

News

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EMPLOYMENT COST INDEX - SEPTEMBER 1991

The Employment Cost Index (ECI) increased 1.2 percent before seasonal adjustment in the 3 months ended in September 1991, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The September 1991 ECI level of 111.5 (June 1989=100) was 4.3 percent higher than the index in September 1990. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

On a seasonally adjusted basis, the ECI compensation costs rose 0.9 percent in the June-September 1991 period, down from the 1.2 percent rise in the March-June 1991 period. The June-September 1991 rise of 0.5 percent for wages and salaries was about half what it has been over the past several years, while the 1.6 percent increase in benefit costs is in line with the recent past, as indicated below:

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Sep. 1991
	1989 Dec.	Mar.	1990 June Sep.		Dec.	1991 Mar. June Sep.			
Compensation costs..	1.2	1.5	1.2	1.1	1.0	1.2	1.2	0.9	4.3
Wages and salaries.	1.1	1.1	1.2	1.0	0.9	1.2	1.0	0.5	3.8
Benefit costs.....	1.6	2.0	1.5	1.5	1.5	1.4	1.5	1.6	6.0

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 4.3 percent for the year ended in September 1991, down from the 4.6 percent gain for the year ended in June 1991. Virtually all of this slowdown was due to smaller increases for State and local government workers (4.1 percent, down from 5.2 percent). The slowdown reflected deceleration in both wage and salary and benefit cost gains. Wages and salaries rose 3.9 percent in September 1990-91, down from 4.9 percent in June 1990-91, while

corresponding increases for benefit costs were 4.6 and 5.6 percent. Benefit cost increases for State and local government workers were dampened because several jurisdictions decreased or temporarily suspended payments into employee retirement funds over the past 6 months.

Compensation cost changes for State and local government workers are heavily concentrated in the June-September period, whereas those for private industry workers are spread throughout the year.

Private industry workers had compensation cost gains of 4.5 percent in the September 1990-91 period, about the same as the 4.4 percent increase in June 1990-91. The rate of compensation cost increase for private industry workers included acceleration in benefit cost gains while wage and salary increases leveled off at 3.7 percent. Benefit costs for private industry workers rose 6.4 percent during September 1990-91, up from 6.2 percent in June 1990-91--reflecting relatively large increases in nonproduction bonuses and in health and worker compensation insurance costs.

For the year ended September 1991, compensation cost increases in private industry were the same for goods-producing and service-producing industries (4.5 percent). Compensation cost gains among the goods-producing industries ranged from 3.9 percent in construction to 4.6 percent in durable goods manufacturing. Within the service-producing industries, compensation cost increases ranged from 2.8 percent in insurance to 5.8 percent in health services.

Over-the-year compensation cost increases in private industry were higher for service workers (5.5 percent) than for either white-collar or blue-collar workers (both 4.4 percent). Service-worker gains were boosted by relatively large increases for those workers in the health and personal services industries.

Compensation cost increases over the year ended September 1991 were higher for union (4.8 percent) than for nonunion workers (4.3 percent). This pattern held for both the goods-producing and service-producing industries and was in contrast to the situation that had prevailed for nearly a decade. Nonunion increases had exceeded those for union workers almost without exception since March 1983-84.

ECI data for December 1991 will be released on Tuesday, January 28, 1992, at 8:30 A.M. (EST)

