

# News

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Department  
of Labor



Bureau of Labor Statistics

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## EMPLOYMENT COST INDEX--DECEMBER 1995

The Employment Cost Index (ECI) increased 0.6 percent before seasonal adjustment in the 3 months ended in December 1995, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1995 ECI level of 127.4 (June 1989=100) was 2.9 percent higher than the index in December 1994. 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, the ECI rose 0.9 percent in the September-December 1995 period, compared with a 0.6 percent gain in the June-September 1995 period. The acceleration was due to benefits. Wages and salaries rose 0.7 percent, the same as in the June-September period, and in line with increases over the past 3 years. Benefit costs, in contrast, rose 1.3 percent, the largest gain since March 1993. A reversal in the trend of declining increases in health insurance costs, as well as gains in nonproduction bonuses, contributed to the faster rate of benefit-cost increase.

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

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1995
	Mar. 1994	June 1994	Sept. 1994	Dec. 1994	Mar. 1995	June 1995	Sept. 1995	Dec. 1995	
Compensation costs....	0.7	0.8	0.8	0.7	0.6	0.7	0.6	0.9	2.9
Wages and salaries ...	0.7	0.8	0.8	0.6	0.8	0.7	0.7	0.7	2.9
Benefit costs .....	0.9	0.9	0.9	0.7	0.2	0.7	0.4	1.3	2.8

The recent shutdown of many federal agencies, including the Bureau of Labor Statistics, forced a delay in the updating of seasonal factors to be used in 1996 and the annual revisions in the seasonally adjusted ECI data. The new seasonal factors, and the revised seasonally adjusted data for the past 5 years, will be introduced in the March 1996 ECI release.

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 2.9 percent for the year ended in December 1995, about the same as the gain for the year ended in December 1994. (See table 2.) Wage and salary increases also were about the same in the two periods (2.9 and 2.8 percent, respectively), while benefit cost gains slowed (2.8 percent, down from 3.4 percent). The following table shows the pattern of annual changes since 1987.

Table B. Percent changes in Employment Cost Index, by component

	Percent change, 12 months ended in December									
	1987	1988	1989	1990	1991	1992	1993	1994	1995	
Compensation costs										
Civilian workers .....	3.6	4.9	5.0	4.9	4.3	3.5	3.5	3.0	2.9	
Private industry.....	3.3	4.8	4.8	4.6	4.4	3.5	3.6	3.1	2.8	
State and local government.....	4.5	5.6	6.2	5.8	3.6	3.7	2.8	3.0	3.0	
Wages and salaries										
Civilian workers .....	3.5	4.3	4.4	4.3	3.6	2.7	3.1	2.8	2.9	
Private industry.....	3.3	4.1	4.1	4.0	3.7	2.6	3.1	2.8	2.8	
State and local government.....	4.2	4.9	5.3	5.3	3.5	3.0	2.7	3.1	3.2	
Benefits										
Civilian workers .....	3.7	7.0	6.6	6.7	5.6	5.3	4.6	3.4	2.8	
Private industry.....	3.4	6.9	6.1	6.6	6.2	5.2	5.0	3.7	2.7	
State and local government.....	-	-	-	7.0	3.9	5.4	2.9	2.8	3.0	

A slowdown in compensation cost increases was evident for private industry (2.8 percent for December 1994-95, down from 3.1 percent for December 1993-94), but not for state and local governments (3.0 percent for both periods). For private industry workers, wage and salary gains were the same for the two periods (2.8 percent), but benefit cost increases declined (2.7 percent in December 1994-95, down from 3.7 percent).

For the year ended December 1995, compensation cost gains in private industry were higher in service-producing industries (3.0 percent) than in goods-producing industries (2.5 percent). For the previous year ended December 1994, increases in the goods-producing sector had been the higher of the two (3.1 percent compared with 2.9 percent). Among the goods-producing industries, the December 1994-95 increases ranged from 2.2 percent in construction to 2.6 percent in manufacturing. In the service-producing industries, gains ranged from 2.0 percent for general merchandise stores to 5.4 percent for colleges and universities. Other service-producing industries with relatively large increases were transportation (4.5 percent) and wholesale trade (4.4 percent).

Over-the-year compensation cost increases in private industry were higher for white-collar workers (3.1 percent) than for blue-collar workers (2.5 percent) and service occupations (2.0 percent). Among white-collar occupations, increases ranged from 2.8 percent for professional specialty and technical workers to 3.3 percent for administrative support including clerical occupations. Among blue-collar occupations, the gains ranged from 2.3 percent for machine operators, assemblers, and inspectors to 3.3 percent for handlers, equipment cleaners, helpers, and laborers.

Compensation cost increases were slightly higher for union workers (3.0 percent) than for nonunion workers (2.8 percent). This pattern also held in the service-producing industries (3.7 percent and 2.9 percent, respectively), but not in the goods-producing industries (2.6 percent for nonunion and 2.2 percent for union).

### **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](http://stats.bls.gov).

For technical assistance in using the BLS Internet site, send e-mail to: [labstat.helpdesk@bls.gov](mailto:labstat.helpdesk@bls.gov). For ECI data requests, send e-mail to: [dectinfo@bls.gov](mailto:dectinfo@bls.gov).

