

News

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USDL-98-321

TRANSMISSION OF MATERIAL
IN THIS RELEASE IS EMBARGOED
UNTIL 8:30 A.M. (EDT),
THURSDAY, JULY 30, 1998

EMPLOYMENT COST INDEX-JUNE 1998

The Employment Cost Index (ECI), not seasonally adjusted, for June 1998 was 137.4 (June 1989=100), an increase of 3.5 percent from June 1997, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The ECI measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, compensation costs for civilian workers (private industry plus state and local governments) rose 0.9 percent during the March - June 1998 period. Since September 1991, the three-month increases in compensation costs have ranged from 0.6 percent to 1.0 percent. Wages and salaries increased 0.9 percent during the March - June 1998 period. The increase was 0.8 percent in the December 1997 - March 1998 period. Benefit costs increased 0.8 percent in the March 1998 - June 1998 period, up from 0.4 percent in the December 1997 - March 1998 period.

Table A. 3-month percent changes in Employment Cost Index, seasonally adjusted

Compensation Component	Sep. 1996	Dec. 1996	Mar. 1997	June 1997	Sep. 1997	Dec. 1997	Mar. 1998	June 1998
Civilian workers								
Compensation costs	0.6	0.7	0.7	0.8	0.8	1.0	0.7	0.9
Wages and salaries	0.7	0.7	0.8	0.9	0.9	1.1	0.8	0.9
Benefit costs	0.5	0.6	0.3	0.5	0.5	0.8	0.4	0.8
Private industry								
Compensation costs	0.7	0.7	0.6	0.9	0.8	1.0	0.7	0.9
Wages and salaries	0.7	0.7	0.9	0.9	1.0	1.1	0.8	1.0
Benefit costs	0.6	0.6	0.1	0.6	0.5	0.9	0.3	0.8
State and local government								
Compensation costs	0.6	0.7	0.6	0.5	0.6	0.6	0.8	0.7
Wages and salaries	0.6	0.8	0.6	0.6	0.7	0.8	0.7	0.7
Benefit costs	0.4	0.7	0.4	0.3	0.3	0.3	0.8	0.7

Compensation costs for private industry workers increased 0.9 percent during the March - June 1998 period; in March, the increase was 0.7 percent. Wages and salaries rose 1.0 percent in June 1998; in March, the increase was 0.8 percent. Benefit costs increased 0.8 percent in June; the increase was 0.3 percent in March. (See tables A and 1.)

NOTE: BLS is evaluating the statistical reliability of ECI series. Some series may be discontinued. (See page 3 for details.)

Compensation costs for state and local government workers increased 0.7 percent during the March – June 1998 period, following a gain of 0.8 percent in the March period. Wages and salaries increased 0.7 percent in June, the same as in the March period. Benefits increased 0.7 percent in the June quarter; in the previous quarter, the increase was 0.8 percent. (See tables A and 1.)

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) were up 3.5 percent for the year ended June 1998. This compares with increases of 2.8 percent in June 1997 and 2.9 percent in June 1996. Compensation costs in private industry rose 3.5 percent in June 1998, up from 2.9 percent in both June 1997 and June 1996. Compensation costs for state and local governments increased 2.7 percent for the year ended in June 1998. The gain for the year ended in June 1997 was 2.4 percent, and, in June 1996, the increase was 2.6 percent. (See tables B, 2, and 3.)

Private industry

In private industry, wages and salaries rose 4.0 percent for the year ended June 1998. Wages and salaries increased 3.3 percent in June 1997. (See tables B and 6.) Benefit costs for private industry workers increased 2.6 percent for the year ended in June 1998, compared with 2.0 percent in June 1997. The over-the-year increase in June 1998 was due, in part, to increases in employer costs for Social Security, paid leave benefits, and health benefits. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 4.0 percent for white-collar occupations, 2.7 percent for blue-collar occupations, and 3.9 percent for service occupations. Among the occupational groups, increases ranged from 2.4 percent for transportation and material moving occupations to 5.0 percent for sales occupations. (See table 3.)