Changes in wages and salaries and benefit costs, private industry, 1980-91

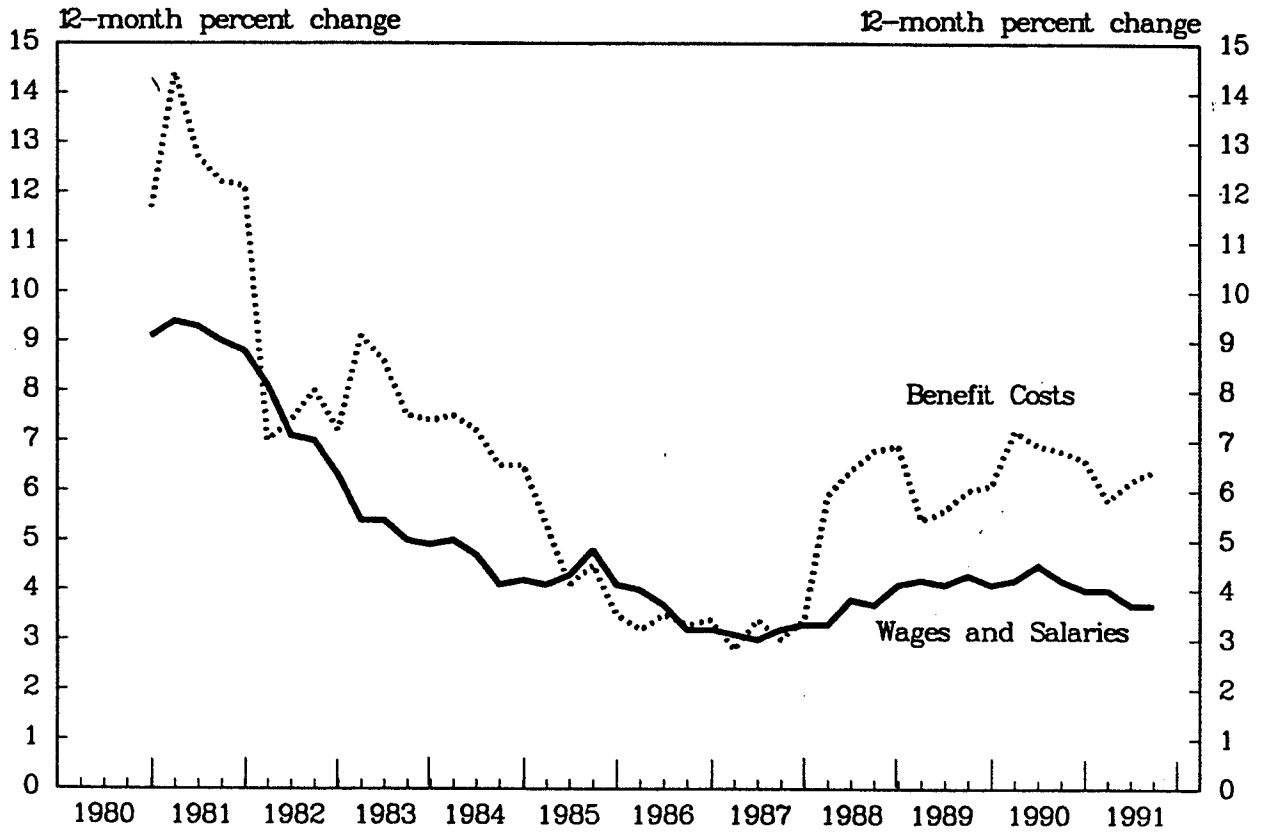


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	June 1991	Sep. 1991	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991
Civilian workers.....	110.3	111.3	1.2	1.5	1.2	1.1	1.0	1.2	1.2	0.9
State and local government.....	113.1	113.4	1.4	1.6	1.5	1.2	1.4	1.6	1.1	.3
Private industry workers.....	109.7	110.9	1.1	1.4	1.3	1.0	.9	1.1	1.2	1.1
White-collar occupations 3/.....	110.3	111.4	1.0	1.7	1.3	1.1	.7	1.5	1.2	1.0
Blue-collar occupations.....	108.9	110.2	1.0	1.3	1.2	1.0	.9	1.1	1.0	1.2
Service occupations.....	109.9	111.7	1.2	1.2	1.3	.9	1.2	1.0	1.6	1.6
Goods-producing industries 1/.....	109.7	110.9	1.1	1.5	1.3	1.0	.9	1.1	1.2	1.1
Construction.....	108.4	109.1	1.4	1.7	1.0	.9	.6	1.7	.8	.6
Manufacturing.....	109.9	111.3	1.1	1.5	1.3	1.2	.9	1.0	1.2	1.3
Durables.....	109.8	111.3	1.3	1.3	1.2	1.3	1.0	1.7	1.4	1.4
Nondurables.....	110.0	111.2	.9	1.9	1.3	1.1	.9	1.0	1.2	1.1
Service-producing industries 2/.....	109.7	110.9	1.2	1.3	1.3	1.0	.9	1.2	1.1	1.1
Transportation and public utilities.....	107.5	108.9	.9	1.4	.2	1.0	1.2	1.5	1.5	1.3
Wholesale trade.....	109.6	110.6	1.9	.6	.4	.9	.8	1.6	1.5	.9
Retail trade.....	108.7	110.0	.8	1.4	1.3	1.2	.8	1.2	1.1	1.2
Finance, insurance, and real estate 3/.....	109.5	109.7	1.0	1.2	1.8	1.0	.1	2.7	1.1	1.2
Services.....	111.8	112.9	1.4	1.7	1.9	1.0	1.4	1.1	1.1	1.0
Nonmanufacturing industries.....	109.6	110.9	1.3	1.3	1.2	1.0	.9	1.3	1.0	1.2

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							
	June 1991	June 1989	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991
	109.1	109.7	1.1	1.1	1.2	1.0	0.9	1.2	1.0	0.5
Civilian workers.....	109.1	109.7	1.1	1.1	1.2	1.0	0.9	1.2	1.0	0.5
State and local government.....	111.9	112.0	1.3	1.4	1.3	1.2	1.1	1.5	1.1	.1
Private industry workers.....	108.4	109.2	1.1	1.1	1.1	1.0	.8	1.0	1.0	.7
White-collar occupations 3/.....	109.1	110.1	1.0	1.2	1.3	1.0	.6	1.2	1.1	.9
Blue-collar occupations 3/.....	107.3	108.0	.6	1.1	1.1	.8	.6	1.1	.8	.7
Service occupations.....	108.4	110.0	1.2	.9	1.2	.8	1.0	.7	1.4	1.5
Goods-producing industries 1/3/.....	108.0	108.7	1.0	1.1	1.1	.9	.7	1.1	.9	.6
Construction.....	105.9	106.1	.8	1.5	1.7	.4	.4	1.5	.6	.2
Manufacturing.....	108.4	109.3	1.0	1.4	1.2	.9	.8	1.1	.9	.8
Durables 3/.....	108.3	109.2	1.2	1.3	1.1	1.0	.8	1.1	.9	.8
Non-durables 3/.....	108.6	109.4	.7	1.8	1.2	.9	.6	1.2	.9	.7
Service-producing industries 2/.....	108.7	109.5	1.1	1.1	1.2	.9	.9	1.1	1.0	.7
Transportation and public utilities.....	106.6	107.6	.9	1.0	.7	.8	.9	1.3	1.3	.9
Wholesale trade.....	109.2	110.3	2.2	1.0	.2	.2	.5	1.7	1.4	1.0
Retail trade.....	107.7	108.8	1.0	1.1	1.1	.7	.8	.9	1.1	1.0
Finance, insurance, and real estate 3/.....	108.1	108.0	1.7	1.5	1.7	1.4	-.1	2.1	1.0	-.1
Services.....	110.3	111.2	1.3	1.5	1.8	.8	1.5	.9	.8	.8
Nonmanufacturing industries.....	108.4	109.3	1.0	1.0	1.2	.8	.9	1.1	.9	.8

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								
	June 1991	Sep. 1991	Dec. 1989	Mar. 1990	June 1990	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	
Civilian workers	113.6	115.4	1.6	2.0	1.5	1.5	1.5	1.4	1.5	1.6	
State and local government	115.4	115.9	1.7	1.9	1.9	1.5	1.5	1.5	1.0	.4	
Private industry workers	113.2	115.3	1.6	1.9	1.5	1.6	1.4	1.3	1.7	1.9	
White-collar occupations	113.6	115.4	1.6	2.0	1.6	1.7	1.4	1.4	1.7	1.6	
Blue-collar occupations	112.6	115.0	1.4	1.9	1.5	1.4	1.2	1.3	1.7	2.1	
Service occupations	114.5	116.8	1.3	2.2	1.4	1.3	1.6	1.5	2.4	2.0	
Goods-producing industries 1/	113.7	115.9	1.4	2.2	1.6	1.7	1.5	1.0	2.0	1.9	
Manufacturing	113.1	115.4	1.3	1.8	1.7	1.7	1.6	.4	2.3	2.0	
Service-producing industries 2/	112.8	114.7	1.6	1.9	1.4	1.4	1.4	1.4	1.6	1.7	
Nonmanufacturing industries	113.3	115.1	1.7	1.9	1.6	1.4	1.3	1.7	1.5	1.6	