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

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

Wages & salaries — Benefits ----

12-month percent change

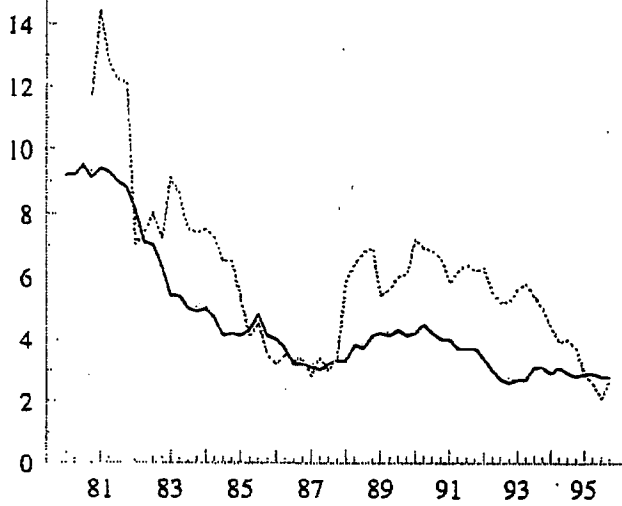


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted — Not seasonally adjusted ----

3-month percent change

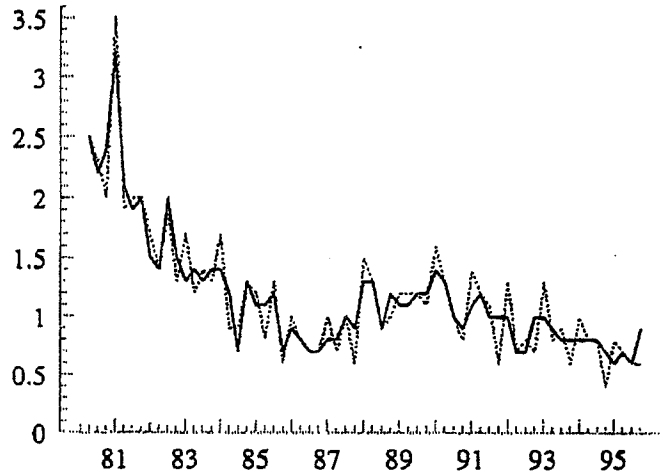


Chart C. Changes in compensation, manufacturing - durable goods and manufacturing - nondurable goods, private industry

Manufacturing durables — Manufacturing nondurables ----

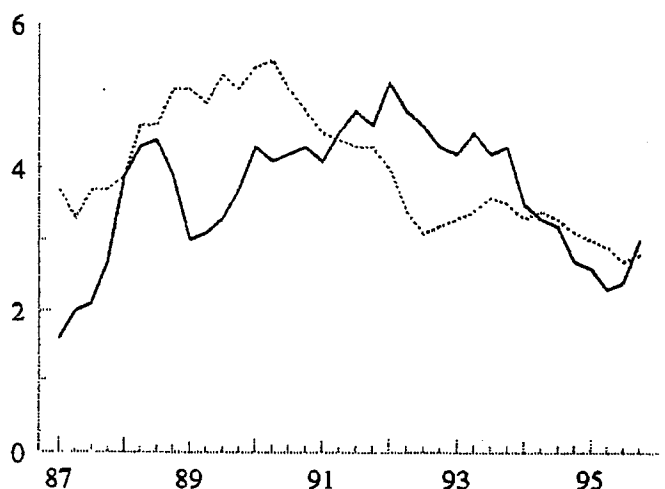
12-month percent change



Chart D. Changes in compensation, union and nonunion occupations, private industry

Union — Nonunion ----

12-month percent change



**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							
	Sep. 1995	Dec. 1995	Mar. 1994	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995
<b>COMPENSATION</b>										
Civilian workers .....	126.2	127.3	0.7	0.8	0.8	0.7	0.6	0.7	0.6	0.9
State and local government .....	128.1	129.1	.9	.8	.6	.6	.7	1.0	.5	.8
Private industry workers .....	125.9	127.0	.8	.8	.8	.7	.6	.7	.6	.9
White-collar occupations .....	126.9	128.1	.8	.9	.7	.7	.7	.8	.6	.9
Blue-collar occupations .....	125.0	126.0	.5	.7	.9	.6	.4	.7	.6	.8
Service occupations .....	124.7	125.4	.8	.5	.7	.9	.2	.6	.5	.6
Goods-producing industries <sup>1</sup> ...	126.5	127.7	.7	1.0	.8	.6	.5	.6	.6	.9
Construction .....	122.8	123.7	1.6	1.1	1.0	-.1	.1	.5	.8	.7
Manufacturing .....	127.4	128.6	.6	.9	.9	.7	.5	.7	.4	.9
Durables .....	128.2	129.3	.5	.9	1.1	.7	.6	.7	.4	.9
Nondurables .....	125.8	127.3	.7	.9	.6	.6	.3	.6	.5	1.2
Service-producing industries <sup>2</sup>	125.6	126.6	.7	.7	.8	.7	.7	.8	.6	.8
Transportation and public utilities .....	125.9	127.3	1.1	.5	1.3	.9	1.1	.7	1.0	1.1
Wholesale trade .....	126.3	126.7	.3	1.1	1.2	.5	1.6	.9	1.4	.3
Retail trade .....	122.4	123.0	.7	.9	1.1	.1	.7	.2	.7	.5
Finance, insurance, and real estate <sup>3</sup> .....	122.7	123.5	1.1	.0	.7	.3	1.1	1.3	.7	.7
Services .....	128.8	129.8	.8	.7	.6	.7	.5	.9	.3	.8
Nonmanufacturing Industries ...	125.3	126.4	.8	.8	.8	.5	.7	.8	.6	.9
<b>WAGES AND SALARIES</b>										
Civilian workers .....	123.0	123.9	0.7	0.8	0.8	0.6	0.8	0.7	0.7	0.7
State and local government .....	126.0	127.1	.8	.7	.7	.8	1.0	.7	.6	.9
Private industry workers .....	122.3	123.1	.8	.9	.7	.6	.7	.7	.7	.7
White-collar occupations .....	123.5	124.5	.6	.8	.7	.7	.7	.8	.7	.8
Blue-collar occupations <sup>3</sup> .....	120.8	121.3	.7	.8	.9	.4	.8	.9	.6	.4
Service occupations .....	120.8	121.4	.9	.5	.6	1.0	.5	.6	.6	.5
Goods-producing industries <sup>1,3</sup>	122.1	122.8	.7	.9	.8	.6	.7	.8	.6	.6
Construction .....	116.5	117.5	1.0	1.0	.7	.5	.1	.4	.9	.9
Manufacturing <sup>3</sup> .....	123.5	124.3	.6	.8	.8	.7	.9	.8	.5	.6
Durables <sup>3</sup> .....	123.6	124.2	.5	.8	.9	.8	.9	.8	.6	.5
Nondurables .....	123.4	124.5	.4	.9	.9	.5	.7	.7	.6	.9
Service-producing industries <sup>2</sup>	122.4	123.3	.6	.7	.8	.5	.9	.7	.7	.7
Transportation and public utilities .....	122.8	123.8	.8	.7	1.4	.8	1.3	.7	.7	.8
Wholesale trade .....	124.0	125.0	.1	1.2	.9	.7	1.3	.8	1.4	.8
Retail trade .....	120.2	120.8	.3	1.0	.9	.3	.9	.2	.8	.5
Finance, insurance, and real estate <sup>3</sup> .....	118.0	118.8	.7	-.4	.5	.4	.7	1.7	.9	.7
Services .....	125.2	126.1	.9	.7	.5	.7	.7	.6	.5	.7
Nonmanufacturing Industries ...	121.8	122.7	.6	.8	.8	.5	.7	.8	.7	.7