Table B. 12-month percent changes in Employment Cost Index, not seasonally adjusted

Compensation Component	June 1993	June 1994	June 1995	June 1996	June 1997	June 1998
Civilian workers						
Compensation costs	3.6	3.2	2.9	2.9	2.8	3.5
Wages and salaries	2.8	3.0	3.0	3.2	3.2	3.8
Benefit costs	5.5	3.8	2.7	1.8	2.0	2.4
Private industry						
Compensation costs	3.6	3.4	2.8	2.9	2.9	3.5
Wages and salaries	2.7	3.1	2.9	3.4	3.3	4.0
Benefit costs	5.8	3.9	2.6	1.7	2.0	2.6
State and local government						
Compensation costs	3.4	2.9	3.1	2.6	2.4	2.7
Wages and salaries	2.8	2.8	3.2	2.8	2.7	3.0
Benefit costs	4.4	3.2	2.9	2.2	1.7	2.1

Private industry compensation costs increased more rapidly in service-producing industries (4.0 percent) than in goods-producing industries (2.6 percent) for the year ended June 1998. Compensation costs had risen 3.0 percent in service-producing industries and 2.6 percent in goods-producing industries in the prior year. Among industry divisions, June 1997-to-June 1998 increases ranged from 2.5 percent in manufacturing to 7.0 percent in finance, insurance, and real estate. (See table 3.)

The 3.8 percent over-the-year increase in compensation costs for nonunion workers in private industry outpaced the 2.7 percent increase for union workers. The pattern was similar for service-producing industries where nonunion compensation increased 4.2 percent and union compensation increased 2.9 percent. For goods-producing industries, the increase for nonunion workers was 2.8 percent and for union workers was 2.4 percent. Compensation in blue-collar occupations increased 2.7 percent for nonunion workers and 2.6 percent for union workers. (See table 4.)

State and local government

In state and local governments, the June 1998 over-the-year increase in wages and salaries was less than in private industry. The June 1998 over-the-year increase was 3.0 percent; in June 1997, the increase was 2.7 percent. Benefit costs for June 1998 increased 2.1 percent over-the-year. In June 1997, the increase was 1.7 percent. (See tables B, 5, and 8.)

NOTES:

The ECI for September 1998 is scheduled to be released Thursday, October 29, 1998, at 8:30 A.M. (EST).

The Bureau is evaluating published ECI series to ensure that they meet statistical standards for reliability. Preliminary research has targeted 37 series for elimination from the news release. These series are marked with a footnote in the accompanying tables. Series that fail reliability standards will be removed from the news release beginning in September 1998 and will be available only upon request.

ECI data, as well as other data produced by BLS, are available on the World Wide Web. The ECI home page address is: <http://stats.bls.gov/ecthome.htm> The BLS home page address is: <http://stats.bls.gov> To access data using Anonymous FTP, use the Internet address: <ftp://ftp.bls.gov>

For technical assistance in using the BLS Internet site, send e-mail to: labstat.helpdesk@bls.gov For ECI data requests, send e-mail to: ocltinfo@bls.gov

News releases and other information are available from the BLS fax-on-demand service. To request a document fax, call 202-606-6325. To request a catalog of available documents, select option 2 at the initial voice prompt. To request data found in this news release, enter the following codes:

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Employment Cost Index

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

Wages & salaries — Benefits - -

12-month percent change

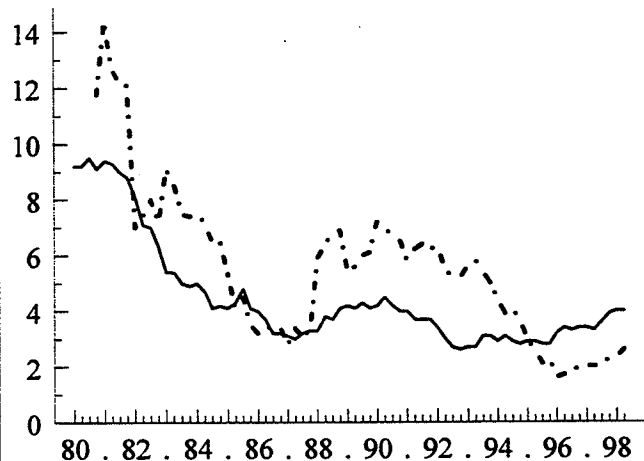


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted — Not seasonally adjusted - -

3-month percent change

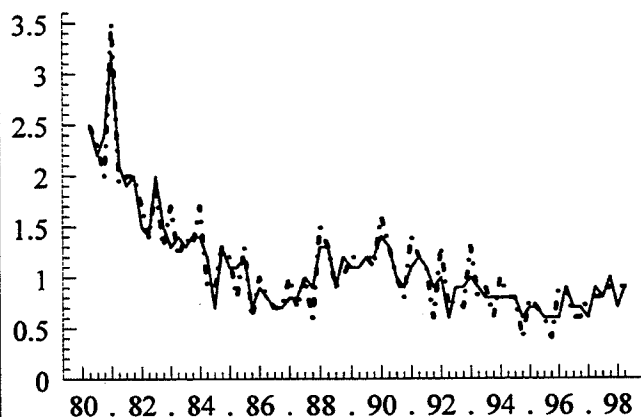


Chart C. Changes in compensation by occupational group, private industry, goods-producing industries