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		
	Sep. 1990	June 1991	Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991
Civilian workers	106.9	110.2	111.5	1.0	1.2	5.2	4.6	4.3
Excluding sales	106.9	110.2	111.7	1.4	1.4	5.2	4.6	4.5
Workers, by occupational group								
White-collar occupations	107.5	110.8	112.1	1.6	1.2	5.4	4.7	4.3
Excluding sales	107.7	110.9	112.4	1.8	1.4	5.7	4.8	4.4
Professional specialty and technical	108.7	111.7	113.5	2.3	1.6	5.9	5.1	4.4
Executive, administrative, and managerial	107.0	110.6	111.8	1.5	1.1	5.7	4.9	4.5
Administrative support, including clerical	106.8	110.6	111.4	1.5	1.1	5.3	4.6	4.3
Blue-collar occupations	105.8	109.2	110.3	1.0	1.0	4.6	4.2	4.3
Service occupations	106.6	110.4	112.3	1.4	1.7	4.8	5.0	5.3
Workers, by industry division								
Goods-producing 1/	106.2	109.9	111.0	1.0	1.0	5.0	4.5	4.5
Manufacturing	106.4	110.0	111.2	1.0	1.1	5.2	4.5	4.5
Service-producing 2/	107.2	110.4	111.8	1.6	1.3	5.1	4.6	4.3
Services	109.0	112.0	113.8	2.3	1.6	6.1	5.1	4.4
Health services	109.2	113.2	115.0	2.0	1.6	6.8	5.7	5.3
Hospitals	109.1	112.9	114.7	2.2	1.6	6.6	5.8	5.1
Educational services	110.3	112.4	114.9	3.5	2.2	6.0	5.4	4.2
Public administration	107.8	110.9	112.2	2.2	1.2	5.2	5.1	4.1
Nonmanufacturing	107.0	110.3	111.7	1.4	1.3	5.0	4.5	4.4
State and local government workers	109.4	112.0	113.9	2.7	1.7	5.9	5.2	4.1
Workers, by occupational group								
White-collar occupations	109.9	112.3	114.2	3.0	1.7	6.1	5.2	3.9
Professional specialty and technical	110.3	112.4	114.5	3.1	1.9	6.3	5.0	3.8
Executive, administrative, and managerial	109.3	112.0	113.3	2.7	1.2	6.0	5.3	3.7
Administrative support, including clerical	108.7	111.7	113.5	2.5	1.6	5.6	5.4	4.4
Blue-collar occupations	108.2	110.9	112.4	1.8	1.4	6.0	4.3	3.9
Workers, by industry division								
Services	110.2	112.6	114.8	3.2	2.0	6.2	5.4	4.2
Excluding schools 3/	108.8	111.7	113.7	2.3	1.8	6.1	5.0	4.5
Health services	109.9	112.2	113.9	2.8	1.5	6.6	5.0	3.6
Hospitals	109.8	112.1	114.1	2.6	1.8	6.4	4.8	3.9
Educational services	110.3	112.6	114.9	3.3	2.0	6.0	5.4	4.2
Elementary and secondary	111.1	113.0	115.7	3.7	2.4	6.2	5.5	4.1
Colleges and universities	109.2	112.5	113.4	2.7	1.8	5.6	5.8	3.8
Public administration	107.8	110.9	112.2	2.2	1.2	5.2	5.1	4.1

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						
				3 Months Ended		6 Months Ended		12 Months Ended		
	Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1990	June 1991	Sep. 1990	June 1991	
Private industry workers	106.2	109.8	111.0	1.0	1.2	1.1	1.1	4.9	4.4	4.5
Excluding sales	106.3	109.8	111.1	1.1	1.1	1.2	1.2	5.0	4.5	4.5
White-collar occupations	106.7	110.3	111.4	1.1	1.2	1.0	1.0	5.2	4.5	4.4
Excluding sales	106.9	110.4	111.8	1.4	1.1	1.3	1.3	5.5	4.7	4.6
Professional, technical, and managerial	107.5	111.1	112.8	1.6	1.9	1.5	1.5	5.6	5.0	4.9
Executive, administrative, and managerial	106.6	110.3	111.5	1.2	1.3	1.1	1.1	5.6	4.7	4.6
Sales	105.9	109.8	109.8	1.3	1.7	1.0	1.0	5.9	4.0	3.7
Administrative support, including clerical	106.4	109.9	111.0	1.0	1.2	1.0	1.0	5.1	4.4	4.3
Blue-collar occupations	105.6	109.0	110.2	.9	1.0	1.1	1.1	4.5	4.1	4.4
Precision production, craft, and repair	105.6	109.2	110.5	.9	1.1	1.2	1.2	4.3	4.3	4.6
Machine operators, assemblers, and inspectors	105.9	109.4	110.5	.9	1.0	1.0	1.0	5.0	4.2	4.3
Transportation and material moving	104.9	107.6	108.3	.6	1.2	1.2	1.2	3.7	3.2	3.2
Handlers, equipment cleaners, helpers, and laborers	105.7	109.3	110.4	1.0	1.1	1.0	1.0	4.3	4.4	4.4
Service occupations	105.7	109.9	111.5	.8	1.5	1.5	1.5	4.5	4.8	5.5
Production and nonsupervisory occupations 4'	106.0	109.6	110.8	.9	1.1	1.1	1.1	4.5	4.3	4.5
Goods-producing industries 1/	106.2	109.8	111.0	1.0	1.2	1.1	1.1	5.0	4.4	4.5
Excluding sales occupations	106.1	109.8	110.9	1.0	1.3	1.0	1.0	4.9	4.5	4.5
White-collar occupations	106.7	110.1	111.2	1.3	1.2	1.0	1.0	5.4	4.6	4.2
Excluding sales	106.4	110.0	111.1	1.1	1.4	1.0	1.0	5.1	4.6	4.5
Blue-collar occupations	106.0	109.7	110.8	.9	1.2	1.0	1.0	4.8	4.4	4.9
Service occupations	105.3	109.3	110.5	.9	1.3	1.1	1.1	4.4	4.7	4.9
Construction	105.2	108.5	109.3	.9	1.0	.7	.7	4.0	4.0	3.9
Manufacturing	106.4	110.0	111.2	1.0	1.3	1.1	1.1	5.2	4.5	4.5
White-collar occupations	106.8	110.2	111.3	1.4	1.3	1.0	1.0	5.6	4.7	4.2
Excluding sales	106.4	109.9	111.1	1.2	1.5	1.1	1.1	5.2	4.6	4.4
Blue-collar occupations	106.2	109.8	111.1	1.0	1.2	1.2	1.2	5.0	4.4	4.6
Service occupations	105.1	109.2	110.3	1.6	1.3	1.0	1.0	4.3	4.5	4.9
Durables	106.3	109.9	111.2	1.1	1.3	1.2	1.2	5.1	4.6	4.6
Nondurables	106.6	110.1	111.2	1.0	1.2	1.0	1.0	5.3	4.4	4.3

