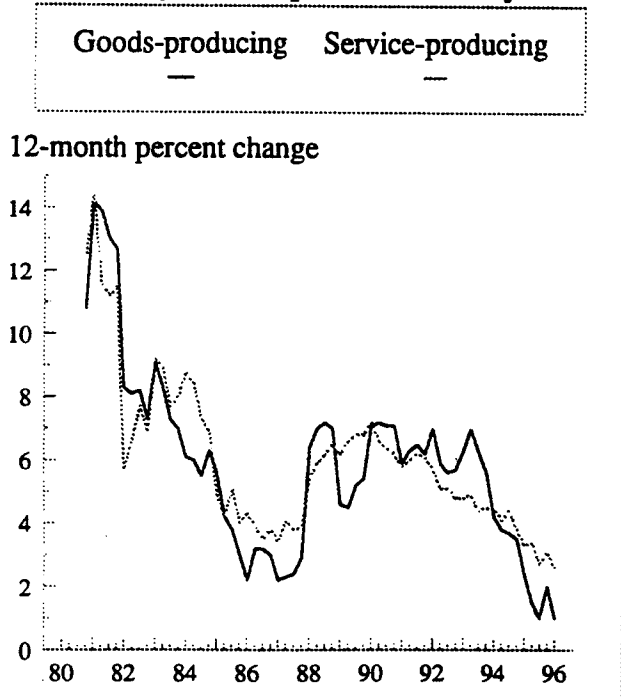


Chart D. Changes in benefits, by bargaining status, private industry

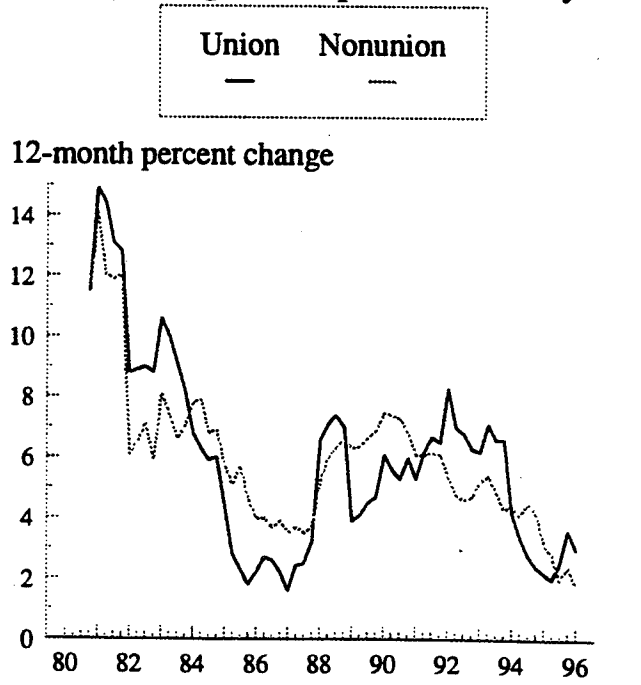


Table 1. SEASONALLY ADJUSTED: Employment Cost Index for total compensation, wages and salaries, and benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1995	Mar. 1996	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996
COMPENSATION										
Civilian workers	127.5	128.4	0.8	0.8	0.7	0.7	0.8	0.6	0.8	0.7
State and local government	129.3	130.0	.8	.7	.6	.8	1.0	.5	.9	.5
Private industry workers	127.1	128.0	.8	.8	.6	.7	.7	.6	.8	.7
White-collar occupations	128.1	129.4	.8	.9	.6	.7	.7	.7	.9	1.0
Blue-collar occupations	125.9	126.1	.7	.9	.5	.5	.7	.6	.7	.2
Service occupations	125.6	126.0	.5	.7	.9	.6	.6	.5	.5	.3
Goods-producing industries ¹ ...	127.8	128.0	1.1	.7	.6	.7	.6	.6	.9	.2
Construction	123.7	124.6	1.1	.8	.0	.2	.5	.7	.7	.7
Manufacturing	128.5	128.7	.9	.9	.6	.6	.6	.6	.9	.2
Durables	129.3	129.3	.9	1.1	.7	.6	.7	.4	.9	.0
Nondurables	127.2	127.7	.9	.7	.5	.4	.6	.6	1.0	.4
Service-producing industries ²	127.0	128.0	.7	.9	.6	.9	.7	.7	1.0	.8
Transportation and public utilities	127.3	127.7	.7	1.3	.9	1.1	.8	1.0	1.0	.3
Wholesale trade	127.0	127.7	1.2	1.0	.9	1.4	.9	1.3	.7	.6
Retail trade	123.1	125.0	.9	1.0	.2	.7	.2	.7	.7	1.5
Finance, insurance, and real estate ³	123.5	124.7	.0	.7	.3	1.1	1.3	.7	.7	1.0
Services	129.8	131.5	.6	.7	.6	.6	.7	.5	.7	1.3
Nonmanufacturing industries ...	126.4	127.5	.8	.8	.5	.7	.8	.6	.8	.9
WAGES AND SALARIES										
Civilian workers	123.9	125.2	0.8	0.8	0.7	0.7	0.7	0.7	0.7	1.0
State and local government	127.1	127.8	.7	.8	.8	.8	.7	.7	.8	.6
Private industry workers	123.2	124.6	.8	.8	.6	.8	.7	.7	.7	1.1
White-collar occupations	124.5	126.3	.8	.7	.7	.7	.8	.7	.8	1.4
