

News

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Bureau of Labor Statistics

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EMPLOYMENT COST INDEX - MARCH 1991

The Employment Cost Index (ECI) increased 1.4 percent before seasonal adjustment in the 3 months ended in March 1991, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1991 ECI level of 109.1 (June 1989=100) was 4.6 percent higher than the index in March 1990. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

On a seasonally adjusted basis, the ECI rose 1.2 percent in the December 1990-March 1991 period; the rise in the September-December 1990 period was 1.0 percent.

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended							Unadjusted 12-months ended Mar. 1991	
	1989			1990			1991		
	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	Mar.	
Compensation costs..	1.1	1.4	1.2	1.5	1.2	1.1	1.0	1.2	4.6
Wages and salaries.	1.0	1.2	1.1	1.1	1.2	1.0	.9	1.2	4.2
Benefit costs.....	1.8	1.8	1.6	2.0	1.5	1.5	1.5	1.4	5.9

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 4.6 percent for the year ended in March 1991--down from 4.9 percent for the year ending December 1990. (See table 4.) The lower increases in the March 1990-91 period reflects little change in the rate of wage and salary gains (4.2 percent, compared with 4.3 percent), coupled with a marked slowdown in benefit cost increases (5.9 percent, down from 6.7 percent). (See tables 7 and 10.) The slowdown in the rate of increase in benefit costs occurred as relatively large increases in health insurance costs and workers' compensation insurance rates were dampened by lower increases in pension costs and nonproduction bonuses.

Compensation increases in private industry for the year ended in March 1991 were higher for white-collar occupations (4.7 percent) than for blue-collar (4.3 percent) or service occupations (4.2 percent). Compensation gains for white-collar occupational groups ranged from 4.2 percent for clerical workers and for sales workers to 5.0 percent for professional and technical workers and for executives, administrators, and managers. Increases for blue-collar workers varied from 3.1 percent for transportation and material moving occupations to 4.4 percent for craft workers and for machine operators, assemblers, and inspectors. (See table 5.)

Over-the-year compensation gains were about the same in private goods-producing industries (4.4 percent) as in service-producing industries (4.5 percent). Within the service-producing industries, compensation increases ranged from 2.3 percent in transportation to 6.5 percent in hospitals and business services. Compensation gains among the goods-producing industries ranged from 4.2 percent in construction to 4.5 percent in nondurable goods manufacturing.

Compensation increases for nonunion workers (4.5 percent) exceeded those for union workers (4.1 percent) for the year ended in March 1991, as they have almost without exception since March 1983-84. This pattern held for service-producing but not for goods-producing industries. (See table 6.)

ECI data for June 1991 will be released on Tuesday, July 30, 1991, at 8:30 A.M. (EDT).