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						
	Sep. 1990	June 1991	3 Months Ended		12 Months Ended		Sep. 1991	Sep. 1990	
			Sep. 1990	June 1991	June 1991	June 1991			
Service-producing industries 2/	106.2	109.8	111.0	1.0	1.2	1.1	4.8	4.4	4.5
Excluding sales occupations	106.4	109.9	111.3	1.2	1.1	1.3	5.1	4.6	4.6
White-collar occupations	106.7	110.4	111.5	1.1	1.2	1.0	5.2	4.6	4.5
Excluding sales	107.1	110.6	112.1	1.4	1.0	1.4	5.6	4.7	4.7
Blue-collar occupations	104.8	107.6	108.7	.9	.9	1.0	3.7	3.6	3.7
Service occupations	105.8	109.9	111.6	.8	1.4	1.5	4.6	4.7	5.5
Transportation and public utilities	104.2	107.7	109.0	.9	1.6	1.2	3.5	4.3	4.6
Transportation	103.8	106.8	107.8	.8	1.5	.9	3.3	3.7	3.9
Public utilities	104.8	108.8	110.4	1.0	1.7	1.5	3.8	4.8	5.3
Communications	104.2	108.0	109.9	1.1	1.9	1.8	3.2	4.8	5.5
Electric, gas, and sanitary services	105.5	109.8	111.0	.9	1.4	1.1	4.5	5.0	5.2
Wholesale and retail trade	105.6	109.2	110.3	.6	1.7	1.0	3.9	4.0	4.5
Excluding sales occupations	105.4	109.1	110.1	.9	1.3	.9	4.0	4.4	4.5
Wholesale trade	105.8	109.6	110.7	.4	1.7	1.0	3.1	4.0	4.6
Excluding sales occupations	105.4	109.6	110.3	.4	1.3	1.0	3.5	4.4	4.6
Retail trade	105.5	109.0	110.1	.7	1.6	1.0	4.4	4.0	4.4
General merchandise stores	105.9	110.1	111.2	.2	1.7	1.0	5.5	4.2	5.0
Food stores	105.7	109.3	110.3	1.1	1.7	.9	4.9	4.5	4.4
Finance, insurance, and real estate	105.4	109.5	109.7	1.0	1.1	1.2	5.0	4.9	4.1
Excluding sales occupations	106.3	109.5	110.6	1.5	.8	1.0	6.2	4.6	4.0
Banking, savings and loan, and other credit agencies	104.4	107.0	107.5	.3	- .4	.0	3.8	2.8	3.0
Insurance	106.5	109.5	109.5	1.2	2.0	.0	6.6	4.1	2.8
Services	108.1	111.5	113.1	1.5	.6	1.4	6.2	4.7	4.6
Business services	106.3	110.4	110.0	.9	.1	- .4	5.6	4.8	3.5
Health services	109.0	113.5	115.3	1.8	.8	1.6	7.0	6.0	5.8
Hospitals	108.9	113.2	114.9	2.2	.9	1.5	6.9	6.2	5.5
Educational services	110.2	111.5	114.9	4.1	- .4	3.0	6.1	5.3	4.3
Colleges and universities	109.8	112.0	115.5	3.9	.6	3.1	6.3	6.0	5.2
Nonmanufacturing industries	106.2	109.7	110.9	1.0	1.1	1.1	4.8	4.4	4.4
White-collar occupations	106.7	110.4	111.5	1.1	1.2	1.0	5.2	4.6	4.5
Excluding sales	107.0	110.6	112.1	1.3	1.0	1.4	5.9	4.7	4.8
Blue-collar occupations	105.0	108.2	109.2	.8	1.4	1.6	3.9	3.9	4.0
Service occupations	105.8	109.9	111.7	.8	1.4	1.6	4.8	4.7	5.6