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							
	Sep. 1995	Dec. 1995	Mar. 1994	June 1994	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995
	BENEFIT COSTS									
Civilian workers .....	134.9	136.6	0.9	0.9	0.9	0.7	0.2	0.7	0.4	1.3
State and local government .....	133.1	134.2	.8	1.2	.4	.4	.6	1.4	.1	.8
Private industry workers .....	135.4	137.2	.9	1.0	1.0	.8	.1	.5	.5	1.3
White-collar occupations .....	136.6	138.2	1.4	1.1	1.1	.9	.5	.8	.6	1.2
Blue-collar occupations .....	133.9	135.9	.5	.8	.9	.5	-.2	.3	.4	1.5
Service occupations .....	135.7	136.8	.6	.4	.8	.6	-.2	.7	.1	.8
Goods-producing Industries <sup>1</sup> ...	136.1	138.5	.8	1.0	.9	.8	-.3	.1	.4	1.8
Manufacturing .....	135.5	138.0	.2	1.1	.9	1.0	-.4	.1	.4	1.8
Service-producing industries <sup>2</sup> .....	134.7	136.1	1.0	.9	1.2	.6	.6	1.0	.4	1.0
Nonmanufacturing industries .....	135.4	136.8	1.3	.9	1.1	.5	.5	.8	.6	1.0

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail

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

<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Civilian workers .....	123.8	126.6	127.4	0.4	0.8	0.6	3.0	2.7	2.9
Excluding sales .....	124.2	126.9	127.8	.4	.8	.7	3.1	2.6	2.9
Workers, by occupational group									
White-collar occupations .....	124.4	127.4	128.2	.4	.9	.6	3.2	2.8	3.1
Excluding sales .....	125.1	128.0	128.9	.5	.9	.7	3.2	2.8	3.0
Professional specialty and technical ...	126.2	128.9	129.8	.4	1.1	.7	3.0	2.5	2.9
Executive, administrative, and managerial .....	123.6	126.7	127.7	.6	.8	.8	3.5	3.1	3.3
Administrative support, including clerical .....	125.2	128.1	129.2	.5	.6	.9	3.2	2.8	3.2
Blue-collar occupations .....	122.7	125.2	125.9	.2	.6	.6	2.8	2.3	2.6
Service occupations .....	124.3	126.7	127.5	.6	.7	.6	3.2	2.6	2.6
Workers, by industry division									
Goods-producing <sup>1</sup> .....	124.4	126.5	127.4	.4	.4	.7	3.2	2.1	2.4
Manufacturing .....	125.1	127.3	128.4	.6	.3	.9	3.1	2.3	2.6
Service-producing <sup>2</sup> .....	123.6	126.6	127.3	.4	.9	.6	3.0	2.8	3.0
Services .....	126.4	128.9	129.7	.5	.9	.6	2.8	2.5	2.6
Health services .....	128.5	131.1	132.1	.5	.7	.8	2.5	2.6	2.8
Hospitals .....	128.4	130.4	131.5	.7	.5	.8	2.7	2.3	2.4
Educational services .....	126.4	129.8	130.4	.3	1.9	.5	2.8	3.0	3.2
Public administration .....	124.2	127.4	128.5	.4	1.0	.9	3.5	3.0	3.5
Nonmanufacturing .....	123.4	126.3	127.0	.3	.9	.6	3.0	2.7	2.9
State and local government workers .....	125.6	128.7	129.4	.5	1.4	.5	3.0	3.0	3.0
Workers, by occupational group									
White-collar occupations .....	125.5	128.6	129.3	.5	1.6	.5	3.0	3.0	3.0
Professional specialty and technical ...	125.5	128.4	129.0	.4	1.7	.5	2.9	2.7	2.8
Executive, administrative, and managerial .....	125.3	129.1	130.3	.5	1.3	.9	3.0	3.5	4.0
Administrative support, including clerical .....	125.6	128.4	129.2	.6	1.2	.6	3.3	2.8	2.9
Blue-collar occupations .....	124.7	127.2	128.1	.4	.7	.7	2.7	2.4	2.7
Service occupations .....	126.6	130.1	131.1	.5	1.0	.8	3.7	3.3	3.6
Workers, by industry division									
Services .....	126.1	129.2	129.8	.4	1.7	.5	2.9	2.9	2.9
Excluding schools <sup>3</sup> .....	125.6	128.9	129.3	.6	.9	.3	3.0	3.2	2.9
Health services .....	127.7	131.0	131.5	.4	.9	.4	3.7	3.0	3.0
Hospitals .....	127.7	131.1	131.7	.6	.9	.5	3.6	3.2	3.1
Educational services .....	126.0	129.0	129.6	.4	1.7	.5	2.7	2.8	2.9
Schools .....	126.3	129.4	129.9	.3	1.8	.4	2.8	2.8	2.9
Elementary and secondary .....	126.5	129.8	130.3	.2	1.9	.4	2.3	2.8	3.0
Colleges and universities .....	125.5	128.0	129.0	.8	1.5	.8	4.0	2.8	2.8
Public administration .....	124.2	127.4	128.5	.4	1.0	.9	3.5	3.0	3.5