Blue-collar occupations ³	121.3	122.2	.8	.9	.4	.8	.9	.6	.4	.7
Service occupations	121.4	122.2	.5	.5	1.1	.5	.6	.6	.5	.7
Goods-producing industries ^{1,3}	122.8	123.8	.9	.8	.6	.7	.8	.6	.6	.8
Construction	117.3	118.5	.9	.7	.4	.3	.5	.6	.8	1.0
Manufacturing ³	124.3	125.2	.8	.8	.7	.9	.8	.5	.6	.7
Durables ³	124.2	125.0	.8	.9	.8	.9	.8	.6	.5	.6
Nondurables	124.5	125.7	.9	.9	.4	.7	.7	.6	.9	1.0
Service-producing industries ²	123.4	124.9	.8	.8	.6	.8	.7	.7	.7	1.2
Transportation and public utilities	123.9	124.4	.6	1.5	.8	1.1	.7	.8	.8	.4
Wholesale trade	125.0	126.5	1.3	.8	.7	1.2	1.0	1.3	.8	1.2
Retail trade	120.8	123.3	1.0	.9	.3	.9	.3	.7	.5	2.1
Finance, insurance, and real estate ³	118.8	119.7	-.4	.5	.4	.7	1.7	.9	.7	.8
Services	126.1	128.1	.7	.5	.7	.7	.6	.6	.6	1.6
Nonmanufacturing industries ...	122.7	124.2	.8	.8	.5	.7	.8	.7	.7	1.2

See footnotes at end of table.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1995	Mar. 1996	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995	Mar. 1996
	BENEFIT COSTS									
Civilian workers	136.3	136.2	0.9	1.0	0.5	0.3	0.7	0.6	1.0	-0.1
State and local government	134.3	135.1	.9	.6	.4	.6	1.1	.4	.8	.6
Private industry workers	136.8	136.5	.9	1.1	.5	.1	.6	.6	1.0	-.2
White-collar occupations	138.1	138.2	1.0	1.1	.8	.7	.7	.7	1.0	.1
Blue-collar occupations	135.6	134.6	.8	1.0	.2	.2	.3	.4	1.1	-.7
Service occupations	136.6	136.8	.2	1.0	.4	-.1	.5	.2	.6	.1
Goods-producing industries ¹	138.1	136.7	1.1	.9	.4	.0	.2	.4	1.3	-1.0
Manufacturing	137.4	136.2	1.1	1.0	.5	.0	.2	.4	1.3	-.9
Service-producing industries ²	136.1	136.3	.7	1.3	.6	.7	.8	.7	1.0	.1
Nonmanufacturing industries	136.7	136.7	.8	1.2	.5	.5	.7	.7	1.0	.0

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 No identifiable seasonality was found for this series.