Changes in wages and salaries and benefit costs, private industry, 1980-1991

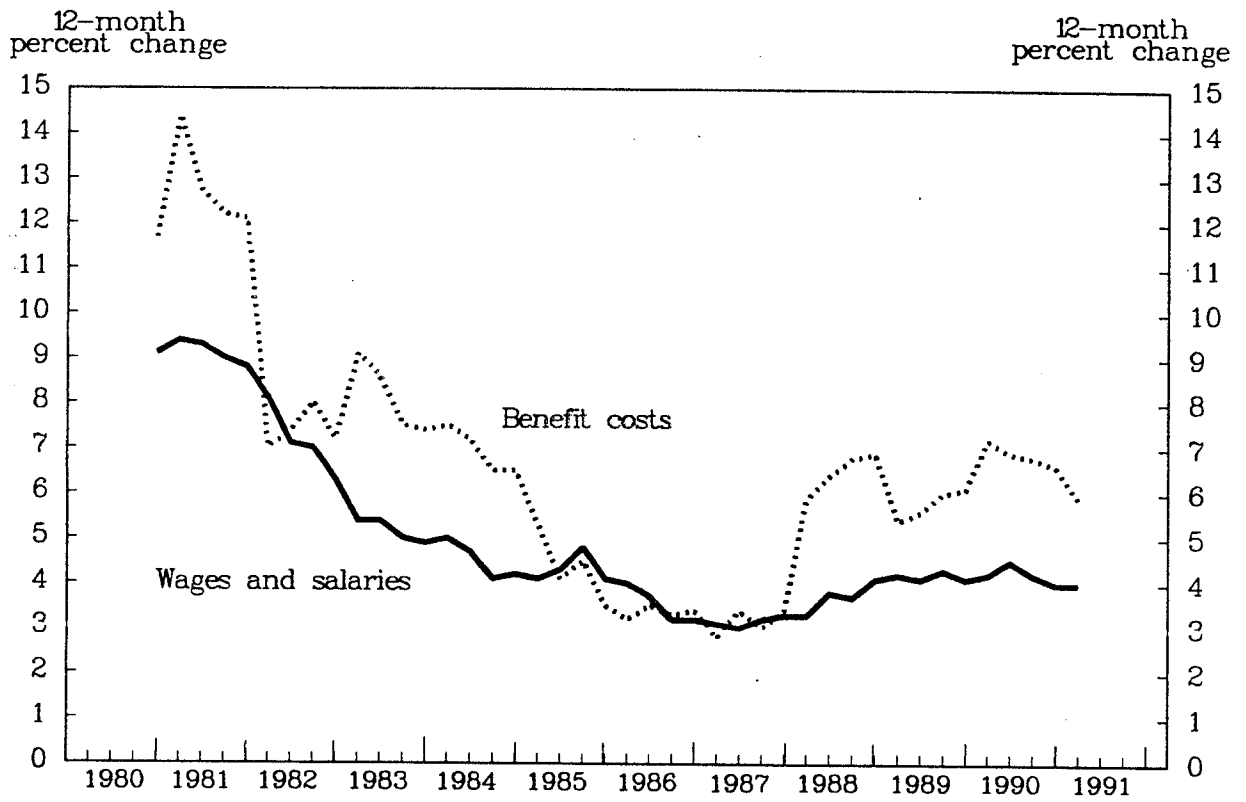


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Dec. 1990	Mar. 1991	Jun. 1989	Sep. 1989	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991
	Civilian workers.....	107.7	109.0	1.1	1.4	1.2	1.5	1.2	1.1	1.0
State and local government.....	110.2	111.9	1.5	1.8	1.4	1.6	1.5	1.2	1.4	1.6
Private industry workers.....	107.2	108.4	1.2	1.3	1.1	1.4	1.3	1.0	.9	1.1
White-collar occupations 3/.....	107.6	109.0	1.1	1.4	1.0	1.7	1.3	1.1	.7	1.5
Blue-collar occupations.....	106.6	107.8	1.2	1.2	1.0	1.3	1.2	1.0	.9	1.1
Service occupations.....	107.1	108.2	1.0	1.1	1.2	1.2	1.3	.9	1.2	1.0
Goods-producing industries 1/.....	107.2	108.4	1.1	1.2	1.1	1.5	1.3	1.0	.9	1.1
Construction.....	105.7	107.5	.8	1.2	1.4	1.7	1.0	.9	.6	1.7
Manufacturing.....	107.5	108.6	1.2	1.3	1.1	1.5	1.3	1.2	.9	1.0
Durables.....	107.5	108.3	1.1	1.3	1.3	1.3	1.2	1.3	1.0	.7
Nondurables.....	107.6	108.7	1.2	1.3	.9	1.9	1.3	1.1	.9	1.0
Service-producing industries 2/.....	107.2	108.5	1.1	1.4	1.2	1.3	1.3	1.0	.9	1.2
Transportation and public utilities.....	105.6	105.9	1.3	.7	.9	1.4	.2	1.0	1.2	.5
Wholesale trade.....	106.3	107.8	1.2	2.6	1.9	.6	.4	.3	.6	1.4
Retail trade.....	106.2	107.5	1.4	1.3	.8	1.4	1.3	.9	.8	1.2
Finance, insurance, and real estate 3/.....	105.5	108.3	1.7	1.4	1.0	1.2	1.8	1.0	1.1	2.7
Services.....	109.4	110.6	1.5	1.3	1.4	1.7	1.9	1.0	1.4	1.1

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								
	Dec. 1990	Mar. 1991	Jun. 1989	Sep. 1989	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	
Civilian workers.....	106.7	108.0	1.0	1.2	1.1	1.1	1.2	1.0	0.9	1.2	
State and local government.....	109.1	110.7	1.3	1.5	1.3	1.4	1.3	1.2	1.1	1.5	
Private industry workers.....	106.2	107.3	.9	1.1	1.1	1.1	1.1	1.0	.8	1.0	
White-collar occupations ^{3/}	106.6	107.9	1.0	1.4	1.0	1.2	1.3	1.0	.6	1.2	
Blue-collar occupations ^{3/}	105.2	106.4	1.0	1.0	.6	1.1	1.1	.8	.6	1.1	
Service occupations.....	106.2	106.9	.8	.9	1.2	.9	1.2	.8	1.0	.7	
Goods-producing industries ^{1/3/}	105.8	107.0	.9	1.0	1.0	1.1	1.1	.9	.7	1.1	
Construction.....	103.7	105.3	.6	1.0	.8	.5	.7	.4	.4	1.5	
Manufacturing ^{3/}	106.2	107.4	1.0	.9	1.0	1.4	1.2	.9	.8	1.1	
Durables ^{3/}	106.1	107.3	1.0	.7	1.2	1.3	1.1	1.0	.8	1.1	
Nondurables ^{3/}	106.3	107.6	1.0	1.1	.7	1.8	1.2	.9	.6	1.2	
Service-producing industries ^{2/}	106.4	107.6	.9	1.2	1.1	1.1	1.2	.9	.9	1.1	
Transportation and public utilities.....	104.9	105.2	.6	.6	.9	1.0	.7	.8	.9	1.3	
Wholesale trade.....	105.9	107.3	.6	2.8	2.2	1.0	.2	.2	.5	1.3	
Retail trade.....	105.6	106.5	.3	1.2	1.0	1.1	1.1	.7	.8	.9	
Finance, insurance, and real estate ^{3/}	104.8	107.0	1.7	.6	.7	1.5	1.7	1.4	-.1	2.1	
Services.....	108.4	109.4	1.3	1.0	1.3	1.5	1.8	.8	1.5	.9	