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						
	June 1991		Sep. 1991	3 Months Ended Sep. 1990		3 Months Ended Sep. 1991		12 Months Ended Sep. 1990		Sep. 1991
	1990	1991	1991	Sep. 1990	June 1991	Sep. 1991	June 1991	Sep. 1990	June 1991	Sep. 1991
Workers, by bargaining status										
Union.....	105.1	108.8	110.1	1.0	1.2	1.2	4.2	4.5	4.8	4.7
Blue-collar occupations.....	104.8	108.6	109.7	.7	1.1	1.0	3.9	4.3	4.7	4.7
Goods-producing industries 1/.....	105.1	109.2	110.3	.6	1.2	1.0	4.2	4.5	4.9	4.9
Service-producing industries 2/.....	104.9	108.3	109.8	1.3	1.1	1.4	4.1	4.5	4.7	4.7
Manufacturing.....	105.3	109.5	110.6	.6	1.3	1.0	4.5	4.6	5.0	5.0
Blue-collar occupations.....	105.1	109.4	110.6	.5	1.2	1.1	4.2	4.6	5.2	5.2
Nonmanufacturing.....	104.9	108.3	109.7	1.2	1.1	1.3	4.1	4.4	4.6	4.6
Nonunion.....	106.6	110.1	111.2	1.0	1.2	1.0	5.1	4.4	4.3	4.3
Blue-collar occupations.....	106.3	109.4	110.6	.9	1.0	1.1	4.9	3.9	4.0	4.0
Goods-producing industries 1/.....	106.7	110.1	111.3	1.1	1.2	1.1	5.3	4.4	4.3	4.3
Service-producing industries 2/.....	106.5	110.1	111.2	.9	1.2	1.0	4.9	4.4	4.4	4.4
Manufacturing.....	106.9	110.2	111.5	1.3	1.3	1.2	5.6	4.5	4.3	4.3
Blue-collar occupations.....	107.2	110.3	111.7	1.2	1.2	1.3	5.7	4.2	4.2	4.2
Nonmanufacturing.....	106.5	110.1	111.2	1.0	1.2	1.0	5.0	4.5	4.4	4.4
Workers, by region 5/										
Northeast.....	106.5	110.6	111.7	1.1	1.1	1.0	4.6	5.0	4.9	4.9
South.....	106.3	109.8	110.7	.6	1.3	.8	5.0	3.9	4.1	4.1
Midwest.....	106.3	109.7	111.2	1.4	1.1	1.4	5.2	4.7	4.6	4.6
West.....	105.6	108.9	110.0	1.1	1.3	1.0	4.6	4.2	4.2	4.2
Workers, by area size										
Metropolitan areas.....	106.3	109.8	111.0	1.1	1.2	1.1	4.8	4.5	4.4	4.4
Other areas.....	106.0	109.9	110.7	.8	1.4	.7	5.2	4.5	4.4	4.4

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					
	Sep. 1990	June 1991	3 Months Ended		12 Months Ended		Sep. 1991	
			Sep. 1990	June 1991	Sep. 1990	June 1991		
Civilian workers	106.0	108.9	110.0	0.8	1.0	4.3	4.0	3.8
Excluding sales	106.1	108.9	110.1	.8	1.1	4.6	4.1	3.8
Workers, by occupational group								
White-collar occupations	106.8	109.6	110.8	.8	1.1	4.8	4.2	3.7
Excluding sales	107.0	109.8	111.2	.7	1.3	5.1	4.5	3.9
Professional specialty and technical	107.9	110.4	112.3	.5	1.7	5.3	4.6	4.1
Executive, administrative, and managerial	106.5	109.6	110.8	1.0	1.1	5.3	4.4	4.0
Administrative support, including clerical	105.9	108.8	109.9	.8	1.0	4.4	3.9	3.8
Blue-collar occupations	104.7	107.4	108.2	.8	1.7	3.7	3.4	3.3
Service occupations	105.6	108.9	110.6	1.0	1.6	4.1	4.5	4.7
Workers, by industry division								
Goods-producing 1/	105.1	108.0	108.8	.9	.7	4.2	3.6	3.5
Manufacturing	105.4	109.3	109.3	.9	.8	4.5	3.7	3.7
Service-producing 2/	106.5	110.6	110.6	.8	1.2	4.6	4.2	3.8
Services	108.1	110.7	112.4	.5	1.5	5.5	4.5	4.0
Health services	108.3	111.8	113.4	.6	1.4	6.2	5.3	4.7
Hospitals	108.3	111.5	113.1	.6	1.4	6.0	5.2	4.4
Educational services	109.6	111.1	113.6	.0	2.3	5.6	5.0	3.6
Public administration	106.5	109.5	110.6	.4	1.0	4.3	4.7	3.8
Nonmanufacturing	106.2	109.0	110.2	.8	1.1	4.3	4.0	3.8
State and local government workers	108.6	110.9	112.8	.3	1.7	5.3	4.9	3.9
Workers, by occupational group								
White-collar occupations	109.2	111.2	113.1	.2	1.7	5.6	4.9	3.6
Professional specialty and technical	109.8	111.7	113.8	.2	1.9	5.9	5.1	3.6
Executive, administrative, and managerial	108.4	110.7	112.0	.1	1.2	5.4	4.7	3.3
Administrative support, including clerical	107.2	109.7	111.4	.3	1.5	4.7	4.7	3.9
Blue-collar occupations	107.2	110.0	111.1	.8	1.0	5.2	4.5	3.6
Workers, by industry division								
Services	109.5	111.5	113.7	.2	2.0	5.7	5.2	3.8
Excluding schools 3/	108.8	111.4	113.5	.0	1.9	6.0	4.7	3.8
Health services	108.9	111.7	113.0	.5	1.2	6.0	5.3	4.3
Hospitals	108.6	111.3	112.9	.5	1.4	5.5	5.1	4.0
Educational services	109.7	111.5	113.8	.2	2.1	5.5	5.2	3.7
Schools	109.7	111.5	113.7	.3	2.0	5.5	5.3	3.6
Elementary and secondary	110.1	111.7	114.3	.1	2.3	5.7	5.5	3.8
Colleges and universities	108.4	111.0	112.0	.7	2.3	5.7	5.5	3.3
Public administration	106.5	109.5	110.6	.4	1.0	4.3	4.7	3.8

NOTE: See footnotes at end of table 10.