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail

trade; finance, insurance, and real estate; service industries; and public administration.  
<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Private industry workers .....	123.5	126.2	126.9	0.4	0.6	0.6	3.1	2.6	2.8
Excluding sales .....	123.9	126.5	127.4	.4	.6	.7	3.1	2.5	2.8
White-collar occupations .....	124.1	127.0	127.9	.5	.6	.7	3.2	2.8	3.1
Excluding sales .....	125.1	127.8	128.9	.6	.6	.9	3.4	2.7	3.0
Professional specialty and technical .....	126.8	129.3	130.4	.4	.7	.9	3.2	2.4	2.8
Executive, administrative, and managerial .....	123.3	126.2	127.2	.6	.6	.8	3.7	2.9	3.2
Sales .....	119.6	123.2	123.1	.3	.7	-.1	2.7	3.4	2.9
Administrative support, including clerical .....	125.1	128.1	129.2	.5	.6	.9	3.2	2.9	3.3
Blue-collar occupations .....	122.6	125.1	125.7	.2	.6	.5	2.8	2.3	2.5
Precision production, craft, and repair .....	122.5	125.4	125.7	.0	.8	.2	3.0	2.4	2.6
Machine operators, assemblers, and inspectors .....	123.4	125.1	126.2	.4	.2	.9	2.2	1.8	2.3
Transportation and material moving .....	120.6	122.9	123.5	.2	.4	.5	3.1	2.2	2.4
Handlers, equipment cleaners, helpers, and laborers .....	122.9	125.9	127.0	.2	.5	.9	3.2	2.6	3.3
Service occupations .....	122.9	124.7	125.3	.9	.6	.5	2.8	2.4	2.0
Production and nonsupervisory occupations <sup>1</sup> .....	123.1	125.8	126.5	.4	.6	.6	2.8	2.6	2.8
Goods-producing industries <sup>2</sup> .....	124.3	126.5	127.4	.3	.5	.7	3.1	2.1	2.5
Excluding sales occupations .....	124.0	126.1	127.1	.4	.4	.8	3.2	2.1	2.5
White-collar occupations .....	125.9	128.1	129.0	.6	.4	.7	4.0	2.4	2.5
Excluding sales .....	125.0	127.2	128.3	.7	.4	.9	4.3	2.5	2.6
Blue-collar occupations .....	123.4	125.5	126.4	.2	.5	.7	2.7	1.9	2.4
Service occupations .....	126.3	128.8	129.6	-.2	.7	.6	3.2	1.8	2.6
Construction .....	120.8	123.1	123.4	-.5	.9	.2	3.7	1.4	2.2
Manufacturing .....	125.1	127.3	128.4	.6	.3	.9	3.1	2.3	2.6
White-collar occupations .....	126.0	128.7	129.5	.9	.5	.6	3.9	3.0	2.8
Excluding sales .....	124.9	127.4	128.4	1.1	.6	.8	4.2	3.1	2.8
Blue-collar occupations .....	124.5	126.3	127.5	.4	.2	1.0	2.6	1.9	2.4
Service occupations .....	127.0	129.5	130.2	.0	.7	.5	3.5	2.0	2.5
Durables .....	125.8	128.2	129.1	.6	.4	.7	3.2	2.5	2.6
Nondurables .....	123.8	125.7	127.0	.5	.2	1.0	2.9	2.0	2.6
Service-producing industries <sup>3</sup> .....	122.8	125.8	126.5	.4	.7	.6	2.9	2.9	3.0
Excluding sales occupations .....	123.8	126.6	127.5	.4	.6	.7	3.0	2.7	3.0
White-collar occupations .....	123.4	126.5	127.4	.4	.7	.7	3.0	2.9	3.2
Excluding sales .....	125.1	128.0	129.1	.4	.7	.9	3.0	2.7	3.2
Blue-collar occupations .....	120.7	123.9	124.2	.1	.6	.2	3.0	2.7	2.9
Service occupations .....	122.5	124.2	124.9	1.0	.5	.6	2.9	2.4	2.0
Transportation and public utilities .....	122.1	126.0	127.0	.6	1.0	.8	3.9	3.8	4.0
Transportation .....	120.3	124.7	125.7	.5	1.4	.8	4.0	4.2	4.5
Public utilities .....	124.4	127.5	128.5	.6	.6	.8	3.8	3.2	3.3
Communications .....	124.0	127.4	128.3	.9	.6	.7	4.0	3.7	3.5
Electric, gas, and sanitary services .....	124.8	127.7	128.7	.3	.6	.8	3.3	2.7	3.1
Wholesale and retail trade .....	120.6	123.8	124.2	.1	.8	.3	3.0	2.7	3.0
Excluding sales occupations .....	120.9	124.1	125.2	.0	.8	.9	2.5	2.6	3.6