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								
	Dec. 1990	Mar. 1991	Jun. 1989	Sep. 1989	Dec. 1989	Mar. 1990	Jun. 1990	Sep. 1990	Dec. 1990	Mar. 1991	
	Civilian workers	110.4	111.9	1.8	1.8	1.6	2.0	1.5	1.5	1.5	1.4
State and local government	112.6	114.3	1.9	2.6	1.7	1.9	1.9	1.5	1.6	1.5	
Private industry workers.....	109.9	111.3	1.7	1.7	1.6	1.9	1.5	1.6	1.4	1.3	
White-collar occupations.....	110.2	111.7	1.8	1.7	1.6	2.0	1.6	1.7	1.4	1.4	
Blue-collar occupations	109.3	110.7	1.6	1.6	1.4	1.9	1.5	1.4	1.2	1.3	
Service occupations.....	110.1	111.8	1.9	1.8	1.3	2.2	1.4	1.3	1.6	1.5	
Goods-producing industries 1/.....	110.4	111.5	1.4	1.8	1.4	2.2	1.6	1.7	1.5	1.0	
Manufacturing.....	110.2	110.6	1.6	1.9	1.3	1.8	1.7	1.7	1.6	.4	
Service-producing industries 2/.....	109.5	111.0	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					
			3 Months Ended		12 Months Ended			
	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1991	Dec. 1991
Civilian workers	104.3	107.6	109.1	0.7	1.4	5.5	4.9	4.6
Excluding sales	104.3	107.8	109.2	.8	1.3	5.4	5.2	4.7
Workers, by occupational group								
White-collar occupations	104.6	108.3	109.8	.7	1.4	5.7	5.2	5.0
Excluding sales	104.7	108.5	110.0	.7	1.4	5.7	5.5	5.1
Professional specialty and technical	105.5	109.8	111.0	1.0	1.1	6.4	5.9	5.2
Executive, administrative, and managerial	104.0	107.7	109.4	.7	1.6	4.8	5.7	5.2
Administrative support, including clerical	104.4	107.8	109.2	.9	1.3	5.6	5.2	4.6
Blue-collar occupations	103.6	106.5	108.0	.7	1.4	4.9	4.4	4.2
Service occupations	104.2	108.0	109.4	1.3	1.3	5.0	5.1	5.0
Workers, by industry division								
Goods-producing 1/	103.9	107.1	108.6	.8	1.4	5.1	4.9	4.5
Manufacturing	104.0	107.2	108.6	.8	1.3	5.2	5.1	4.4
Service-producing 2/	104.4	108.0	109.5	.7	1.4	5.5	5.0	4.9
Services	105.5	110.2	111.5	1.1	1.2	6.4	6.3	5.7
Health services	105.9	110.9	112.6	1.6	1.5	7.1	6.7	6.3
Hospitals	105.6	110.9	112.2	1.6	1.2	7.0	6.9	6.3
Educational services	106.0	111.4	112.3	1.0	.8	6.5	6.3	5.9
Public administration	105.1	108.7	110.8	.8	1.9	5.9	5.3	5.4
Nonmanufacturing	104.3	107.8	109.4	.7	1.5	5.4	4.9	4.9
State and local government workers	105.8	110.4	111.8	.9	1.3	6.4	5.8	5.7
Workers, by occupational group								
White-collar occupations	106.1	110.9	112.2	.9	1.2	6.6	6.0	5.7
Professional specialty and technical	106.4	111.2	112.3	.8	1.0	6.9	6.2	5.5
Executive, administrative, and managerial	105.7	110.1	112.2	.7	1.9	6.1	5.8	6.1
Administrative support, including clerical	105.4	110.2	111.8	1.4	1.5	6.5	6.1	6.1
Blue-collar occupations	105.5	108.7	110.4	.5	1.6	6.2	4.8	4.6
Workers, by industry division								
Services	106.1	111.3	112.4	1.0	1.0	6.6	6.3	5.9
Excluding schools 3/	105.4	110.2	112.2	1.3	1.8	6.4	6.8	6.5
Health services	106.2	111.1	112.6	1.1	1.4	7.5	6.6	6.0
Hospitals	106.0	111.4	112.2	1.5	.9	7.5	6.6	5.8
Educational services	106.2	111.4	112.4	1.0	.9	6.7	6.2	5.8
Schools	106.4	111.6	112.5	.9	.8	6.8	6.0	5.7
Elementary and secondary	106.5	112.1	112.9	.9	.7	6.9	6.3	6.0
Colleges and universities	106.1	110.2	111.3	.9	1.0	6.5	5.3	4.9
Public administration	105.1	108.7	110.8	.8	1.9	5.9	5.3	5.4

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						
	Mar. 1990		Dec. 1990		Mar. 1991		3 Months Ended		12 Months Ended	
	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1990	Mar. 1991
Private industry workers	103.9	107.0	108.5	1.6	0.8	1.4	5.2	4.6	4.4	4.4
Excluding sales	103.9	107.1	108.6	1.8	.8	1.4	4.9	4.9	4.5	4.5
White-collar occupations	104.1	107.4	109.0	1.7	.7	1.5	5.3	4.9	4.7	4.7
Excluding sales	104.2	107.7	109.2	2.0	.7	1.4	5.3	5.4	4.8	4.8
Professional specialty and technical	104.9	108.7	110.1	1.9	1.1	1.3	6.0	5.6	5.0	5.0
Executive, administrative, and managerial	103.7	107.2	108.9	2.2	.6	1.6	4.6	5.6	5.0	5.0
Sales	103.6	106.0	108.0	.3	.1	1.9	5.4	2.6	4.2	4.2
Administrative support, including clerical	104.2	107.3	108.6	1.9	.8	1.2	5.4	4.9	4.2	4.2
Blue-collar occupations	103.5	106.4	107.9	1.6	.8	1.4	4.8	4.4	4.3	4.3
Precision production, craft, and repair	103.4	106.2	108.0	1.4	.6	1.7	4.8	4.1	4.4	4.4
Machine operators, assemblers, and inspectors	103.7	106.9	108.3	1.9	.9	1.3	4.9	5.0	4.4	4.4
Transportation and material moving	103.1	105.5	106.3	1.7	.6	.8	4.1	4.0	3.1	3.1
Handlers, equipment cleaners, helpers, and laborers	103.6	106.7	108.1	1.4	.9	1.3	4.9	4.4	4.3	4.3
Service occupations	103.9	107.3	108.3	1.4	1.5	.9	4.7	4.7	4.2	4.2
Production and nonsupervisory occupations	103.8	106.9	108.4	1.4	.8	1.4	5.1	4.4	4.4	4.4
Goods-producing industries ^{1/}	103.9	107.0	108.5	1.8	.8	1.4	5.1	4.8	4.4	4.4
Excluding sales occupations	103.9	107.0	108.4	1.7	.8	1.3	5.1	4.7	4.3	4.3
White-collar occupations	104.1	107.4	108.8	2.2	.7	1.3	5.2	5.4	4.5	4.5
Excluding sales	103.9	107.1	108.5	1.9	.7	1.3	4.9	5.0	4.4	4.4
Blue-collar occupations	103.9	106.9	108.4	1.6	.8	1.4	5.1	4.5	4.3	4.3
Service occupations	104.0	106.4	107.9	1.8	1.0	1.4	5.2	4.1	3.8	3.8
Construction	103.1	105.6	107.4	.7	.4	1.7	4.1	3.1	4.2	4.2
Manufacturing	104.0	107.2	108.6	2.0	.8	1.3	5.2	5.1	4.4	4.4
White-collar occupations	104.1	107.4	108.8	2.2	.6	1.3	5.2	5.4	4.5	4.5
Excluding sales	104.0	107.0	108.3	2.1	.6	1.2	5.1	5.0	4.1	4.1
Blue-collar occupations	104.0	107.2	108.5	1.9	.9	1.2	5.3	5.0	4.3	4.3
Service occupations	104.1	106.3	107.8	2.0	1.1	1.4	5.4	4.1	3.6	3.6
Durables	104.0	107.2	108.5	1.8	.8	1.2	5.1	4.9	4.3	4.3
Nondurables	104.1	107.4	108.8	2.2	.8	1.3	5.4	5.4	4.5	4.5