Table 8. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)			Percent Changes for					
				3 Months Ended		6 Months Ended		12 Months Ended	
	Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991
Private industry workers	105.4	108.4	109.3	0.9	1.0	0.8	4.2	3.7	3.7
Excluding sales	105.4	108.4	109.4	1.0	.9	.9	4.3	3.8	3.8
White-collar occupations	106.0	109.1	110.1	1.0	1.1	.9	4.5	4.0	3.9
Excluding sales	106.2	109.2	110.5	1.3	.9	1.2	4.9	4.2	4.0
Professional, specialty, and technical	106.5	109.5	111.1	1.6	.8	1.5	4.8	4.5	4.3
Executive, administrative, and managerial	106.2	109.4	110.6	1.2	1.1	1.1	5.4	4.3	4.1
Sales	105.4	108.5	108.2	.1	1.6	-.3	3.2	3.0	2.7
Administrative support, including clerical	105.7	108.6	109.6	1.0	.9	.9	4.5	3.7	3.7
Blue-collar occupations	104.6	107.3	108.0	.8	.8	.7	3.6	3.4	3.3
Precision production, craft, and repair	104.4	107.0	107.8	.8	.7	.7	3.4	3.3	3.3
Machine operators, assemblers, and inspectors	104.9	108.0	108.7	.7	.8	.6	4.3	3.6	3.6
Transportation and material moving	103.6	105.6	106.1	.5	1.1	.5	2.4	2.4	2.4
Handlers, equipment cleaners, helpers, and laborers	105.3	108.5	109.2	.9	1.1	.6	4.2	3.9	3.7
Service occupations	104.9	108.3	109.8	.7	1.3	1.4	4.0	3.9	4.7
Production and nonsupervisory occupations 4/	105.2	108.1	109.0	.9	1.0	.8	3.8	3.6	3.6
Goods-producing industries 1/	105.1	108.0	108.7	.9	.9	.6	4.1	3.6	3.4
Excluding sales occupations	105.0	107.9	108.7	.8	.9	.7	4.0	3.6	3.5
White-collar occupations	105.7	108.5	109.5	1.1	1.0	.9	4.7	3.7	3.6
Excluding sales	105.6	108.5	109.5	1.1	1.2	.9	4.6	3.9	3.7
Blue-collar occupations	104.7	107.6	108.3	.6	1.7	.7	3.7	3.4	3.4
Service occupations	104.3	106.7	107.8	1.3	.7	1.0	3.6	3.6	3.4
Construction	103.5	105.9	106.3	.6	.8	.4	2.4	2.9	2.7
Manufacturing	105.4	108.4	109.3	.9	.9	.8	4.5	3.7	3.7
White-collar occupations	105.9	108.8	109.8	1.1	1.1	.9	5.0	3.9	3.7
Excluding sales	105.6	108.6	109.7	1.1	1.3	1.0	4.7	4.0	3.7
Blue-collar occupations	105.1	108.2	109.0	.7	.8	.7	4.2	3.2	3.5
Service occupations	104.1	106.5	107.7	.9	.7	1.1	3.4	3.5	3.5
Durables	105.3	108.3	109.2	1.0	.9	.8	4.6	3.8	3.7
Nondurables	105.7	108.6	109.4	.9	.9	.7	4.5	3.6	3.5

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 1982=100)			Percent Changes for						
	Sep. 1990	June 1991	Sep. 1991	3 Months Ended		12 Months Ended		Sep. 1990	June 1991	Sep. 1991
				Sep. 1990	June 1991	Sep. 1991	Sep. 1990			
Service-producing industries 2/	105.7	108.7	109.7	1.1	1.1	0.9	4.2	3.9	3.8	
Excluding sales occupations	105.8	108.7	110.0	1.2	1.9	1.2	4.5	4.0	4.0	
White-collar occupations	106.1	109.3	110.3	1.0	1.1	1.9	4.5	4.1	4.1	
Excluding sales	106.4	109.5	110.9	1.3	.9	1.3	5.0	6.3	4.2	
Blue-collar occupations	104.2	106.5	107.3	.9	1.9	.8	3.3	3.1	3.0	
Service occupations	105.0	108.4	110.0	.7	1.3	1.5	4.2	3.9	4.8	
Transportation and public utilities	104.1	106.6	107.7	.9	1.1	1.0	3.4	3.3	3.5	
Transportation	103.3	105.5	106.6	1.0	1.2	1.0	2.7	3.1	3.2	
Public utilities	105.0	108.0	109.0	.9	1.0	.9	3.9	3.7	3.8	
Communications	105.0	107.6	108.5	.9	1.0	.8	3.9	3.4	3.3	
Electric, gas, and sanitary services	105.0	108.6	109.5	.8	1.2	.8	4.0	4.2	4.3	
Wholesale and retail trade	104.9	108.3	109.4	.5	1.7	.9	3.4	3.6	4.1	
Excluding sales occupations	104.9	108.3	109.2	.7	1.4	.8	3.8	3.9	4.1	
Wholesale trade	105.5	109.2	110.4	.3	1.8	1.1	2.6	3.8	4.6	
Excluding sales occupations	105.2	109.2	109.8	.5	1.2	.5	3.4	4.3	4.4	
Retail trade	105.0	108.0	109.0	.6	1.7	.9	4.0	3.4	3.8	
General merchandise stores	105.6	110.0	110.9	.4	2.0	.8	5.3	4.6	5.0	
Food stores	105.1	108.7	109.4	.8	1.7	.6	4.7	4.2	4.1	
Finance, insurance, and real estate	104.9	108.1	108.0	1.4	1.0	-1	4.3	4.4	3.0	
Excluding sales occupations	105.8	108.4	109.5	1.8	1.8	1.0	5.6	4.3	3.5	
Banking, savings and loan, and other credit agencies	103.9	105.9	106.4	.3	-7	.5	2.8	2.2	2.4	
Insurance	105.8	107.8	107.5	1.6	2.0	-.3	6.2	3.6	1.6	
Services	107.1	110.0	111.5	1.3	.5	1.4	5.4	4.1	4.1	
Business services	105.7	109.5	108.9	.6	-.1	-.5	6.8	5.2	3.0	
Health services	108.1	111.9	113.5	1.7	1.7	1.4	6.1	4.6	5.0	
Hospitals	108.2	111.6	113.2	2.1	.7	1.4	6.2	5.3	4.6	
Educational services	109.2	109.7	113.0	4.0	-.5	3.0	5.3	4.5	3.5	
Colleges and universities	108.7	110.2	113.7	3.7	.5	3.2	5.2	5.2	4.6	
Nonmanufacturing industries	105.4	108.4	109.3	.9	1.0	.8	3.9	3.7	3.7	
White-collar occupations	106.1	109.2	110.2	1.0	1.1	.9	4.5	4.0	3.9	
Excluding sales	106.3	109.4	110.7	1.2	.8	1.2	4.9	4.2	4.1	
Blue-collar occupations	104.0	106.3	107.1	.8	1.8	.8	3.0	3.0	3.0	
Service occupations	105.0	108.4	110.0	.7	1.2	1.5	4.2	3.9	4.8	