Table 2. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Civilian workers	124.8	127.4	128.5	0.8	0.6	0.9	2.9	2.9	3.0
Excluding sales	125.2	127.8	128.8	.8	.7	.8	3.0	2.9	2.9
Workers, by occupational group									
White-collar occupations	125.5	128.2	129.6	.9	.6	1.1	3.0	3.1	3.3
Excluding sales	126.3	128.9	130.2	1.0	.7	1.0	3.2	3.0	3.1
Professional specialty and technical ...	127.0	129.8	131.0	.6	.7	.9	2.7	2.9	3.1
Executive, administrative, and managerial	125.2	127.7	129.2	1.3	.8	1.2	3.8	3.3	3.2
Administrative support, including clerical	126.5	129.2	130.3	1.0	.9	.9	3.2	3.2	3.0
Blue-collar occupations	123.6	125.9	126.4	.7	.6	.4	2.7	2.6	2.3
Service occupations	125.0	127.5	128.2	.6	.6	.5	2.8	2.6	2.6
Workers, by industry division									
Goods-producing ¹	125.3	127.4	128.0	.7	.7	.5	2.8	2.4	2.2
Manufacturing	126.2	128.4	128.9	.9	.9	.4	3.0	2.6	2.1
Service-producing ²	124.6	127.3	128.6	.8	.6	1.0	3.0	3.0	3.2
Services	127.2	129.7	131.0	.6	.6	1.0	2.7	2.6	3.0
Health services	129.4	132.1	132.7	.7	.8	.5	2.6	2.8	2.6
Hospitals	128.8	131.5	132.3	.3	.8	.6	2.3	2.4	2.7
Educational services	126.9	130.4	130.6	.4	.5	.2	3.0	3.2	2.9
Public administration	125.4	128.5	129.4	1.0	.9	.7	3.2	3.5	3.2
Nonmanufacturing	124.4	127.0	128.3	.8	.6	1.0	2.9	2.9	3.1
State and local government workers	126.4	129.4	129.9	.6	.5	.4	3.1	3.0	2.8
Workers, by occupational group									
White-collar occupations	126.2	129.3	129.6	.6	.5	.2	2.9	3.0	2.7
Professional specialty and technical ...	126.0	129.0	129.1	.4	.5	.1	2.9	2.8	2.5
Executive, administrative, and managerial	126.9	130.3	131.1	1.3	.9	.6	3.3	4.0	3.3
Administrative support, including clerical	126.3	129.2	130.0	.6	.6	.6	2.9	2.9	2.9
Blue-collar occupations	125.4	128.1	129.2	.6	.7	.9	2.5	2.7	3.0
Service occupations	127.6	131.1	131.9	.8	.8	.6	3.7	3.6	3.4
Workers, by industry division									
Services	126.7	129.8	130.0	.5	.5	.2	2.9	2.9	2.6
Excluding schools ³	126.4	129.3	130.3	.6	.3	.8	2.9	2.9	3.1
Health services	128.4	131.5	132.4	.5	.4	.7	3.4	3.0	3.1
Hospitals	128.4	131.7	132.5	.5	.5	.6	3.8	3.1	3.2
Educational services	126.5	129.6	129.7	.4	.5	.1	2.9	2.9	2.5
Schools	126.8	129.9	130.0	.4	.4	.1	2.9	2.9	2.5
Elementary and secondary	127.1	130.3	130.2	.5	.4	-.1	2.7	3.0	2.4
Colleges and universities	126.0	129.0	129.5	.4	.8	.4	3.7	2.8	2.8
Public administration	125.4	128.5	129.4	1.0	.9	.7	3.2	3.5	3.2

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 Formerly called hospitals and other services.