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						
	Mar. 1990		Mar. 1991		3 Months Ended		12 Months Ended		Mar. 1991	
	Dec. 1990	Mar. 1991	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1991
Service-producing industries 2/	103.8	107.0	108.5	1.5	0.8	1.4	5.1	4.6	5.1	4.5
Excluding sales occupations	103.9	107.3	108.7	1.8	.8	1.3	5.1	5.1	5.1	4.6
White-collar occupations	104.2	107.4	109.1	1.6	.7	1.6	5.5	4.7	4.7	4.7
Excluding sales	104.4	108.0	109.5	2.1	.8	1.4	5.5	5.6	5.6	4.9
Blue-collar occupations	102.6	105.4	106.6	1.5	.6	1.1	4.0	4.3	4.3	3.9
Service occupations	103.9	107.4	108.4	1.4	1.5	.9	4.6	4.8	4.6	4.3
Transportation and public utilities	103.0	105.1	106.0	1.8	.9	.9	4.4	3.9	4.4	2.9
Transportation	102.8	104.6	105.2	2.0	.8	.6	4.0	3.8	4.0	2.3
Public utilities	103.2	105.7	107.0	1.5	.9	1.2	4.5	3.9	4.5	3.7
Communications	103.1	105.2	106.0	1.5	1.0	.8	4.7	3.5	4.7	2.8
Electric, gas, and sanitary services	103.2	106.2	108.3	1.5	.7	2.0	4.0	4.4	4.0	4.9
Wholesale and retail trade	103.5	106.2	107.4	.9	.6	1.1	4.7	3.5	4.7	3.8
Excluding sales occupations	104.0	106.1	107.7	1.0	.7	1.5	3.8	4.0	3.8	4.6
Wholesale trade	103.8	106.5	107.8	1.3	.7	1.2	6.4	1.9	6.4	2.9
Excluding sales occupations	103.7	106.2	108.2	1.1	.8	1.9	4.9	3.5	4.9	4.3
Retail trade	103.0	106.0	107.3	1.4	.5	1.2	3.9	4.3	3.9	4.2
General merchandise stores	102.6	106.9	108.3	1.1	.9	1.3	2.1	5.3	2.1	5.6
Food stores	103.2	106.4	107.5	1.5	.7	1.0	3.4	4.6	3.4	4.2
Finance, insurance, and real estate	102.6	105.5	108.3	1.2	.1	2.7	4.4	4.0	4.4	5.6
Excluding sales occupations	103.5	106.7	108.6	2.5	.4	1.8	5.1	5.6	5.1	4.9
Banking, savings and loan, and other credit agencies	102.1	105.8	107.4	1.4	1.3	1.5	3.3	5.1	3.3	5.2
Insurance	103.2	106.0	107.4	2.2	-.5	1.3	5.0	5.0	5.0	4.1
Services	105.0	109.3	110.8	2.0	1.1	1.4	6.1	6.2	6.1	5.5
Business services	103.6	107.4	110.3	2.3	1.0	2.7	5.6	6.0	5.6	6.5
Health services	105.8	110.8	112.6	2.0	1.7	1.6	7.0	6.8	7.0	6.4
Hospitals	105.4	110.7	112.2	1.8	1.7	1.4	6.7	7.0	6.7	6.5
Educational services	105.4	111.4	111.9	1.2	1.1	1.4	6.4	6.9	6.4	6.2
Colleges and universities	105.2	110.6	111.3	1.3	.7	.6	6.3	6.6	6.3	5.8
Nonmanufacturing industries	103.8	106.9	108.5	1.5	.7	1.5	5.1	4.5	5.1	4.5
White-collar occupations	104.1	107.4	109.1	1.5	.7	1.6	5.4	4.7	5.4	4.8
Excluding sales	104.3	108.0	109.5	2.0	.9	1.4	5.4	5.6	5.4	5.0
Blue-collar occupations	102.9	105.6	107.2	1.2	.6	1.5	4.1	3.8	4.1	4.2
Service occupations	103.9	107.4	108.4	1.5	1.5	.9	4.7	4.9	4.7	4.3

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						
			3 Months Ended		12 Months Ended				
	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1991	Dec. 1991	
Workers, by bargaining status									
Union.....	103.3	106.2	107.5	1.5	1.0	1.2	4.3	4.1	4.1
Blue-collar occupations.....	103.0	105.9	107.4	1.3	1.0	1.4	4.1	4.1	4.3
Goods-producing industries 1/.....	103.3	106.3	107.9	1.4	1.1	1.5	4.4	4.3	4.5
Service-producing industries 2/.....	103.2	106.0	107.1	1.5	1.0	1.0	4.1	4.2	3.8
Manufacturing.....	103.6	106.6	108.1	1.6	1.2	1.4	4.6	4.5	4.3
Blue-collar occupations.....	103.5	106.5	108.1	1.6	1.3	1.5	4.5	4.5	4.4
Nonmanufacturing.....	103.0	105.9	107.1	1.4	1.0	1.1	4.1	4.2	4.0
Nonunion.....	104.1	107.3	108.8	1.7	.7	1.4	5.4	4.8	4.5
Blue-collar occupations.....	103.9	106.8	108.3	1.8	.5	1.4	5.3	4.6	4.2
Goods-producing industries 1/.....	104.2	107.4	108.8	1.9	.7	1.3	5.4	5.0	4.4
Service-producing industries 2/.....	103.9	107.2	108.8	1.5	.7	1.5	5.3	4.7	4.7
Manufacturing.....	104.2	107.6	108.8	2.1	.7	1.1	5.5	5.4	4.4
Blue-collar occupations.....	104.4	107.9	109.0	2.0	.7	1.0	5.8	5.4	4.4
Nonmanufacturing.....	104.0	107.2	108.8	1.6	.7	1.5	5.3	4.7	4.6
Workers, by region 5/									
Northeast.....	104.4	107.6	109.4	1.5	1.0	1.7	5.8	4.6	4.8
South.....	104.0	106.9	108.4	1.8	.6	1.4	5.1	4.6	4.2
Midwest.....	103.5	107.1	108.5	1.6	.8	1.3	4.7	5.1	4.8
West.....	103.3	106.3	107.5	1.5	.7	1.1	4.6	4.4	4.1
Workers, by area size									
Metropolitan areas.....	103.9	107.1	108.5	1.7	.8	1.3	5.2	4.8	4.4
Other areas.....	103.6	106.8	108.4	1.6	.8	1.5	4.2	4.7	4.6