White-collar — Blue-collar - -

12-month percent change

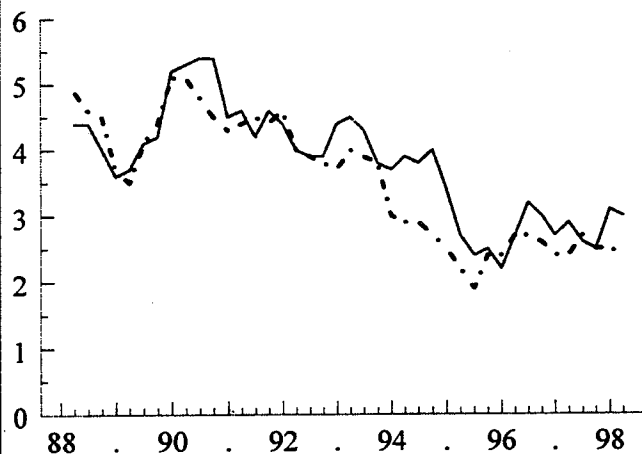


Chart D. Changes in compensation by occupational group, private industry, service-producing industries

White-collar — Blue-collar - -

12-month percent change

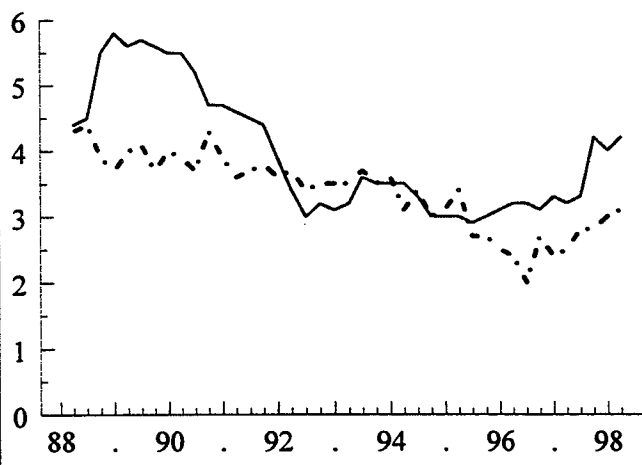


Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 1998	June 1998	Sep. 1996	Dec. 1996	Mar. 1997	June 1997	Sep. 1997	Dec. 1997	Mar. 1998	June 1998
TOTAL COMPENSATION										
Civilian workers	136.1	137.3	0.6	0.7	0.7	0.8	0.8	1.0	0.7	0.9
State and local government	136.5	137.5	.6	.7	.6	.5	.6	.6	.8	.7
Private industry	136.0	137.2	.7	.7	.6	.9	.8	1.0	.7	.9
Industry										
Goods producing ²	135.0	136.2	.6	.7	.3	.9	.8	.4	.6	.9
Construction ³	130.9	132.5	.4	.9	.6	.8	.7	.5	.7	1.2
Manufacturing	136.3	137.0	.8	.7	.3	.8	.7	.5	.7	.5
Durables	136.5	137.3	.6	.6	.2	.8	.7	.6	.5	.6
Nondurables	135.8	136.5	1.2	.7	.4	.9	.8	.5	.9	.5
Service producing ⁴	136.5	137.7	.7	.7	.8	.8	.9	1.3	.7	.9
Transportation and public utilities ⁵	135.5	137.3	.5	.9	.4	.7	.8	1.0	1.0	1.3
Wholesale trade ³	137.8	138.3	.7	.9	1.4	.4	.8	.5	1.8	.4
Retail trade	133.4	134.4	1.0	1.1	1.1	.7	.9	.6	1.3	.7
Finance, insurance, and real estate ^{3,6}	136.7	138.4	.3	-.6	2.1	.6	.9	3.1	1.6	1.2
Services	139.2	140.3	.8	.6	.7	.9	1.0	1.2	.4	.8
Nonmanufacturing	135.9	137.2	.6	.8	.8	.8	.8	1.3	.7	1.0
Occupational group										
White collar	138.0	139.3	.9	.6	.8	.8	.9	1.3	.8	.9
Blue collar	133.1	134.1	.4	.9	.3	.8	.8	.7	.5	.8
Service	134.9	135.8	.6	1.0	.9	.9	1.6	.5	1.0	.7
WAGES AND SALARIES										
Civilian workers	133.9	135.1	.7	.7	.8	.9	.9	1.1	.8	.9
State and local government	135.1	136.1	.6	.8	.6	.6	.7	.8	.7	.7
Private industry	133.6	134.9	.7	.7	.9	.9	1.0	1.1	.8	1.0
Industry										
Goods producing ^{2,6}	132.0	133.2	.8	.6	.6	1.1	.8	.5	1.1	.9
Construction ³	126.3	127.9	.6	.7	1.1	.9	.8	.6	1.0	1.3
Manufacturing ⁶	133.7	134.6	.9	.5	.5	.9	.8	.7	1.1	.7
Durables ⁶	133.4	134.5	.9	.5	.5	.9	.8	.5	1.1	.8
Nondurables	134.2	134.7	1.1	.7	.5	.9	.8	.9	1.1	.4
Service producing ⁴	134.3	135.6	.7	.8	.9	.9	1.1	1.4	.8	1.0
Transportation and public utilities ⁵	131.9	133.0	.7	.8	.8	.8	.9	.8	.5	.8
Wholesale trade ³	136.5	136.8	.6	.9	1.6	.2	.8	.5	2.2	.2
Retail trade	132.0	133.3	1.0	1.4	1.0	1.0	.9	.7	1.1	1.0
Finance, insurance, and real estate ^{3,6}	132.6	134.8	.2	.0	1.9	.6	.9	3.3	1.5	1.7
Services	137.1	138.4	.7	.6	.9	1.1	1.2	1.1	.7	.9
Nonmanufacturing	133.4	134.7	.6	1.0	.9	.9	1.0	1.3	.8	1.0