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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Wholesale trade .....	121.5	126.1	126.8	0.7	1.0	0.6	3.1	4.6	4.4
Excluding sales occupations .....	122.0	126.2	127.3	.6	.9	.9	2.8	4.0	4.3
Retail trade .....	120.1	122.6	122.8	-.2	.7	.2	2.8	1.8	2.2
General merchandise stores .....	119.3	121.0	121.7	.5	.2	.6	2.6	1.9	2.0
Food stores .....	120.0	121.8	122.5	-.2	.9	.6	1.4	1.2	2.1
Finance, insurance, and real estate .....	118.9	122.7	123.5	.3	.7	.7	2.1	3.5	3.9
Excluding sales occupations .....	121.8	125.4	126.1	.2	.6	.6	3.0	3.2	3.5
Banking, savings and loan, and other credit agencies .....	120.5	124.8	125.4	-.2	.6	.5	2.3	3.3	4.1
Insurance .....	122.3	124.9	126.0	.7	.2	.9	2.2	2.8	3.0
Excluding sales occupations .....	126.5	129.6	130.3	.4	.5	.5	3.1	2.9	3.0
Services .....	126.6	128.9	129.7	.6	.5	.6	2.8	2.4	2.4
Business services .....	123.0	125.7	126.5	.5	.3	.6	3.7	2.7	2.8
Health services .....	128.7	131.3	132.3	.6	.8	.8	2.1	2.7	2.8
Hospitals .....	128.6	130.3	131.4	.7	.5	.8	2.4	2.0	2.2
Nursing homes .....	-	-	-	.5	.5	1.1	3.3	2.9	3.5
Educational services .....	128.4	133.2	134.0	.2	2.2	.6	3.5	3.9	4.4
Colleges and universities .....	128.8	134.6	135.7	.2	2.5	.8	2.8	4.7	5.4
Nonmanufacturing industries .....	122.6	125.5	126.2	.2	.7	.6	3.0	2.6	2.9
White-collar occupations .....	123.5	126.5	127.3	.3	.7	.6	3.0	2.8	3.1
Excluding sales .....	125.1	128.0	129.0	.3	.7	.8	3.0	2.6	3.1
Blue-collar occupations .....	120.5	123.5	123.8	.0	.8	.2	2.9	2.5	2.7
Service occupations .....	122.4	124.2	124.8	.9	.6	.5	2.8	2.4	2.0

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
<b>Workers, by bargaining status</b>									
Union .....	124.2	126.8	127.9	0.3	0.8	0.9	2.7	2.4	3.0
Blue-collar occupations .....	123.4	125.7	126.5	.2	.7	.6	2.3	2.1	2.5
Goods-producing industries <sup>1</sup> .....	124.7	126.7	127.5	.2	.6	.6	2.3	1.8	2.2
Service-producing industries <sup>2</sup> .....	123.6	126.8	128.2	.6	1.0	1.1	3.3	3.2	3.7
Manufacturing .....	125.8	127.1	128.2	.4	.4	.9	2.3	1.4	1.9
Blue-collar occupations .....	125.6	126.8	127.9	.4	.3	.9	2.2	1.4	1.8
Nonmanufacturing .....	123.0	126.2	127.4	.3	1.0	1.0	3.1	2.9	3.6
Nonunion .....	123.2	126.0	126.7	.4	.6	.6	3.1	2.7	2.8
Blue-collar occupations .....	121.9	124.5	125.1	.2	.5	.5	3.1	2.3	2.6
Goods-producing industries <sup>1</sup> .....	124.1	126.4	127.3	.4	.4	.7	3.5	2.3	2.6
Service-producing industries <sup>2</sup> .....	122.7	125.6	126.2	.4	.6	.5	2.9	2.8	2.9
Manufacturing .....	124.8	127.3	128.3	.6	.3	.8	3.5	2.7	2.8
Blue-collar occupations .....	123.5	125.7	127.0	.4	.2	1.0	3.0	2.2	2.8
Nonmanufacturing .....	122.5	125.3	126.0	.2	.6	.6	2.9	2.5	2.9
<b>Workers, by region <sup>3</sup></b>									
Northeast .....	124.3	127.4	127.9	.2	.6	.4	3.0	2.7	2.9
South .....	122.5	125.2	126.0	.6	.7	.6	3.1	2.8	2.9
Midwest .....	125.0	127.7	128.4	.3	.6	.5	3.1	2.5	2.7
West .....	121.7	123.9	125.1	.3	.4	1.0	3.0	2.1	2.8
<b>Workers, by area size</b>									
Metropolitan areas .....	123.4	126.2	127.0	.4	.6	.6	3.0	2.7	2.9
Other areas .....	123.5	126.1	126.6	.2	.6	.4	3.2	2.4	2.5

<sup>1</sup> Includes mining, construction, and manufacturing.