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					
	1990		1991		1991		1990		1990		1991	
	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.	Mar.	Dec.
Civilian workers	103.6	106.8	108.0	108.0	1.2	0.7	1.1	1.1	4.4	4.4	4.3	4.2
Excluding sales	103.6	106.8	108.0	108.0	1.3	.7	1.1	1.1	4.4	4.4	4.4	4.2
Workers, by occupational group												
White-collar occupations	104.1	107.4	108.7	108.7	1.3	.6	1.2	1.2	4.9	4.9	4.5	4.4
Excluding sales	104.2	107.8	109.0	109.0	1.6	.7	1.1	1.1	4.9	4.9	5.1	4.6
Professional specialty and technical	104.8	108.8	109.9	109.9	1.5	.8	1.0	1.0	5.4	5.4	5.3	4.9
Executive, administrative, and managerial	103.6	107.2	108.5	108.5	1.8	.7	1.2	1.2	4.3	4.3	5.3	4.7
Administrative support, including clerical	103.7	106.7	107.9	107.9	1.3	.8	1.1	1.1	4.6	4.6	4.2	4.1
Blue-collar occupations	102.8	105.4	106.6	106.6	1.1	.7	1.1	1.1	3.8	3.8	3.6	3.7
Service occupations	103.4	106.8	107.8	107.8	.9	1.1	.9	.9	4.0	4.0	4.2	4.3
Workers, by industry division												
Goods-producing ^{1/}	103.1	105.8	107.0	107.0	1.2	.7	1.1	1.1	4.1	4.1	3.8	3.8
Manufacturing	103.3	106.2	107.4	107.4	1.4	.8	1.1	1.1	4.3	4.3	4.2	4.0
Service-producing ^{2/}	103.8	107.2	108.4	108.4	1.1	.7	1.1	1.1	4.6	4.6	4.4	4.4
Services	104.8	109.2	110.2	110.2	1.5	1.0	.9	.9	5.4	5.4	5.7	5.2
Health services	105.3	109.7	111.1	111.1	1.7	1.3	1.3	1.3	6.4	6.4	6.0	5.5
Hospitals	105.0	109.8	110.8	110.8	1.4	1.4	.9	.9	6.2	6.2	6.1	5.5
Educational services	105.4	110.4	111.1	111.1	1.0	.7	.6	.6	5.9	5.9	5.7	5.4
Public administration	104.3	107.3	109.1	109.1	1.5	.8	1.7	1.7	4.9	4.9	4.4	4.6
Nonmanufacturing	103.7	106.9	108.1	108.1	1.1	.7	1.1	1.1	4.5	4.5	4.2	4.2
State and local government workers	105.1	109.4	110.6	110.6	1.2	.7	1.1	1.1	5.6	5.6	5.3	5.2
Workers, by occupational group												
White-collar occupations	105.5	109.9	111.0	111.0	1.2	.6	1.0	1.0	5.9	5.9	5.5	5.2
Professional specialty and technical	105.8	110.6	111.5	111.5	1.3	.7	.8	.8	6.2	6.2	5.9	5.4
Executive, administrative, and managerial	104.9	108.9	110.6	110.6	1.2	.5	1.6	1.6	5.2	5.2	5.0	5.4
Administrative support, including clerical	104.4	107.9	109.4	109.4	1.4	.7	1.4	1.4	5.2	5.2	4.8	4.8
Blue-collar occupations	104.3	107.7	109.1	109.1	1.0	.5	1.3	1.3	4.8	4.8	4.3	4.6
Workers, by industry division												
Services	105.5	110.3	111.3	111.3	1.2	.7	.9	.9	5.9	5.9	5.8	5.5
Excluding schools ^{3/}	105.4	109.6	111.4	111.4	2.3	.7	1.6	1.6	6.4	6.4	6.4	5.7
Health services	105.5	109.7	111.1	111.1	1.7	.7	1.3	1.3	6.7	6.7	5.8	5.3
Hospitals	105.0	109.8	110.7	110.7	1.2	1.1	.8	.8	6.4	6.4	5.8	5.4
Educational services	105.5	110.5	111.3	111.3	1.0	.7	.7	.7	5.9	5.9	5.7	5.5
Schools	105.5	110.5	111.2	111.2	.8	.7	.6	.6	5.8	5.8	5.5	5.4
Elementary and secondary	105.5	110.9	111.6	111.6	.6	.7	.6	.6	5.8	5.8	5.7	5.8
Colleges and universities	105.6	109.2	110.2	110.2	1.4	.7	.9	.9	6.0	6.0	4.9	4.4
Public administration	104.3	107.3	109.1	109.1	1.5	.8	1.7	1.7	4.9	4.9	4.4	4.6