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group — Continued

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Mar. 1998	June 1998	Sep. 1996	Dec. 1996	Mar. 1997	June 1997	Sep. 1997	Dec. 1997	Mar. 1998	June 1998
WAGES AND SALARIES—Continued										
Occupational group										
White collar	135.6	137.0	0.9	0.7	0.9	0.9	1.1	1.3	0.9	1.0
Blue collar ⁶	130.2	131.3	.5	.6	.7	1.0	.8	.6	.9	.8
Service	132.1	133.3	.7	1.1	.9	1.0	1.6	.7	1.0	.9
BENEFIT COSTS										
Civilian workers	141.6	142.7	.5	.6	.3	.5	.5	.8	.4	.8
State and local government	139.6	140.6	.4	.7	.4	.3	.3	.3	.8	.7
Private industry	142.1	143.2	.6	.6	.1	.6	.5	.9	.3	.8
Industry										
Goods producing ²	141.4	142.3	.3	.9	-.1	.6	.6	.2	-.3	.6
Manufacturing	141.5	142.2	.4	.9	-.3	.8	.5	.4	-.4	.5
Service producing ⁴	142.5	143.7	.8	.4	.4	.6	.5	1.4	.6	.8
Nonmanufacturing	142.5	143.9	.7	.5	.4	.6	.5	1.1	.6	1.0
Occupational group										
White collar	144.5	145.5	.7	.6	.4	.5	.3	1.4	.5	.7
Blue collar	139.2	140.3	.1	.7	.1	.4	.6	.2	.1	.8
Service ³	143.4	143.7	-.1	.8	.8	.9	1.4	.2	1.1	.2

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ This series may be discontinued with the September 1998 news release.

⁴ Includes transportation, communication, and public utilities; wholesale

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

⁵ Estimates for transportation and public utilities reflect the changes in SIC coding. See Explanatory Notes for further information.

⁶ No identifiable seasonality was found for this series.