Table 3. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Private industry workers	124.5	126.9	128.2	0.8	0.6	1.0	2.9	2.8	3.0
Excluding sales	125.0	127.4	128.5	.9	.7	.9	3.0	2.8	2.8
White-collar occupations	125.3	127.9	129.5	1.0	.7	1.3	3.1	3.1	3.4
Excluding sales	126.3	128.9	130.5	1.0	.9	1.2	3.2	3.0	3.3
Professional specialty and technical	127.7	130.4	132.2	.7	.9	1.4	2.5	2.8	3.5
Executive, administrative, and managerial	124.9	127.2	128.8	1.3	.8	1.3	3.8	3.2	3.1
Sales	120.2	123.1	125.1	.5	-.1	1.6	2.6	2.9	4.1
Administrative support, including clerical	126.5	129.2	130.4	1.1	.9	.9	3.3	3.3	3.1
Blue-collar occupations	123.5	125.7	126.2	.7	.5	.4	2.7	2.5	2.2
Precision production, craft, and repair	123.4	125.7	126.2	.7	.2	.4	2.7	2.6	2.3
Machine operators, assemblers, and inspectors	124.2	126.2	126.8	.6	.9	.5	2.4	2.3	2.1
Transportation and material moving	121.8	123.5	123.7	1.0	.5	.2	2.8	2.4	1.6
Handlers, equipment cleaners, helpers, and laborers	124.1	127.0	127.7	1.0	.9	.6	3.2	3.3	2.9
Service occupations	123.4	125.3	126.1	.4	.5	.6	2.3	2.0	2.2
Production and nonsupervisory occupations 1	124.1	126.5	127.7	.8	.6	.9	2.8	2.8	2.9
Goods-producing industries 2	125.3	127.4	128.0	.8	.7	.5	2.9	2.5	2.2
Excluding sales occupations	124.9	127.1	127.7	.7	.8	.5	2.9	2.5	2.2
White-collar occupations	127.2	129.0	129.6	1.0	.7	.5	3.4	2.5	1.9
Excluding sales	126.2	128.3	129.0	1.0	.9	.5	3.5	2.6	2.2
Blue-collar occupations	124.1	126.4	127.0	.6	.7	.5	2.5	2.4	2.3
Service occupations	127.3	129.6	130.5	.8	.6	.7	3.1	2.6	2.5
Construction	121.1	123.4	124.4	.2	.2	.8	2.1	2.2	2.7
Manufacturing	126.2	128.4	128.9	.9	.9	.4	3.0	2.6	2.1
White-collar occupations	127.4	129.5	130.0	1.1	.6	.4	3.8	2.8	2.0
Excluding sales	126.1	128.4	129.0	1.0	.8	.5	4.0	2.8	2.3
Blue-collar occupations	125.3	127.5	128.2	.6	1.0	.5	2.5	2.4	2.3
Service occupations	128.0	130.2	131.2	.8	.5	.8	3.4	2.5	2.5
Durables	127.0	129.1	129.5	1.0	.7	.3	3.3	2.6	2.0
Nondurables	124.7	127.0	127.9	.7	1.0	.7	2.5	2.6	2.6
Service-producing industries 3	123.9	126.5	128.1	.9	.6	1.3	2.9	3.0	3.4
Excluding sales occupations	125.0	127.5	128.9	1.0	.7	1.1	3.0	3.0	3.1
White-collar occupations	124.6	127.4	129.3	1.0	.7	1.5	3.0	3.2	3.8
Excluding sales	126.4	129.1	130.9	1.0	.9	1.4	3.0	3.2	3.6
Blue-collar occupations	122.1	124.2	124.5	1.2	.2	.2	3.1	2.9	2.0
Service occupations	123.0	124.9	125.6	.4	.6	.6	2.3	2.0	2.1
Transportation and public utilities	124.0	127.0	128.0	1.6	.8	.8	4.0	4.0	3.2
Transportation	122.3	125.7	127.1	1.7	.8	1.1	4.4	4.5	3.9
Public utilities	126.1	128.5	129.0	1.4	.8	.4	3.6	3.3	2.3
Communications	126.3	128.3	128.0	1.9	.7	-.2	4.4	3.5	1.3
Electric, gas, and sanitary services	125.9	128.7	130.3	.9	.8	1.2	2.6	3.1	3.5
Wholesale and retail trade	121.7	124.2	125.7	.9	.3	1.2	3.5	3.0	3.3
Excluding sales occupations	122.4	125.2	126.0	1.2	.9	.6	3.2	3.6	2.9

See footnotes at end of table.

Table 3. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Wholesale trade	123.2	126.8	127.5	1.4	0.6	0.6	4.5	4.4	3.5
Excluding sales occupations	124.4	127.3	127.6	2.0	.9	.2	4.3	4.3	2.6
Retail trade	120.9	122.8	124.7	.7	.2	1.5	2.9	2.2	3.1
General merchandise stores	120.1	121.7	122.5	.7	.6	.7	4.2	2.0	2.0
Food stores	120.8	122.5	123.7	.7	.6	1.0	1.0	2.1	2.4
Finance, insurance, and real estate	120.2	123.5	124.7	1.1	.7	1.0	2.1	3.9	3.7
Excluding sales occupations	123.7	126.1	127.7	1.6	.6	1.3	3.3	3.5	3.2
Banking, savings and loan, and other credit agencies	123.5	125.4	127.1	2.5	.5	1.4	4.0	4.1	2.9
Insurance	123.5	126.0	127.9	1.0	.9	1.5	3.0	3.0	3.6
Excluding sales occupations	127.6	130.3	132.3	.9	.5	1.5	2.6	3.0	3.7
Services	127.5	129.7	131.6	.7	.6	1.5	2.5	2.4	3.2
Business services	124.5	126.5	128.8	1.2	.6	1.8	2.6	2.8	3.5
Health services	129.7	132.3	132.9	.8	.8	.5	2.4	2.8	2.5
Hospitals	128.9	131.4	132.3	.2	.8	.7	1.7	2.2	2.6
Nursing homes	-	-	-	1.1	1.1	.5	3.1	3.5	2.8
Educational services	128.8	134.0	134.6	.3	.6	.4	3.5	4.4	4.5
Colleges and universities	129.3	135.7	136.3	.4	.8	.4	2.9	5.4	5.4
Nonmanufacturing industries	123.7	126.2	127.6	.9	.6	1.1	2.8	2.9	3.2
White-collar occupations	124.7	127.3	129.2	1.0	.6	1.5	3.0	3.1	3.6
Excluding sales	126.4	129.0	130.8	1.0	.8	1.4	2.9	3.1	3.5
Blue-collar occupations	121.5	123.8	124.2	.8	.2	.3	2.8	2.7	2.2
Service occupations	123.0	124.8	125.5	.5	.5	.6	2.3	2.0	2.0

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

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.
- Data not available.