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					
	Mar. 1990		Mar. 1991	3 Months Ended		12 Months Ended			
	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991
Private industry workers	103.2	106.1	107.3	1.2	0.7	1.1	4.2	4.0	4.0
Excluding sales	103.2	106.2	107.4	1.3	.8	1.1	4.1	4.2	4.1
White-collar occupations	103.6	106.6	107.9	1.2	.6	1.2	4.6	4.1	4.2
Excluding sales	103.7	106.9	108.2	1.6	.7	1.2	4.5	4.7	4.3
Professional specialty and technical	104.1	107.5	108.6	1.6	.9	1.0	4.8	4.9	4.3
Executive, administrative, and managerial	103.3	106.9	108.2	1.8	.7	1.2	4.0	5.3	4.7
Sales	103.3	105.2	106.8	.4	-.2	1.5	4.8	1.4	3.4
Administrative support, including clerical	103.6	106.4	107.6	1.4	.7	1.1	4.5	4.1	3.9
Blue-collar occupations	102.7	105.2	106.4	1.1	.6	1.1	3.7	3.5	3.6
Precision production, craft, and repair	102.5	104.9	106.3	.9	.5	1.3	3.7	3.2	3.7
Machine operators, assemblers, and inspectors	103.0	105.8	107.1	1.4	.9	1.2	4.0	4.1	4.0
Transportation and material moving	102.0	104.1	104.5	.8	.5	.4	2.7	2.9	2.5
Handlers, equipment cleaners, helpers, and laborers	103.0	106.2	107.3	1.0	.9	1.0	3.9	4.1	4.2
Service occupations	103.1	106.4	106.9	.8	1.4	.5	3.7	4.0	3.7
Production and nonsupervisory occupations 4/	103.2	105.9	107.0	1.0	.7	1.0	4.2	3.6	3.7
Goods-producing industries 1/	103.1	105.8	107.0	1.1	.7	1.1	4.0	3.7	3.8
Excluding sales occupations	103.0	105.7	106.9	1.0	.7	1.1	3.9	3.6	3.8
White-collar occupations	103.5	106.3	107.4	1.6	.6	1.0	4.3	4.3	3.8
Excluding sales	103.3	106.2	107.2	1.3	.6	.9	4.1	4.1	3.8
Blue-collar occupations	102.9	105.5	106.8	1.0	.8	1.2	3.9	3.5	3.8
Service occupations	102.7	105.0	106.0	.8	.7	1.0	3.7	3.0	3.2
Construction	102.0	103.7	105.1	.3	.2	1.4	2.9	2.0	3.0
Manufacturing	103.3	106.2	107.4	1.6	.8	1.1	4.3	4.2	4.0
White-collar occupations	103.7	106.4	107.6	1.9	.5	1.1	4.5	4.5	3.8
Excluding sales	103.4	106.2	107.2	1.5	.6	.9	4.3	4.2	3.7
Blue-collar occupations	103.1	106.1	107.3	1.1	1.0	1.1	4.2	4.0	4.1
Service occupations	102.9	104.9	105.8	.9	.8	.9	4.0	2.8	2.8
Durables	103.2	106.1	107.3	1.3	.8	1.1	4.2	4.1	4.0
Nondurables	103.6	106.3	107.6	1.8	.6	1.2	4.6	4.4	3.9

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						
	1990		1991	3 Months Ended		12 Months Ended		1991		
	Mar.	Dec.	Mar.	Mar.	Dec.	Mar.	Dec.	Mar.	Mar.	
Service-producing industries 2/	103.3	106.3	107.5	1.1	0.6	1.1	4.2	4.0	4.1	4.2
Excluding sales occupations	103.4	106.6	107.7	1.6	.8	1.0	4.2	4.7	4.2	4.2
White-collar occupations	103.6	106.8	108.1	1.1	.7	1.2	4.6	4.2	4.3	4.3
Excluding sales	103.8	107.2	108.5	1.7	.8	1.2	4.6	5.0	4.5	4.5
Blue-collar occupations	102.1	104.7	105.6	1.2	.5	.9	3.1	3.8	3.4	3.4
Service occupations	103.2	106.5	107.0	.9	1.4	.5	3.8	4.1	3.7	3.7
Transportation and public utilities	102.6	104.6	105.4	1.4	.5	.8	3.1	3.4	2.7	2.7
Transportation	102.3	103.5	104.3	1.6	.2	.8	2.9	2.8	2.0	2.0
Public utilities	103.0	106.0	106.9	1.2	1.0	.8	3.5	4.1	3.8	3.8
Communications	103.1	106.1	106.5	1.3	1.0	.4	3.2	4.2	3.3	3.3
Electric, gas, and sanitary services	103.0	105.7	107.3	1.3	.7	1.5	4.0	3.9	4.3	4.3
Wholesale and retail trade	103.3	105.6	106.6	.6	.5	.9	4.2	2.8	3.2	3.2
Excluding sales occupations	102.6	105.5	106.8	.7	.6	1.2	3.2	3.5	4.1	4.1
Wholesale trade	104.6	106.2	107.3	-.6	.7	1.0	5.7	1.0	2.6	2.6
Excluding sales occupations	103.2	105.9	107.9	.7	.7	1.9	4.0	3.3	4.6	4.6
Retail trade	102.7	105.3	106.2	1.1	.3	.9	3.6	3.6	3.4	3.4
General merchandise stores	102.4	106.5	107.8	1.0	.9	1.2	3.2	5.0	5.3	5.3
Food stores	102.8	105.8	106.9	1.1	.7	1.0	2.8	4.0	4.0	4.0
Finance, insurance, and real estate	101.8	104.8	107.0	.5	-.1	2.1	3.6	3.5	5.1	5.1
Excluding sales occupations	103.0	106.1	107.6	2.1	.3	1.4	4.7	5.2	4.5	4.5
Banking, savings and loan, and other credit agencies	101.6	105.4	106.6	.7	1.4	1.1	2.8	4.5	4.9	4.9
Insurance	102.3	105.1	105.7	1.5	-.7	.6	3.9	4.3	3.3	3.3
Services	104.2	108.3	109.5	1.7	1.1	1.1	5.1	5.7	5.1	5.1
Business services	103.0	107.4	109.6	1.8	1.6	2.0	4.7	6.1	6.4	6.4
Health services	105.3	109.7	111.1	1.7	1.5	1.3	6.3	6.0	5.5	5.5
Hospitals	105.0	109.8	110.8	1.6	1.5	.9	6.2	6.3	5.5	5.5
Educational services	104.7	110.2	110.3	.8	.9	.1	5.7	6.1	5.3	5.3
Colleges and universities	104.4	109.3	109.6	.7	.6	.3	5.3	5.4	5.0	5.0
Nonmanufacturing industries	103.2	106.1	107.3	1.0	.7	1.1	4.1	3.8	4.0	4.0
White-collar occupations	103.6	106.7	108.0	1.1	.6	1.2	4.5	4.1	4.2	4.2
Excluding sales	103.8	107.2	108.5	1.8	.8	1.2	4.6	5.1	4.5	4.5
Blue-collar occupations	102.2	104.3	105.5	.9	.3	1.2	3.2	3.0	3.2	3.2
Service occupations	103.2	106.5	107.1	.9	1.4	.6	3.8	4.1	3.8	3.8