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

<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Civilian workers .....	120.4	123.2	123.9	0.5	0.8	0.6	2.8	2.8	2.9
Excluding sales .....	120.7	123.4	124.2	.5	.8	.6	3.0	2.7	2.9
Workers, by occupational group									
White-collar occupations .....	121.5	124.3	125.1	.6	1.0	.6	2.9	2.9	3.0
Excluding sales .....	122.2	125.0	125.9	.6	1.0	.7	2.9	2.9	3.0
Professional specialty and technical ...	123.5	126.1	127.0	.6	1.1	.7	2.9	2.7	2.8
Executive, administrative, and managerial .....	120.8	123.8	124.9	.5	.8	.9	3.0	3.0	3.4
Administrative support, including clerical .....	121.6	124.3	125.3	.6	.7	.8	3.1	2.8	3.0
Blue-collar occupations .....	118.2	121.1	121.5	.3	.7	.3	2.8	2.8	2.8
Service occupations .....	120.4	122.8	123.4	.8	.8	.5	3.3	2.8	2.5
Workers, by industry division									
Goods-producing <sup>1</sup> .....	119.6	122.1	122.8	.5	.6	.6	2.9	2.6	2.7
Manufacturing .....	120.8	123.5	124.3	.7	.5	.6	3.0	2.9	2.9
Service-producing <sup>2</sup> .....	120.7	123.7	124.4	.4	1.0	.6	2.7	2.9	3.1
Services .....	123.5	126.2	126.9	.6	1.1	.6	2.9	2.8	2.8
Health services .....	125.4	127.5	128.4	.8	.7	.7	2.6	2.5	2.4
Hospitals .....	124.9	126.8	127.8	.7	.6	.8	2.6	2.3	2.3
Educational services .....	124.3	127.8	128.5	.4	2.2	.5	3.0	3.2	3.4
Public administration .....	120.6	123.2	124.2	.6	.7	.8	3.4	2.8	3.0
Nonmanufacturing .....	120.2	123.1	123.8	.4	1.0	.6	2.7	2.8	3.0
State and local government workers .....	123.4	126.6	127.3	.5	1.6	.6	3.1	3.1	3.2
Workers, by occupational group									
White-collar occupations .....	123.6	126.8	127.5	.6	1.8	.6	3.1	3.2	3.2
Professional specialty and technical ...	124.2	127.4	128.0	.5	1.9	.5	2.9	3.1	3.1
Executive, administrative, and managerial .....	122.4	126.0	127.2	.7	1.4	1.0	3.0	3.6	3.9
Administrative support, including clerical .....	121.7	124.4	125.1	.7	1.2	.6	3.3	2.9	2.8
Blue-collar occupations .....	122.5	124.8	125.7	.6	.8	.7	2.9	2.5	2.6
Service occupations .....	123.3	126.6	127.3	.5	1.1	.6	3.7	3.2	3.2
Workers, by industry division									
Services .....	124.2	127.6	128.2	.5	2.0	.5	3.0	3.2	3.2
Excluding schools <sup>3</sup> .....	124.0	126.9	127.3	.6	1.1	.3	3.0	3.0	2.7
Health services .....	125.3	127.9	128.5	.5	1.0	.5	3.6	2.6	2.6
Hospitals .....	125.1	127.6	128.3	.7	1.0	.5	3.6	2.7	2.6
Educational services .....	124.2	127.7	128.3	.5	2.2	.5	3.0	3.3	3.3
Schools .....	124.3	127.8	128.4	.4	2.2	.5	3.0	3.2	3.3
Elementary and secondary .....	124.9	128.7	129.2	.3	2.3	.4	2.7	3.4	3.4
Colleges and universities .....	122.5	125.0	126.0	.8	1.7	.8	4.1	2.9	2.9
Public administration .....	120.6	123.2	124.2	.6	.7	.8	3.4	2.8	3.0

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail

trade; finance, insurance, and real estate; service industries; and public administration.