Table 4. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Workers, by bargaining status									
Union	125.1	127.9	128.5	0.7	0.9	0.5	2.6	3.0	2.7
Blue-collar occupations	124.0	126.5	126.7	.5	.6	.2	2.3	2.5	2.2
Goods-producing industries ¹	125.2	127.5	127.7	.4	.6	.2	2.2	2.2	2.0
Service-producing industries ²	124.8	128.2	129.1	1.0	1.1	.7	3.1	3.7	3.4
Manufacturing	126.3	128.2	128.5	.4	.9	.2	2.2	1.9	1.7
Blue-collar occupations	126.1	127.9	128.0	.4	.9	.1	2.1	1.8	1.5
Nonmanufacturing	124.0	127.4	128.0	.8	1.0	.5	2.9	3.6	3.2
Nonunion	124.3	126.7	128.1	.9	.6	1.1	3.0	2.8	3.1
Blue-collar occupations	123.0	125.1	125.8	.9	.5	.6	2.8	2.6	2.3
Goods-producing industries ¹	125.2	127.3	128.1	.9	.7	.6	3.0	2.6	2.3
Service-producing industries ²	123.8	126.2	127.9	.9	.5	1.3	2.9	2.9	3.3
Manufacturing	126.1	128.3	129.0	1.0	.8	.5	3.4	2.8	2.3
Blue-collar occupations	124.5	127.0	127.9	.8	1.0	.7	2.7	2.8	2.7
Nonmanufacturing	123.6	126.0	127.6	.9	.6	1.3	2.8	2.9	3.2
Workers, by region ³									
Northeast	125.6	127.9	129.0	1.0	.4	.9	3.3	2.9	2.7
South	123.7	126.0	127.5	1.0	.6	1.2	3.1	2.9	3.1
Midwest	125.8	128.4	129.2	.6	.5	.6	2.4	2.7	2.7
West	122.6	125.1	126.6	.7	1.0	1.2	2.7	2.8	3.3
Workers, by area size									
Metropolitan areas	124.5	127.0	128.4	.9	.6	1.1	3.0	2.9	3.1
Other areas	124.8	126.6	127.1	1.1	.4	.4	2.9	2.5	1.8

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 5. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Civilian workers	121.3	123.9	125.2	0.7	0.6	1.0	3.0	2.9	3.2
Excluding sales	121.7	124.2	125.4	.8	.6	1.0	3.1	2.9	3.0
Workers, by occupational group									
White-collar occupations	122.4	125.1	126.6	.7	.6	1.2	3.0	3.0	3.4
Excluding sales	123.2	125.9	127.3	.8	.7	1.1	3.1	3.0	3.3
Professional specialty and technical ...	124.2	127.0	128.3	.6	.7	1.0	2.9	2.8	3.3
Executive, administrative, and managerial	122.2	124.9	126.7	1.2	.9	1.4	3.5	3.4	3.7
Administrative support, including clerical	122.8	125.3	126.4	1.0	.8	.9	3.3	3.0	2.9
Blue-collar occupations	119.2	121.5	122.5	.8	.3	.8	2.9	2.8	2.8
Service occupations	121.2	123.4	124.2	.7	.5	.6	3.1	2.5	2.5
Workers, by industry division									
Goods-producing ¹	120.5	122.8	123.8	.8	.6	.8	3.0	2.7	2.7
Manufacturing	121.9	124.3	125.2	.9	.6	.7	3.3	2.9	2.7
Service-producing ²	121.7	124.4	125.8	.8	.6	1.1	3.0	3.1	3.4
Services	124.4	126.9	128.4	.7	.6	1.2	2.9	2.8	3.2
Health services	126.1	128.4	129.3	.6	.7	.7	2.7	2.4	2.5
Hospitals	125.5	127.8	128.5	.5	.8	.5	2.5	2.3	2.4
Educational services	125.0	128.5	128.7	.6	.5	.2	3.3	3.4	3.0
Public administration	121.9	124.2	125.0	1.1	.8	.6	3.4	3.0	2.5
Nonmanufacturing	121.1	123.8	125.1	.7	.6	1.1	2.9	3.0	3.3
State and local government workers	124.3	127.3	127.8	.7	.6	.4	3.2	3.2	2.8
Workers, by occupational group									
White-collar occupations	124.4	127.5	127.9	.6	.6	.3	3.2	3.2	2.8
Professional specialty and technical ...	124.8	128.0	128.2	.5	.5	.2	3.1	3.1	2.7
Executive, administrative, and managerial	124.1	127.2	127.9	1.4	1.0	.6	3.6	3.9	3.1
Administrative support, including clerical	122.5	125.1	125.9	.7	.6	.6	3.0	2.8	2.8
Blue-collar occupations	123.1	125.7	126.6	.5	.7	.7	2.8	2.6	2.8
Service occupations	124.6	127.3	128.1	1.1	.6	.6	4.1	3.2	2.8
Workers, by industry division									
Services	124.9	128.2	128.5	.6	.5	.2	3.1	3.2	2.9
Excluding schools ³	125.0	127.3	128.2	.8	.3	.7	3.1	2.7	2.6
Health services	126.0	128.5	129.2	.6	.5	.5	3.4	2.6	2.5
Hospitals	125.8	128.3	129.0	.6	.5	.5	3.8	2.6	2.5
Educational services	124.8	128.3	128.4	.5	.5	.1	3.2	3.3	2.9
Schools	125.0	128.4	128.6	.6	.5	.2	3.3	3.3	2.9
Elementary and secondary	125.5	129.2	129.1	.5	.4	-.1	3.1	3.4	2.9
Colleges and universities	123.2	126.0	126.8	.6	.8	.6	3.9	2.9	2.9
Public administration	121.9	124.2	125.0	1.1	.8	.6	3.4	3.0	2.5