Table 2. Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Civilian workers	132.8	136.3	137.4	0.6	0.8	0.8	2.8	3.3	3.5
Excluding sales occupations	133.0	136.4	137.4	.7	.8	.7	2.8	3.3	3.3
Industry									
Goods producing ²	132.7	135.1	136.3	.9	.7	.9	2.6	2.7	2.7
Manufacturing	133.8	136.4	137.2	.9	.8	.6	2.6	2.9	2.5
Service producing ³	132.9	136.8	137.7	.6	1.0	.7	2.9	3.6	3.6
Services	134.9	138.3	139.0	.6	.5	.5	2.8	3.1	3.0
Health services	135.7	138.0	138.5	.4	.1	.4	1.7	2.1	2.1
Hospitals	134.6	137.1	138.2	.3	.3	.8	1.3	2.2	2.7
Educational services	134.2	137.5	137.7	.1	.4	.1	2.6	2.6	2.6
Public administration ⁴	133.0	136.4	137.4	.0	1.0	.7	2.6	2.6	3.3
Nonmanufacturing	132.5	136.2	137.3	.6	.8	.8	2.9	3.4	3.6
Occupational group									
White collar	133.9	137.7	138.7	.6	.9	.7	3.0	3.5	3.6
Excluding sales	134.3	138.1	138.9	.6	.9	.6	2.9	3.4	3.4
Professional specialty and technical	134.6	137.5	138.3	.7	.6	.6	2.4	2.8	2.7
Executive, administrative, and managerial ...	134.0	139.1	139.7	.6	1.3	.4	3.8	4.4	4.3
Administrative support, including clerical	134.6	138.0	139.3	.7	.8	.9	2.9	3.3	3.5
Blue collar	130.9	133.2	134.3	.8	.6	.8	2.5	2.6	2.6
Service	132.7	136.9	137.9	.5	1.0	.7	3.1	3.7	3.9
State and local government	133.3	136.5	136.9	.1	.6	.3	2.4	2.5	2.7
Industry									
Services	133.3	136.5	136.6	.1	.4	.1	2.3	2.5	2.5
Excluding schools ^{5,6}	132.9	136.1	136.2	.3	.6	.1	1.6	2.7	2.5
Health services	134.9	137.9	138.0	.3	.5	.1	1.4	2.5	2.3
Hospitals	135.2	138.4	138.4	.3	.6	.0	1.5	2.7	2.4
Educational services	133.2	136.3	136.5	.1	.3	.1	2.5	2.4	2.5
Schools	133.5	136.6	136.7	.1	.3	.1	2.5	2.4	2.4
Elementary and secondary	133.3	136.1	136.2	.2	.2	.1	2.1	2.3	2.2
Colleges and universities	134.1	137.9	138.1	-.1	.5	.1	3.2	2.7	3.0
Public administration ⁴	133.0	136.4	137.4	.0	1.0	.7	2.6	2.6	3.3
Occupational group									
White collar	133.0	136.1	136.2	.1	.4	.1	2.4	2.4	2.4
Professional specialty and technical	132.5	135.6	135.6	.0	.4	.0	2.3	2.3	2.3
Executive, administrative, and managerial ...	134.4	137.5	137.9	.2	.8	.3	2.6	2.5	2.6
Administrative support, including clerical	133.5	136.9	137.2	.2	.6	.2	2.4	2.7	2.8
Blue collar	132.3	135.0	135.2	.2	.6	.1	2.2	2.2	2.2
Service	135.6	139.4	141.0	.0	1.2	1.1	2.5	2.8	4.0

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

⁵ Formerly called hospitals and other services.