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								
	Sep. 1990	June 1991	3 Months Ended			12 Months Ended					
			Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991			
Workers, by bargaining status:											
Union.....	104.2	107.1	0.9	0.8	0.8	3.6	3.7	3.6	3.7	3.4	3.6
Blue-collar occupations.....	103.8	106.7	.6	.9	.6	3.1	3.4	3.1	3.4	3.4	3.4
Goods-producing industries 1/.....	104.0	107.1	.5	.8	.8	3.4	3.5	3.4	3.5	3.8	3.6
Service-producing industries 2/.....	104.4	107.0	1.3	.8	1.3	3.7	3.8	3.7	3.8	3.8	3.8
Manufacturing.....	104.3	107.5	.5	.7	.7	3.8	3.6	3.8	3.6	3.6	3.8
Blue-collar occupations.....	104.2	107.5	.4	.8	.8	3.6	3.6	3.6	3.6	3.6	3.8
Nonmanufacturing.....	104.1	106.7	1.1	.9	1.1	3.4	3.6	3.4	3.6	3.6	3.7
Nonunion.....	105.8	108.7	1.0	1.0	.9	4.4	3.7	4.4	3.7	3.3	3.7
Blue-collar occupations.....	105.1	107.7	.8	.8	.7	3.9	3.3	3.9	3.3	3.2	3.2
Goods-producing industries 1/.....	105.5	108.3	1.0	.9	.8	4.4	3.6	4.4	3.6	3.8	3.5
Service-producing industries 2/.....	105.9	108.9	1.0	1.0	.9	4.4	3.8	4.4	3.8	3.8	3.8
Manufacturing.....	105.9	108.8	1.0	1.0	.8	4.9	3.8	4.9	3.8	3.6	3.6
Blue-collar occupations.....	106.0	108.8	1.0	.8	.8	4.7	3.6	4.7	3.6	3.5	3.5
Nonmanufacturing.....	105.7	108.7	.9	1.0	.8	4.2	3.7	4.2	3.7	3.7	3.7
Workers, by region 5/:											
Northeast.....	105.9	109.4	1.0	1.0	.8	4.0	4.4	4.0	4.4	4.2	4.2
South.....	105.7	108.5	.5	1.0	.6	4.4	3.1	4.4	3.1	3.3	3.3
Midwest.....	105.1	107.7	1.4	.7	1.1	4.3	3.9	4.3	3.9	3.6	3.6
West.....	104.8	107.6	.8	1.1	.9	4.0	3.5	4.0	3.5	3.5	3.6
Workers, by area size:											
Metropolitan areas.....	105.4	108.4	1.0	1.0	.8	4.0	3.8	4.0	3.8	3.7	3.7
Other areas.....	105.3	108.4	.7	1.1	.6	4.6	3.6	4.6	3.6	3.5	3.5

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						
	Sep. 1990	June 1991	3 Months Ended			12 Months Ended			
			Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991	
Civilian workers.....	108.9	113.6	115.4	1.6	1.2	1.6	6.9	6.0	6.0
State and local government workers.....	111.3	114.4	116.4	2.8	-2	1.7	7.1	5.6	4.6
Private industry workers.....	108.3	113.5	115.2	1.3	1.7	1.5	6.8	6.2	6.4
Workers, by occupational group									
White-collar occupations.....	108.6	113.8	115.3	1.4	1.5	1.3	7.1	6.3	6.2
Blue-collar occupations.....	107.9	112.8	114.9	1.2	1.6	1.9	6.4	5.8	6.5
Service occupations.....	108.1	114.5	116.5	1.0	2.0	1.7	6.4	7.0	7.8
Workers, by industry division									
Goods-producing industries 1/.....	108.7	113.9	115.8	1.4	1.8	1.7	7.1	6.3	6.5
Service-producing industries 2/.....	107.9	113.0	114.6	1.2	1.4	1.4	6.4	6.0	6.2
Manufacturing.....	108.4	113.3	115.3	1.4	1.9	1.8	6.7	6.0	6.4
Nonmanufacturing.....	108.2	113.5	115.1	1.2	1.4	1.4	6.7	6.2	6.4