<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Private industry workers .....	119.7	122.4	123.1	0.5	0.7	0.6	2.8	2.8	2.8
Excluding sales .....	120.0	122.6	123.4	.5	.7	.7	2.9	2.7	2.8
White-collar occupations .....	120.8	123.6	124.4	.5	.7	.6	2.8	2.8	3.0
Excluding sales .....	121.7	124.3	125.4	.6	.7	.9	3.0	2.7	3.0
Professional specialty and technical .....	123.0	125.3	126.4	.7	.7	.9	2.9	2.5	2.8
Executive, administrative, and managerial .....	120.5	123.4	124.5	.4	.7	.9	3.0	2.8	3.3
Sales .....	116.7	120.5	120.2	.2	1.0	-.2	1.7	3.4	3.0
Administrative support, including clerical .....	121.6	124.3	125.3	.6	.6	.8	3.1	2.8	3.0
Blue-collar occupations .....	118.0	120.8	121.3	.4	.6	.4	2.8	2.8	2.8
Precision production, craft, and repair .....	117.9	121.0	121.1	.1	.9	.1	2.8	2.7	2.7
Machine operators, assemblers, and inspectors .....	118.8	121.4	122.3	.7	.4	.7	2.8	2.9	2.9
Transportation and material moving .....	115.6	118.5	118.6	.3	.6	.1	2.7	2.9	2.6
Handlers, equipment cleaners, helpers, and laborers .....	118.9	121.5	122.8	.8	.2	1.1	2.8	3.1	3.3
Service occupations .....	118.8	120.8	121.4	1.0	.7	.5	3.0	2.7	2.2
Production and nonsupervisory occupations <sup>1</sup> .....	119.1	121.8	122.4	.5	.7	.5	2.8	2.8	2.8
Goods-producing industries <sup>2</sup> .....	119.6	122.1	122.8	.6	.6	.6	3.0	2.7	2.7
Excluding sales occupations .....	119.1	121.6	122.3	.6	.6	.6	3.0	2.7	2.7
White-collar occupations .....	122.0	124.4	125.1	.7	.5	.6	3.2	2.7	2.5
Excluding sales .....	120.8	123.2	124.1	.8	.6	.7	3.4	2.8	2.7
Blue-collar occupations .....	118.1	120.7	121.4	.5	.7	.6	2.8	2.7	2.8
Service occupations .....	119.7	122.8	123.5	-.3	.7	.6	2.4	2.2	3.2
Construction .....	114.7	116.8	117.2	.1	1.0	.3	3.2	1.9	2.2
Manufacturing .....	120.8	123.5	124.3	.7	.5	.6	3.0	2.9	2.9
White-collar occupations .....	122.7	125.3	125.9	.8	.5	.5	3.3	3.0	2.6
Excluding sales .....	121.4	123.9	124.7	1.0	.6	.6	3.6	3.1	2.7
Blue-collar occupations .....	119.5	122.2	123.1	.7	.5	.7	2.8	2.9	3.0
Service occupations .....	120.6	123.7	124.3	.0	.7	.5	2.8	2.6	3.1
Durables .....	120.8	123.6	124.2	.8	.6	.5	3.1	3.2	2.8
Nondurables .....	120.8	123.3	124.4	.4	.3	.9	2.8	2.5	3.0
Service-producing industries <sup>3</sup> .....	119.7	122.6	123.3	.4	.8	.6	2.7	2.9	3.0
Excluding sales occupations .....	120.7	123.4	124.3	.4	.7	.7	2.8	2.7	3.0
White-collar occupations .....	120.4	123.2	124.1	.4	.7	.7	2.6	2.8	3.1
Excluding sales .....	122.1	124.7	125.8	.5	.7	.9	2.9	2.6	3.0
Blue-collar occupations .....	117.6	121.1	121.1	.1	.7	.0	2.6	3.1	3.0
Service occupations .....	118.7	120.7	121.3	1.2	.8	.5	3.0	2.9	2.2
Transportation and public utilities .....	119.6	122.9	123.7	.6	.7	.7	3.6	3.4	3.4
Transportation .....	117.5	121.0	121.6	.7	1.0	.5	3.6	3.7	3.5
Public utilities .....	122.3	125.2	126.1	.7	.6	.7	3.7	3.1	3.1
Communications .....	122.1	125.3	126.2	.9	.6	.7	4.3	3.6	3.4
Electric, gas, and sanitary services .....	122.4	125.2	125.9	.4	.6	.6	3.0	2.7	2.9
Wholesale and retail trade .....	118.4	121.6	122.1	.1	.8	.4	2.6	2.8	3.1
Excluding sales occupations .....	118.8	121.9	123.2	.1	.8	1.1	2.3	2.7	3.7

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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Wholesale trade .....	119.9	123.9	125.1	0.8	1.0	1.0	3.0	4.2	4.3
Excluding sales occupations .....	120.2	123.7	125.6	.5	.7	1.5	2.3	3.4	4.5
Retail trade .....	117.8	120.5	120.6	-.2	.8	.1	2.4	2.1	2.4
General merchandise stores .....	117.5	119.0	120.0	.9	.3	.8	2.2	2.1	2.1
Food stores .....	117.3	118.6	119.0	-.1	.9	.3	1.2	1.0	1.4
Finance, insurance, and real estate .....	114.2	118.0	118.8	.4	.9	.7	1.2	3.7	4.0
Excluding sales occupations .....	117.4	121.1	121.7	.2	.7	.5	2.4	3.3	3.7
Banking, savings and loan, and other credit agencies .....	116.2	120.4	121.2	-.3	.6	.7	1.5	3.3	4.3
Insurance .....	118.6	121.1	122.2	.8	.2	.9	1.7	2.9	3.0
Excluding sales occupations .....	122.7	125.7	126.3	.3	.4	.5	2.9	2.8	2.9
Services .....	123.0	125.3	126.1	.7	.7	.6	2.8	2.5	2.5
Business services .....	120.4	123.6	124.3	.4	.6	.6	4.1	3.1	3.2
Health services .....	125.4	127.5	128.4	.9	.6	.7	2.3	2.6	2.4
Hospitals .....	124.8	126.6	127.7	.7	.6	.9	2.3	2.2	2.3
Nursing homes .....	-	-	-	.6	.5	1.0	3.6	3.0	3.4
Educational services .....	125.1	128.6	129.3	.2	2.1	.5	3.5	3.0	3.4
Colleges and universities .....	124.9	129.0	130.1	.3	2.5	.9	2.7	3.6	4.2
Nonmanufacturing industries .....	119.1	121.9	122.6	.3	.8	.6	2.7	2.7	2.9
White-collar occupations .....	120.2	123.1	123.9	.4	.8	.6	2.6	2.8	3.1
Excluding sales .....	121.8	124.4	125.5	.4	.7	.9	2.8	2.6	3.0
Blue-collar occupations .....	116.4	119.4	119.5	.0	.8	.1	2.6	2.6	2.7
Service occupations .....	118.6	120.6	121.2	1.1	.7	.5	3.0	2.8	2.2