⁶ This series may be discontinued with the September 1998 news release.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Private industry workers	132.8	136.3	137.5	0.8	0.9	0.9	2.9	3.5	3.5
Excluding sales occupations	133.0	136.4	137.5	.8	.9	.8	2.9	3.4	3.4
Industry									
Goods producing ²	132.7	135.1	136.2	1.0	.7	.8	2.6	2.8	2.6
Excluding sales	132.3	134.5	135.6	.9	.7	.8	2.6	2.6	2.5
White collar	134.8	137.7	138.8	1.0	1.1	.8	2.9	3.1	3.0
Excluding sales	133.8	136.3	137.4	.9	1.0	.8	2.8	2.8	2.7
Blue collar	131.4	133.5	134.6	.9	.5	.8	2.4	2.5	2.4
Construction ³	128.7	130.6	132.7	1.2	.7	1.6	2.7	2.7	3.1
Manufacturing	133.8	136.4	137.2	.9	.8	.6	2.6	2.9	2.5
White collar	135.2	138.2	139.1	1.0	1.1	.7	2.7	3.2	2.9
Excluding sales	133.8	136.5	137.3	.8	.9	.6	2.5	2.8	2.6
Blue collar	132.8	135.0	135.9	.8	.5	.7	2.5	2.5	2.3
Durables	134.1	136.5	137.4	.8	.6	.7	2.2	2.6	2.5
Aircraft manufacturing (SIC 3721)	138.4	137.2	138.9	.8	.2	1.2	.1	-.1	.4
White collar	134.9	134.7	137.1	1.0	.3	1.8	.7	.9	1.6
Blue collar	142.8	139.6	140.1	.4	.0	.4	-.9	-1.9	-1.9
Nondurables	133.0	135.9	136.7	1.0	1.0	.6	3.2	3.2	2.8
Service producing ⁴	132.5	136.7	137.8	.7	1.0	.8	3.0	3.9	4.0
Excluding sales	133.3	137.4	138.5	.8	1.0	.8	3.2	3.9	3.9
White collar	133.7	138.0	139.3	.8	1.0	.9	3.2	4.0	4.2
Excluding sales	135.1	139.5	140.6	.8	1.0	.8	3.2	4.1	4.1
Blue collar	129.2	132.1	133.2	.8	.9	.8	2.5	3.0	3.1
Service	130.6	135.0	135.8	.8	.8	.6	3.6	4.2	4.0
Transportation and public utilities ⁵	131.7	135.8	137.1	.3	1.2	1.0	2.6	3.4	4.1
Transportation ^{3,5}	130.9	134.0	134.9	.2	.4	.7	2.5	2.6	3.1
Public utilities	132.5	137.9	139.7	.4	2.1	1.3	2.6	4.5	5.4
Communications	130.5	136.6	139.2	.2	1.9	1.9	2.4	4.9	6.7
Electric, gas, and sanitary services	134.9	139.6	140.3	.5	2.3	.5	2.9	4.0	4.0
Wholesale and retail trade	131.2	134.7	135.8	.8	1.4	.8	3.8	3.5	3.5
Excluding sales	131.9	135.5	136.3	1.2	1.1	.6	4.4	3.9	3.3
Wholesale trade ³	133.8	137.7	138.6	.7	1.9	.7	3.5	3.6	3.6
Excluding sales ³	133.7	137.0	138.2	.8	1.2	.9	3.9	3.3	3.4
Retail trade	129.7	133.1	134.4	.9	1.1	1.0	3.9	3.6	3.6
General merchandise stores ³	127.7	131.2	133.0	1.0	.9	1.4	3.3	3.8	4.2
Food stores ³	128.2	131.3	132.9	.0	1.5	1.2	3.1	2.4	3.7
Finance, insurance, and real estate ³	129.4	136.7	138.4	.6	1.6	1.2	2.5	6.3	7.0
Excluding sales ³	132.4	140.2	141.3	.7	1.9	.8	3.0	6.6	6.7
Banking, savings and loan, and other credit agencies ³	131.6	143.3	145.3	.8	1.9	1.4	2.7	9.7	10.4
Insurance ³	132.1	137.4	138.9	.2	1.9	1.1	3.0	4.2	5.1
Excluding sales ³	136.6	140.0	140.9	.4	1.0	.6	2.9	2.9	3.1
Services	135.7	139.3	140.3	.8	.6	.7	3.0	3.5	3.4
Business services ³	134.2	139.5	140.7	.7	.6	.9	3.9	4.7	4.8
Health services	135.9	138.2	138.7	.3	.1	.4	1.8	2.0	2.1
Hospitals	134.4	136.7	138.2	.3	.1	1.1	1.2	2.0	2.8
Nursing homes	-	-	-	.5	.8	.8	2.3	2.7	3.0
Educational services	138.8	143.4	143.9	.2	.6	.3	3.0	3.5	3.7
Colleges and universities	139.9	144.3	144.8	.3	.4	.3	2.7	3.4	3.5

See footnotes at end of table.

Table 3. Employment Cost Index for total compensation¹ for private industry workers, by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Industry—Continued									
Nonmanufacturing industries	132.1	136.0	137.2	0.8	1.0	0.9	3.0	3.7	3.9
White collar	133.6	137.9	139.2	.7	1.0	.9	3.2	3.9	4.2
Excluding sales	135.1	139.3	140.5	.8	1.0	.9	3.3	4.0	4.0
Blue collar	128.6	131.0	132.4	.9	.7	1.1	2.4	2.7	3.0
Service	130.5	134.9	135.7	.9	.8	.6	3.6	4.3	4.0
Occupational group									
White collar	134.1	138.1	139.4	.8	1.0	.9	3.2	3.8	4.0
Excluding sales	134.8	138.8	139.9	.8	1.0	.8	3.1	3.8	3.8
Professional specialty and technical	135.9	138.8	140.1	1.0	.7	.9	2.5	3.1	3.1
Executive, administrative, and managerial ...	133.9	139.4	140.0	.7	1.5	.4	4.0	4.8	4.6
Sales ³	130.7	135.3	137.3	.5	1.3	1.5	3.0	4.0	5.0
Administrative support, including clerical	134.7	138.2	139.6	.7	.9	1.0	3.0	3.4	3.6
Blue collar	130.8	133.1	134.3	.9	.6	.9	2.5	2.7	2.7
Precision production, craft, and repair	130.9	132.9	134.4	1.0	.8	1.1	2.5	2.5	2.7
Machine operators, assemblers, and inspectors	131.2	133.6	134.7	.9	.5	.8	2.4	2.8	2.7
Transportation and material moving	126.8	129.3	129.9	.6	.3	.5	1.7	2.5	2.4
Handlers, equipment cleaners, helpers, and laborers	133.4	137.0	137.6	.5	.9	.4	3.2	3.2	3.1
Service	130.9	135.3	136.0	.8	.9	.5	3.5	4.2	3.9
Production and nonsupervisory occupations⁶	132.1	135.3	136.6	.8	.8	1.0	2.7	3.2	3.4

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ This series may be discontinued with the September 1998 news release.⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁵ Estimates for transportation and public utilities reflect the changes in

SIC coding. See Explanatory Notes for further information.