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 Formerly called hospitals and other services.

Table 6. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Private industry workers	120.6	123.1	124.6	0.8	0.6	1.2	2.9	2.8	3.3
Excluding sales	121.0	123.4	124.8	.8	.7	1.1	3.0	2.8	3.1
White-collar occupations	121.7	124.4	126.2	.7	.6	1.4	2.9	3.0	3.7
Excluding sales	122.8	125.4	127.1	.9	.9	1.4	3.2	3.0	3.5
Professional specialty and technical	123.7	126.4	128.2	.6	.9	1.4	2.7	2.8	3.6
Executive, administrative, and managerial	121.9	124.5	126.5	1.2	.9	1.6	3.5	3.3	3.8
Sales	116.9	120.2	122.3	.2	-.2	1.7	1.8	3.0	4.6
Administrative support, including clerical	122.9	125.3	126.5	1.1	.8	1.0	3.3	3.0	2.9
Blue-collar occupations	119.0	121.3	122.2	.8	.4	.7	2.9	2.8	2.7
Precision production, craft, and repair	118.8	121.1	121.9	.8	.1	.7	2.9	2.7	2.6
Machine operators, assemblers, and inspectors	119.6	122.3	123.3	.7	.7	.8	2.9	2.9	3.1
Transportation and material moving	117.0	118.6	119.7	1.2	.1	.9	3.1	2.6	2.3
Handlers, equipment cleaners, helpers, and laborers	120.1	122.8	123.7	1.0	1.1	.7	3.0	3.3	3.0
Service occupations	119.4	121.4	122.2	.5	.5	.7	2.7	2.2	2.3
Production and nonsupervisory occupations ¹	119.9	122.4	123.8	.7	.5	1.1	2.8	2.8	3.3
Goods-producing industries ²	120.4	122.8	123.8	.7	.6	.8	3.0	2.7	2.8
Excluding sales occupations	119.9	122.3	123.4	.7	.6	.9	3.0	2.7	2.9
White-collar occupations	123.0	125.1	126.0	.8	.6	.7	3.3	2.5	2.4
Excluding sales	121.8	124.1	125.2	.8	.7	.9	3.5	2.7	2.8
Blue-collar occupations	118.8	121.4	122.4	.6	.6	.8	2.8	2.8	3.0
Service occupations	120.6	123.5	124.4	.8	.6	.7	3.6	3.2	3.2
Construction	114.8	117.2	118.2	.1	.3	.9	2.3	2.2	3.0
Manufacturing	121.9	124.3	125.2	.9	.6	.7	3.3	2.9	2.7
White-collar occupations	123.9	125.9	126.8	1.0	.5	.7	3.7	2.6	2.3
Excluding sales	122.4	124.7	125.8	.8	.6	.9	3.7	2.7	2.8
Blue-collar occupations	120.4	123.1	124.2	.8	.7	.9	3.0	3.0	3.2
Service occupations	121.5	124.3	125.3	.7	.5	.8	4.0	3.1	3.1
Durables	121.9	124.2	125.0	.9	.5	.6	3.5	2.8	2.5
Nondurables	121.9	124.4	125.7	.9	.9	1.0	3.0	3.0	3.1
Service-producing industries ³	120.7	123.3	124.9	.8	.6	1.3	2.9	3.0	3.5
Excluding sales occupations	121.8	124.3	125.8	.9	.7	1.2	3.0	3.0	3.3
White-collar occupations	121.3	124.1	126.1	.7	.7	1.6	2.8	3.1	4.0
Excluding sales	123.2	125.8	127.7	.9	.9	1.5	3.0	3.0	3.7
Blue-collar occupations	119.2	121.1	121.8	1.4	.0	.6	3.2	3.0	2.2
Service occupations	119.3	121.3	122.0	.5	.5	.6	2.6	2.2	2.3
Transportation and public utilities	121.2	123.7	124.5	1.3	.7	.6	4.1	3.4	2.7
Transportation	119.0	121.6	122.7	1.3	.5	.9	4.2	3.5	3.1
Public utilities	123.9	126.1	126.6	1.3	.7	.4	4.0	3.1	2.2
Communications	124.3	126.2	126.2	1.8	.7	.0	5.0	3.4	1.5
Electric, gas, and sanitary services	123.4	125.9	127.0	.8	.6	.9	2.9	2.9	2.9
Wholesale and retail trade	119.4	122.1	123.9	.8	.4	1.5	3.4	3.1	3.8
Excluding sales occupations	120.2	123.2	124.4	1.2	1.1	1.0	3.2	3.7	3.5