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
<b>Workers, by bargaining status</b>									
Union .....	119.1	121.5	122.2	0.4	0.7	0.6	2.9	2.4	2.6
Blue-collar occupations .....	117.6	120.0	120.4	.3	.8	.3	2.7	2.3	2.4
Goods-producing industries <sup>1</sup> .....	117.9	120.2	120.5	.3	.8	.2	2.7	2.3	2.2
Service-producing industries <sup>2</sup> .....	120.6	123.2	124.3	.4	.7	.9	3.3	2.6	3.1
Manufacturing .....	119.2	121.3	121.9	.6	.7	.5	2.8	2.4	2.3
Blue-collar occupations .....	118.9	121.0	121.6	.5	.7	.5	2.8	2.3	2.3
Nonmanufacturing .....	119.0	121.6	122.3	.3	.8	.6	3.0	2.5	2.8
Nonunion .....	119.8	122.6	123.3	.5	.7	.6	2.7	2.9	2.9
Blue-collar occupations .....	118.3	121.4	121.9	.5	.6	.4	2.9	3.1	3.0
Goods-producing industries <sup>1</sup> .....	120.3	122.9	123.7	.7	.6	.7	3.1	2.8	2.8
Service-producing industries <sup>2</sup> .....	119.5	122.4	123.1	.4	.7	.6	2.5	2.9	3.0
Manufacturing .....	121.5	124.3	125.1	.8	.4	.6	3.1	3.2	3.0
Blue-collar occupations .....	120.0	123.1	124.2	.8	.4	.9	2.8	3.4	3.5
Nonmanufacturing .....	119.1	121.9	122.6	.3	.7	.6	2.6	2.7	2.9
<b>Workers, by region <sup>3</sup></b>									
Northeast .....	120.2	123.1	123.6	.2	.8	.4	2.5	2.6	2.8
South .....	119.1	121.8	122.5	.5	.8	.6	2.7	2.8	2.9
Midwest .....	120.1	123.0	123.5	.5	.7	.4	3.1	2.9	2.8
West .....	119.0	121.4	122.7	.8	.4	1.1	2.9	2.8	3.1
<b>Workers, by area size</b>									
Metropolitan areas .....	119.7	122.4	123.2	.5	.7	.7	2.7	2.8	2.9
Other areas .....	119.0	122.1	122.4	.3	.7	.2	2.8	3.0	2.9

<sup>1</sup> Includes mining, construction, and manufacturing.

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

<sup>3</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
Civilian workers .....	132.5	135.2	136.2	0.2	0.5	0.7	3.4	2.2	2.8
State and local government workers .....	130.5	133.6	134.4	.2	1.1	.6	2.8	2.5	3.0
Private industry workers .....	133.0	135.6	136.6	.2	.4	.7	3.7	2.1	2.7
Workers, by occupational group									
White-collar occupations .....	133.3	136.6	137.5	.4	.4	.7	4.5	2.9	3.2
Blue-collar occupations .....	132.5	134.1	135.2	-.2	.4	.8	2.8	1.1	2.0
Service occupations .....	134.7	135.7	136.5	.4	.1	.6	2.4	1.1	1.3
Workers, by industry division									
Goods-producing industries <sup>1</sup> .....	134.8	136.2	137.5	.0	.2	1.0	3.5	1.0	2.0
Service-producing industries <sup>2</sup> .....	131.5	134.8	135.6	.2	.5	.6	3.8	2.7	3.1
Manufacturing .....	134.3	135.5	137.0	.3	.2	1.1	3.3	1.2	2.0
Nonmanufacturing .....	132.3	135.4	136.2	.1	.5	.6	3.8	2.4	2.9
Workers, by bargaining status									
Union workers .....	133.7	136.6	138.5	.3	.8	1.4	2.4	2.5	3.6
Nonunion workers .....	132.7	135.2	135.9	.1	.3	.5	4.2	2.0	2.4

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> 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					
	Dec. 1994	Sep. 1995	Dec. 1995	3 months ended			12 months ended		
				Dec. 1994	Sep. 1995	Dec. 1995	Dec. 1994	Sep. 1995	Dec. 1995
<b>COMPENSATION</b>									
Aircraft manufacturing (SIC 3721) .....	129.2	131.5	133.9	0.4	0.4	1.8	3.2	2.2	3.6
White-collar occupations .....	125.3	127.8	128.9	.0	.5	.9	2.9	2.0	2.9
Blue-collar occupations .....	134.2	136.3	140.9	.8	.1	3.4	3.4	2.3	5.0
<b>WAGES AND SALARIES</b>									
Aircraft manufacturing (SIC 3721) .....	124.8	127.4	128.0	0.6	0.7	0.5	2.6	2.7	2.6
White-collar occupations .....	120.2	122.7	123.1	.3	.9	.3	2.5	2.4	2.4
Blue-collar occupations .....	131.7	134.1	135.1	1.2	.4	.7	3.0	3.0	2.6
<b>BENEFIT COSTS</b>									
Aircraft manufacturing (SIC 3721) .....	138.4	140.5	146.6	-0.2	-0.2	4.3	4.0	1.3	5.9
White-collar occupations .....	137.3	139.9	142.5	-.5	-.2	1.9	3.6	1.4	3.8
Blue-collar occupations .....	139.2	140.6	151.9	.1	-.2	8.0	4.3	1.2	9.1

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.