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		12 Months Ended				
	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	
Workers, by bargaining status										
Union.....	102.6	105.1	106.2	1.0	0.9					
Blue-collar occupations.....	102.2	104.8	105.8	.7	1.0			3.4	3.3	3.5
Goods-producing industries 1/.....	102.3	105.0	106.2	.7	1.0			3.3	3.3	3.8
Service-producing industries 2/.....	102.9	105.2	106.1	1.2	.8			3.3	3.4	3.1
Manufacturing.....	102.6	105.5	106.7	.9	1.2			3.6	3.7	4.0
Blue-collar occupations.....	102.6	105.4	106.6	.8	1.2			3.6	3.5	3.9
Nonmanufacturing.....	102.5	104.8	105.8	1.0	.7			3.1	3.3	3.2
Nonunion.....	103.4	106.4	107.6	1.3	.6			4.4	4.2	4.1
Blue-collar occupations.....	103.0	105.5	106.8	1.3	.4			4.3	3.7	3.7
Goods-producing industries 1/.....	103.5	106.1	107.3	1.4	.6			4.4	3.9	3.7
Service-producing industries 2/.....	103.4	106.5	107.8	1.2	.6			4.6	4.2	4.3
Manufacturing.....	103.6	106.5	107.7	1.6	.6			4.8	4.4	4.0
Blue-collar occupations.....	103.6	106.7	107.9	1.4	.7			5.0	4.4	4.2
Nonmanufacturing.....	103.3	106.3	107.6	1.0	.6			4.3	3.9	4.2
Workers, by region 5/										
Northeast.....	104.0	106.9	108.3	1.1	.9			5.4	3.9	4.1
South.....	103.5	106.1	107.4	1.4	.4			4.3	3.9	3.8
Midwest.....	102.6	105.8	106.9	1.0	.7			3.5	4.1	4.2
West.....	102.5	105.4	106.4	1.1	.6			3.4	3.9	3.8
Workers, by area size										
Metropolitan areas.....	103.3	106.1	107.3	1.2	.7			4.3	3.9	3.9
Other areas.....	103.0	106.0	107.2	1.1	.7			3.4	4.0	4.1

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

Table 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					
	Mar. 1990		Dec. 1990		Mar. 1991		3 Months Ended		12 Months Ended		Mar. 1991	
	Mar. 1990	Dec. 1990	Mar. 1991	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991	
Civilian workers.....	105.9	110.1	112.2	111.6	111.6	2.6	1.1	1.9	7.4	6.7	5.9	
State and local government workers.....	107.5	112.7	114.6	111.6	111.6	2.1	1.3	1.7	8.4	7.0	6.6	
Private industry workers.....	105.5	109.4	111.6	109.4	109.4	2.8	1.0	2.0	7.2	6.6	5.8	
Workers, by occupational group												
White-collar occupations.....	105.6	109.7	112.1	109.7	109.7	2.9	1.0	2.2	7.4	6.9	6.2	
Blue-collar occupations.....	105.2	109.0	111.0	109.0	109.0	2.5	1.0	1.8	6.7	6.2	5.5	
Service occupations.....	106.0	109.9	112.3	109.9	109.9	2.9	1.7	2.2	7.4	6.7	5.9	
Workers, by industry division												
Goods-producing industries 1/.....	105.7	109.9	111.9	109.9	109.9	3.0	1.1	1.8	7.1	7.1	5.9	
Service-producing industries 2/.....	105.3	109.0	111.4	109.0	109.0	2.6	1.0	2.2	7.2	6.2	5.8	
Manufacturing.....	105.5	109.5	111.2	109.5	109.5	3.1	1.0	1.6	6.8	7.0	5.4	
Nonmanufacturing.....	105.4	109.3	111.9	109.3	109.3	2.5	1.0	2.4	7.3	6.3	6.2	