See footnotes at end of table.

Table 6. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Wholesale trade	120.9	125.1	126.1	0.8	1.0	0.8	4.0	4.3	4.3
Excluding sales occupations	122.2	125.6	126.2	1.7	1.5	.5	3.7	4.5	3.3
Retail trade	118.7	120.6	122.9	.8	.1	1.9	3.0	2.4	3.5
General merchandise stores	117.9	120.0	121.0	.3	.8	.8	3.4	2.1	2.6
Food stores	117.8	119.0	120.5	.4	.3	1.3	.7	1.4	2.3
Finance, insurance, and real estate	115.0	118.8	119.7	.7	.7	.8	1.1	4.0	4.1
Excluding sales occupations	119.3	121.7	123.3	1.6	.5	1.3	3.3	3.7	3.4
Banking, savings and loan, and other credit agencies	119.2	121.2	122.9	2.6	.7	1.4	3.9	4.3	3.1
Insurance	119.8	122.2	123.8	1.0	.9	1.3	3.3	3.0	3.3
Excluding sales occupations	123.8	126.3	128.0	.9	.5	1.3	2.7	2.9	3.4
Services	123.9	126.1	128.2	.7	.6	1.7	2.6	2.5	3.5
Business services	122.1	124.3	126.6	1.4	.6	1.9	2.8	3.2	3.7
Health services	126.2	128.4	129.3	.6	.7	.7	2.5	2.4	2.5
Hospitals	125.4	127.7	128.4	.5	.9	.5	2.1	2.3	2.4
Nursing homes	-	-	-	1.1	1.0	.7	3.3	3.4	3.1
Educational services	125.6	129.3	130.0	.4	.5	.5	3.6	3.4	3.5
Colleges and universities	125.5	130.1	130.6	.5	.9	.4	2.9	4.2	4.1
Nonmanufacturing industries	120.0	122.6	124.2	.8	.6	1.3	2.7	2.9	3.5
White-collar occupations	121.1	123.9	125.9	.7	.6	1.6	2.7	3.1	4.0
Excluding sales	122.9	125.5	127.4	.9	.9	1.5	2.9	3.0	3.7
Blue-collar occupations	117.5	119.5	120.4	.9	.1	.8	2.9	2.7	2.5
Service occupations	119.2	121.2	121.9	.5	.5	.6	2.5	2.2	2.3

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

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.
- Data not available.

Table 7. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Workers, by bargaining status									
Union	119.8	122.2	122.8	0.6	0.6	0.5	2.8	2.6	2.5
Blue-collar occupations	118.2	120.4	120.8	.5	.3	.3	2.7	2.4	2.2
Goods-producing industries ¹	118.4	120.5	121.3	.4	.2	.7	2.6	2.2	2.4
Service-producing industries ²	121.6	124.3	124.7	.8	.9	.3	3.1	3.1	2.5
Manufacturing	119.8	121.9	122.9	.5	.5	.8	2.7	2.3	2.6
Blue-collar occupations	119.5	121.6	122.5	.5	.5	.7	2.7	2.3	2.5
Nonmanufacturing	119.8	122.3	122.7	.7	.6	.3	2.9	2.8	2.4
Nonunion	120.8	123.3	125.0	.8	.6	1.4	2.9	2.9	3.5
Blue-collar occupations	119.5	121.9	123.1	1.0	.4	1.0	3.1	3.0	3.0
Goods-producing industries ¹	121.3	123.7	124.8	.8	.7	.9	3.1	2.8	2.9
Service-producing industries ²	120.5	123.1	124.9	.8	.6	1.5	2.8	3.0	3.7
Manufacturing	122.7	125.1	126.1	1.0	.6	.8	3.5	3.0	2.8
Blue-collar occupations	121.2	124.2	125.4	1.0	.9	1.0	3.1	3.5	3.5
Nonmanufacturing	120.0	122.6	124.4	.8	.6	1.5	2.7	2.9	3.7
Workers, by region ³									
Northeast	121.3	123.6	124.9	.9	.4	1.1	3.0	2.8	3.0
South	120.0	122.5	124.3	.8	.6	1.5	2.9	2.9	3.6
Midwest	120.9	123.5	124.9	.7	.4	1.1	2.9	2.8	3.3
West	119.9	122.7	123.9	.8	1.1	1.0	2.8	3.1	3.3
Workers, by area size									
Metropolitan areas	120.6	123.2	124.8	.8	.7	1.3	2.9	2.9	3.5
Other areas	120.5	122.4	123.2	1.3	.2	.7	3.0	2.9	2.2