⁶ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 4. Employment Cost Index for total compensation¹ for private industry workers, by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Bargaining status									
Union	131.8	134.0	135.3	0.6	0.4	1.0	1.6	2.3	2.7
Blue-collar occupations	129.9	131.8	133.3	.8	.2	1.1	1.5	2.2	2.6
Goods-producing industries ²	131.2	132.7	134.3	.9	.2	1.2	1.7	2.1	2.4
Service-producing industries ³	132.4	135.3	136.2	.4	.6	.7	1.6	2.6	2.9
Manufacturing	131.7	133.6	134.6	.7	.2	.7	1.5	2.1	2.2
Blue-collar occupations	131.4	133.1	134.2	.7	.1	.8	1.5	2.0	2.1
Nonmanufacturing	131.5	133.9	135.3	.7	.5	1.0	1.8	2.5	2.9
Nonunion	132.8	136.7	137.8	.8	1.0	.8	3.2	3.7	3.8
Blue-collar occupations	131.2	133.8	134.7	1.0	.9	.7	3.1	3.0	2.7
Goods-producing industries ²	133.2	135.9	136.9	.9	.9	.7	2.9	3.0	2.8
Service-producing industries ³	132.5	136.7	138.0	.8	1.0	1.0	3.3	4.0	4.2
Manufacturing	134.4	137.2	138.0	1.0	1.0	.6	3.0	3.1	2.7
Blue-collar occupations	133.5	136.0	136.7	1.0	.9	.5	3.2	2.9	2.4
Nonmanufacturing	132.2	136.3	137.5	.8	1.0	.9	3.3	4.0	4.0
Region⁴									
Northeast	133.1	136.0	137.0	.7	.7	.7	2.6	2.9	2.9
South	131.5	135.5	136.4	.5	.7	.7	2.9	3.6	3.7
Midwest	134.7	138.3	139.6	1.1	1.0	.9	3.1	3.8	3.6
West	131.4	135.2	136.6	.8	1.3	1.0	3.2	3.8	4.0
Area									
Metropolitan	132.8	136.4	137.5	.8	1.0	.8	2.9	3.6	3.5
Other	132.4	135.9	137.1	.8	.4	.9	3.4	3.4	3.5