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						
				3 Months Ended		12 Months Ended				
	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1991	
	COMPENSATION									
Aircraft and parts manufacturing (SIC 372)	104.9	107.8	109.3	1.7	0.3	1.4	5.9	4.6	4.2	4.3
White-collar occupations	104.1	106.4	107.6	1.5	-1.1	1.1	5.3	3.7	3.4	3.4
Professional specialty	103.6	105.8	107.1	1.8	-2.2	1.2	4.4	3.9	3.4	3.4
Executive, administrative, and managerial	106.2	108.3	109.6	1.4	-1.1	1.2	6.9	3.4	3.2	3.2
Administrative support, including clerical	105.7	109.2	111.1	1.8	.7	1.7	6.3	5.2	5.1	5.1
Blue-collar occupations	104.8	108.8	110.7	1.6	.7	1.7	5.4	5.4	5.6	5.6
Precision production, craft, and repair	106.8	109.5	111.4	2.1	.5	1.7	7.6	4.7	4.3	4.3
Machine operators, assemblers, and inspectors	105.4	108.6	110.2	1.7	.1	1.5	6.3	4.8	4.6	4.6
Aircraft manufacturing (SIC 3721)	104.6	106.8	108.1	1.8	-4.4	1.2	5.5	3.9	3.3	3.3
White-collar occupations	106.6	110.9	113.2	1.8	.7	2.1	7.1	5.9	6.2	6.2
Blue-collar occupations	103.0	105.7	106.7	1.0	.7	.9	3.4	3.6	3.6	3.6
Aircraft engines and parts manufacturing (SIC 3724)	101.2	103.6	104.4	.3	.8	.8	2.1	2.7	3.2	3.2
White-collar occupations	104.4	107.3	108.3	1.6	.6	.9	4.6	4.4	3.7	3.7
Blue-collar occupations	105.5	108.0	110.0	1.8	.4	1.9	7.2	4.2	4.3	4.3
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	105.6	107.7	109.3	1.9	-2.2	1.5	8.1	4.0	3.5	3.5
White-collar occupations	105.5	108.2	110.5	1.8	.7	2.1	6.6	4.4	4.7	4.7
Blue-collar occupations	104.6	108.5	109.4	1.9	2.0	.8	4.9	5.8	4.6	4.6
White-collar occupations	104.7	107.8	108.9	1.8	1.9	1.0	4.9	4.9	4.0	4.0
Blue-collar occupations	104.2	111.4	112.1	2.3	2.2	.6	5.5	9.3	7.6	7.6
	WAGES AND SALARIES									
Aircraft and parts manufacturing (SIC 372)	103.5	106.9	108.2	1.2	1.2	1.2	4.3	4.5	4.5	4.5
White-collar occupations	102.7	105.3	106.2	1.0	.8	.9	3.5	3.5	3.4	3.4
Professional specialty	102.1	104.9	105.7	.9	.7	.8	2.9	3.7	3.5	3.5
Executive, administrative, and managerial	103.2	105.0	105.9	1.1	.6	.9	4.2	2.8	2.6	2.6
Administrative support, including clerical	103.7	106.7	108.0	1.4	1.0	1.2	4.4	4.3	4.1	4.1
Blue-collar occupations	104.5	108.6	110.4	1.3	1.6	1.7	5.1	5.2	5.6	5.6
Precision production, craft, and repair	103.6	108.2	109.6	1.1	1.6	1.3	4.2	5.6	5.8	5.8
Machine operators, assemblers, and inspectors	105.4	109.1	111.1	1.6	1.8	1.8	6.0	5.2	5.4	5.4
Aircraft manufacturing (SIC 3721)	103.2	107.0	108.4	1.0	1.2	1.3	3.8	4.7	5.0	5.0
White-collar occupations	102.3	105.0	106.0	.8	.8	1.0	3.0	3.4	3.6	3.6
Blue-collar occupations	104.6	110.0	112.0	1.3	2.0	1.8	5.0	6.5	7.1	7.1

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						
				3 Months Ended			12 Months Ended			
	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991	Mar. 1990	Dec. 1990	Mar. 1991	
WAGES AND SALARIES										
Aircraft engines and parts manufacturing (SIC 3724).....	103.0	106.3	107.1	1.0	1.0	0.8	3.8	4.2	4.0	4.0
White-collar occupations.....	102.3	105.0	105.4	1.1	.9	.4	3.3	3.8	3.0	3.0
Blue-collar occupations.....	103.6	107.3	108.5	1.0	1.1	1.1	4.3	4.6	4.7	4.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	104.7	107.2	108.8	1.7	1.1	1.5	5.7	4.2	3.9	3.9
White-collar occupations.....	104.3	106.7	107.7	1.6	.7	.9	5.5	3.9	3.3	3.3
Blue-collar occupations.....	105.0	107.6	109.7	1.6	1.5	2.0	5.7	4.2	4.5	4.5
Guided missiles and space vehicles manufacturing (SIC 3761).....	104.0	108.0	108.9	1.5	2.1	.8	4.3	5.4	4.7	4.7
White-collar occupations.....	103.8	107.2	108.1	1.3	1.9	.8	3.9	4.6	4.1	4.1
Blue-collar occupations.....	104.6	111.7	112.6	2.1	2.8	.8	5.9	9.1	7.6	7.6
BENEFIT COSTS										
Aircraft and parts manufacturing (SIC 372).....	107.8	109.6	111.7	2.7	-1.5	1.9	9.1	4.4	3.6	3.6
White-collar occupations.....	107.4	108.8	110.9	2.6	-2.1	1.9	8.4	3.9	3.3	3.3
Professional specialty and technical.....	107.3	108.1	110.5	3.8	-2.0	2.2	9.3	4.5	3.0	3.0
Administrative support, including clerical.....	111.0	111.3	112.8	1.8	-1.9	1.3	11.7	2.1	1.6	1.6
Blue-collar occupations.....	108.1	110.3	112.4	2.6	-1.0	1.9	8.6	4.6	4.0	4.0
Precision production, craft, and repair.....	107.1	110.1	112.8	2.4	-7.7	2.5	7.4	5.3	5.3	5.3
Machine operators, assemblers, and inspectors.....	109.2	110.4	111.8	2.9	-1.5	1.3	10.1	4.1	2.4	2.4
Aircraft manufacturing (SIC 3721).....	110.1	111.9	114.2	3.4	-2.3	2.1	11.1	5.1	3.7	3.7
White-collar occupations.....	109.9	111.2	113.1	4.0	-2.7	1.7	11.1	5.2	2.9	2.9
Blue-collar occupations.....	110.5	112.8	115.5	2.9	-1.6	2.4	11.4	5.0	4.5	4.5
Aircraft engines and parts manufacturing (SIC 3724).....	103.0	104.7	105.8	1.0	.0	1.1	2.7	2.6	2.7	2.7
White-collar occupations.....	98.9	100.5	102.1	-1.5	.6	1.6	-5.0	4.3	3.2	3.2
Blue-collar occupations.....	105.7	107.3	108.1	2.7	-4.4	.7	5.0	4.3	2.3	2.3
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	107.4	109.6	112.4	2.5	-1.3	2.6	10.7	4.6	4.7	4.7
Blue-collar occupations.....	106.6	109.4	111.9	2.3	-6.6	2.3	8.1	5.0	5.0	5.0
Guided missiles and space vehicles manufacturing (SIC 3761).....	106.1	109.7	110.8	3.1	1.9	1.0	6.7	6.6	4.4	4.4
White-collar occupations.....	106.8	109.4	110.9	3.3	2.0	1.4	7.2	5.8	3.8	3.8
Blue-collar occupations.....	103.4	110.9	111.1	2.5	1.2	.2	4.6	9.9	7.4	7.4

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 1987 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. Seasonal factors for 1991 were published in the March 1991 issue of Current Wage Developments.

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.