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					
	Sep. 1990	June 1991	Sep. 1991	3 Months Ended			12 Months Ended		
				Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991
COMPENSATION									
Aircraft and parts manufacturing (SIC 372)	107.5	110.5	111.8	1.2	1.1	1.7	6.3	4.0	4.0
White-collar occupations	106.5	108.9	109.7	1.0	1.2	1.7	5.6	3.3	3.0
Professional specialty and technical	106.0	108.5	109.3	1.0	1.0	1.1	5.5	3.0	3.1
Executive, administrative, and managerial	108.4	111.0	111.6	1.8	1.3	1.5	5.0	4.1	2.9
Administrative support, including clerical	108.4	112.2	114.0	1.3	1.0	1.6	6.9	3.3	3.0
Blue-collar occupations	108.0	111.7	113.2	1.3	1.9	1.3	6.9	4.9	5.2
Precision production, craft, and repair	109.0	112.6	114.6	1.4	1.1	1.8	7.2	4.8	4.8
Machine operators, assemblers, and inspectors	108.5	111.8	113.1	1.4	1.5	1.2	7.4	4.5	5.1
Aircraft manufacturing (SIC 3721)	107.2	109.7	110.5	1.2	1.5	1.7	6.3	3.6	4.2
White-collar occupations	110.1	114.7	116.7	1.4	1.3	1.7	8.6	5.6	3.1
Blue-collar occupations	105.0	107.1	108.8	1.0	.4	1.6	3.9	3.0	6.0
Aircraft engines and parts manufacturing (SIC 3724)	102.8	104.6	105.9	.6	.2	1.2	2.5	2.3	3.6
White-collar occupations	106.7	109.0	110.9	1.2	.6	1.7	4.9	3.4	3.0
Blue-collar occupations	107.6	111.0	111.9	1.0	.9	.8	6.2	4.2	4.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	107.9	110.4	111.2	.9	1.0	.7	6.3	3.3	3.1
White-collar occupations	107.4	111.4	112.5	1.1	.8	1.0	6.2	4.9	4.7
Blue-collar occupations	106.4	111.9	113.1	1.1	2.3	1.1	5.2	6.4	6.3
Guided missiles and space vehicles manufacturing (SIC 3761)	105.8	111.4	112.4	.8	2.3	.9	4.6	6.1	6.2
White-collar occupations	109.0	114.3	116.2	2.5	2.0	1.7	7.9	7.5	6.6
Blue-collar occupations	WAGES AND SALARIES								
Aircraft and parts manufacturing (SIC 372)	105.6	109.3	110.6	0.7	1.0	1.2	4.8	4.2	4.7
White-collar occupations	104.5	107.4	108.2	.3	1.1	.7	3.9	3.1	3.5
Professional specialty and technical	104.2	106.6	107.6	.5	.9	.9	3.8	2.8	3.3
Executive, administrative, and managerial	105.6	109.4	110.1	.4	1.3	.5	3.4	3.0	3.3
Administrative support, including clerical	106.9	111.4	113.3	1.0	.9	1.7	4.7	4.0	4.3
Blue-collar occupations	106.5	110.6	112.1	.9	.9	1.4	5.8	5.3	6.0
Precision production, craft, and repair	107.2	112.2	114.4	.9	1.0	2.0	5.9	5.6	5.3
Machine operators, assemblers, and inspectors	105.7	109.8	110.9	.8	1.3	1.0	5.1	4.7	6.7
Aircraft manufacturing (SIC 3721)	104.2	107.4	107.9	.4	1.3	1.0	3.8	3.5	4.9
White-collar occupations	107.8	113.5	115.4	1.0	1.3	1.7	6.8	6.4	3.6
Blue-collar occupations	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					
	Sep. 1990	June 1991	Sep. 1991	3 Months Ended			12 Months Ended		
				Sep. 1990	June 1991	Sep. 1991	Sep. 1990	June 1991	Sep. 1991
WAGES AND SALARIES									
Aircraft engines and parts manufacturing (SIC 3724).....	105.2	107.7	109.4	1.2	0.6	1.6	4.2	3.6	4.0
White-collar occupations.....	104.1	106.0	107.4	.7	.6	1.3	3.6	2.5	3.2
Blue-collar occupations.....	106.1	109.1	111.1	1.5	.6	1.8	4.7	4.4	4.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	106.0	109.5	111.0	.2	.6	1.4	4.8	3.5	4.7
White-collar occupations.....	106.0	108.7	109.8	.3	.9	1.0	4.5	2.5	3.6
Blue-collar occupations.....	106.0	110.2	111.9	.3	.5	1.5	5.1	4.3	5.6
Guided missiles and space vehicles manufacturing (SIC 3761).....	105.8	110.1	111.3	1.0	1.1	1.1	5.0	5.1	5.2
White-collar occupations.....	105.2	109.2	110.3	.8	1.0	1.0	4.4	4.6	4.8
Blue-collar occupations.....	108.7	114.0	116.3	1.8	1.2	2.0	7.5	6.7	7.0
BENEFIT COSTS									
Aircraft and parts manufacturing (SIC 372).....	111.3	113.1	114.3	2.3	1.3	1.1	9.4	4.0	2.7
White-collar occupations.....	111.1	112.3	113.3	2.7	1.3	.9	9.6	3.8	2.0
Professional specialty and technical.....	110.3	112.0	113.3	2.0	1.4	1.2	9.6	3.6	2.7
Administrative support, including clerical.....	113.5	114.0	114.4	1.3	1.1	.4	10.4	1.8	.8
Blue-collar occupations.....	111.4	113.8	115.3	1.9	1.2	1.3	9.1	4.1	3.5
Precision production, craft, and repair.....	110.9	114.0	115.4	2.0	1.1	1.2	9.0	4.9	4.1
Machine operators, assemblers, and inspectors.....	112.1	113.3	114.9	1.9	1.3	1.4	9.6	3.0	2.5
Aircraft manufacturing (SIC 3721).....	114.5	116.0	117.7	2.8	1.6	1.5	12.3	4.1	2.8
White-collar occupations.....	114.3	115.1	116.4	3.1	1.8	1.1	12.4	3.8	1.8
Blue-collar occupations.....	114.6	117.1	119.3	2.1	1.4	1.9	12.0	4.4	4.1
Aircraft engines and parts manufacturing (SIC 3724).....	104.7	106.0	107.6	.7	.2	1.5	3.4	1.9	2.8
White-collar occupations.....	99.9	101.6	102.7	.3	-.5	1.1	.2	2.0	2.8
Blue-collar occupations.....	107.7	108.7	110.5	.8	.6	1.7	5.4	1.8	2.6
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	111.0	114.0	114.0	2.9	1.4	.0	9.4	5.7	2.7
Blue-collar occupations.....	110.1	113.7	113.7	2.8	1.6	.0	8.7	6.2	3.3
Guided missiles and space vehicles manufacturing (SIC 3761).....	107.7	116.4	117.4	1.4	5.1	.9	6.1	9.6	9.0
White-collar occupations.....	107.3	116.8	117.8	.7	5.3	.9	5.4	9.6	9.8
Blue-collar occupations.....	109.6	115.1	116.1	4.1	3.6	.9	8.8	9.3	5.9

1/ Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are published in this release for the convenience of all users.

Data not available.

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 8,800 occupations within 1,300 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. Since June 1986, the jobs have been classified according to definitions used in the 1980 Census. Prior to June 1986, they were

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).

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 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.

The costs per hour worked of compensation components, based on March 1991 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1991."² 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.

² Cost levels by establishment size for March 1991 appear in the article "Compensation cost levels by establishment employment size," in the August 1991 issue of the Bureau's monthly publication, Compensation and Working Conditions.