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. 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					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
Civilian workers	133.8	136.2	136.8	1.0	0.7	0.4	2.8	2.8	2.2
State and local government workers	131.1	134.4	135.0	.5	.6	.4	2.5	3.0	3.0
Private industry workers	134.5	136.6	137.2	1.1	.7	.4	2.9	2.7	2.0
Workers, by occupational group									
White-collar occupations	135.2	137.5	138.7	1.4	.7	.9	3.6	3.2	2.6
Blue-collar occupations	133.3	135.2	134.8	.6	.8	-.3	2.1	2.0	1.1
Service occupations	135.0	136.5	137.0	.2	.6	.4	1.6	1.3	1.5
Workers, by industry division									
Goods-producing industries ¹	135.9	137.5	137.2	.8	1.0	-.2	2.4	2.0	1.0
Service-producing industries ²	133.2	135.6	136.7	1.3	.6	.8	3.3	3.1	2.6
Manufacturing	135.4	137.0	136.7	.8	1.1	-.2	2.6	2.0	1.0
Nonmanufacturing	133.9	136.2	137.1	1.2	.6	.7	3.1	2.9	2.4
Workers, by bargaining status									
Union workers	134.8	138.5	138.9	.8	1.4	.3	2.2	3.6	3.0
Nonunion workers	134.2	135.9	136.6	1.1	.5	.5	3.2	2.4	1.8

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.

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

Table 9. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation

Series	Indexes (June 1989=100)			Percent changes for					
	Mar. 1995	Dec. 1995	Mar. 1996	3 months ended			12 months ended		
				Mar. 1995	Dec. 1995	Mar. 1996	Mar. 1995	Dec. 1995	Mar. 1996
COMPENSATION									
Aircraft manufacturing (SIC 3721)	130.6	133.9	136.8	1.1	1.8	2.2	3.5	3.6	4.7
White-collar occupations	126.7	128.9	132.3	1.1	.9	2.6	3.3	2.9	4.4
Blue-collar occupations	135.7	140.9	143.1	1.1	3.4	1.6	3.7	5.0	5.5
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721)	125.7	128.0	128.9	0.7	0.5	0.7	2.7	2.6	2.5
White-collar occupations	121.0	123.1	124.0	.7	.3	.7	2.5	2.4	2.5
Blue-collar occupations	132.7	135.1	136.2	.8	.7	.8	3.1	2.6	2.6
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721)	141.0	146.6	154.0	1.9	4.3	5.0	4.9	5.9	9.2
White-collar occupations	140.1	142.5	152.0	2.0	1.9	6.7	4.9	3.8	8.5
Blue-collar occupations	141.6	151.9	156.2	1.7	8.0	2.8	4.9	9.1	10.3

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

EXPLANATORY NOTE

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

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

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

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

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of nearly 21,000 occupations within about 4,100 sample establishments in private industry and nearly 6,000 occupations within about 900 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

Within an establishment, specific job categories are selected to represent broader occupational definitions. 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. Beginning with March 1995, the jobs are classified according to the 1990 Census, which differs little from the 1980 Census.

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. Beginning in March 1995, 1990 employment counts primarily from the Bureau's Occupational Employment Survey were used. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," that was published in the June 1995 issue of Compensation and Working Conditions and that is available upon request. From June 1986 through December 1994, employment counts from the 1980 Census were 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 September 1989," in the April 1990 issue of the Monthly Labor Review.

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to spot. 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, so they are not necessarily a weighted average of the component occupation series.

The costs per hour worked of compensation components, based on March 1995 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1995." 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 1990 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, 1975-95, (Bulletin 2466); a chapter in the BLS Handbook of Methods (Bulletin 2414), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

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