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ 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. Employment Cost Index for wages and salaries for civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Civilian workers	130.1	134.0	135.0	0.7	0.9	0.7	3.2	3.7	3.8
Excluding sales occupations	130.2	134.0	134.9	.8	.9	.7	3.2	3.7	3.6
Industry									
Goods producing ¹	128.9	132.0	133.3	1.0	1.1	1.0	3.0	3.4	3.4
Manufacturing	130.3	133.7	134.6	.9	1.1	.7	3.0	3.6	3.3
Service producing ²	130.6	134.8	135.7	.6	.9	.7	3.2	3.9	3.9
Services	132.9	136.9	137.6	.7	.7	.5	3.1	3.7	3.5
Health services	133.1	136.2	136.5	.5	.6	.2	2.4	2.9	2.6
Hospitals	131.5	134.2	135.1	.4	.4	.7	1.8	2.4	2.7
Educational services	132.6	136.3	136.5	.1	.3	.1	2.7	2.9	2.9
Public administration ³	129.0	132.7	133.2	.1	1.0	.4	3.0	2.9	3.3
Nonmanufacturing	130.0	134.0	135.1	.7	.9	.8	3.3	3.8	3.9
Occupational group									
White collar	131.5	135.6	136.7	.7	1.0	.8	3.3	3.8	4.0
Excluding sales	132.0	136.1	137.0	.8	1.0	.7	3.3	3.9	3.8
Professional specialty and technical	132.3	135.8	136.6	.7	.6	.6	2.7	3.3	3.3
Executive, administrative, and managerial	132.0	137.4	138.3	.8	1.3	.7	3.9	4.9	4.8
Administrative support, including clerical	131.4	135.0	136.2	.8	1.0	.9	3.4	3.5	3.7
Blue collar	127.5	130.4	131.4	1.0	.9	.8	2.9	3.3	3.1
Service	129.3	133.7	134.5	.5	.8	.6	3.5	4.0	4.0
State and local government	131.5	135.1	135.4	.1	.5	.2	2.7	2.8	3.0
Industry									
Services	132.2	135.7	135.9	.1	.3	.1	2.6	2.7	2.8
Excluding schools ^{4,5}	131.6	135.4	135.5	.3	.7	.1	2.3	3.2	3.0
Health services	132.6	136.3	136.5	.4	.7	.1	2.1	3.2	2.9
Hospitals	132.4	136.3	136.5	.4	.8	.1	2.1	3.3	3.1
Educational services	132.2	135.7	135.8	.1	.3	.1	2.6	2.7	2.7
Schools	132.3	135.8	136.0	.1	.2	.1	2.6	2.7	2.8
Elementary and secondary	132.6	136.0	136.1	.2	.2	.1	2.4	2.7	2.6
Colleges and universities	131.4	135.2	135.5	-.1	.4	.2	3.4	2.8	3.1
Public administration ³	129.0	132.7	133.2	.1	1.0	.4	3.0	2.9	3.3
Occupational group									
White collar	131.5	135.0	135.2	.1	.4	.1	2.6	2.7	2.8
Professional specialty and technical	132.0	135.5	135.6	.1	.3	.1	2.6	2.7	2.7
Executive, administrative, and managerial	131.7	135.1	135.6	.3	.7	.4	2.9	2.9	3.0
Administrative support, including clerical	129.5	133.0	133.3	.2	.5	.2	2.7	2.9	2.9
Blue collar	129.8	133.1	133.5	.2	.6	.3	2.2	2.7	2.9
Service	132.4	136.5	137.2	.0	1.0	.5	3.0	3.1	3.6

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.³ Includes executive, legislative, judicial, administrative, and regulatory

activities of State and local governments, SIC's 91 through 96.

⁴ Formerly called hospitals and other services.⁵ This series may be discontinued with the September 1998 news release.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Private industry workers	129.7	133.7	134.9	0.9	1.1	0.9	3.3	4.0	4.0
Excluding sales occupations	129.9	133.7	134.8	1.0	1.0	.8	3.3	4.0	3.8
Industry									
Goods producing ¹	128.9	132.0	133.2	1.1	1.1	.9	3.0	3.5	3.3
Excluding sales	128.3	131.3	132.5	1.0	1.0	.9	3.0	3.4	3.3
White collar	131.4	135.0	136.3	1.1	1.6	1.0	3.2	3.8	3.7
Excluding sales	130.0	133.3	134.6	.9	1.3	1.0	2.9	3.4	3.5
Blue collar	127.3	130.1	131.3	1.0	.7	.9	2.9	3.3	3.1
Construction ²	123.6	126.0	128.1	1.3	.9	1.7	3.3	3.3	3.6
Manufacturing	130.3	133.7	134.6	.9	1.1	.7	3.0	3.6	3.3
White collar	131.9	135.6	136.8	1.0	1.5	.9	2.9	3.8	3.7
Excluding sales	130.5	133.8	135.0	.9	1.2	.9	2.8	3.5	3.4
Blue collar	129.2	132.3	133.1	.9	.8	.6	3.0	3.4	3.0
Durables	130.1	133.4	134.5	.9	1.1	.8	2.8	3.4	3.4
Aircraft manufacturing (SIC 3721)	133.5	135.1	136.9	1.1	.8	1.3	2.5	2.3	2.5
White collar	129.6	131.2	133.7	1.4	1.1	1.9	2.9	2.7	3.2
Blue collar	138.8	140.1	140.5	.8	.4	.3	1.8	1.7	1.2
Nondurables	130.6	134.2	134.9	1.0	1.2	.5	3.2	3.8	3.3
Service producing ³	130.1	134.4	135.6	.9	1.0	.9	3.4	4.2	4.2
Excluding sales	130.9	135.2	136.2	.9	1.0	.7	3.5	4.2	4.0
White collar	131.2	135.7	137.0	.8	1.0	1.0	3.5	4.3	4.4
Excluding sales	132.7	137.3	138.4	.9	1.0	.8	3.6	4.4	4.3
Blue collar	127.2	130.2	131.1	1.0	1.0	.7	3.0	3.3	3.1
Service	127.5	132.1	133.0	.8	.8	.7	3.8	4.4	4.3
Transportation and public utilities ⁴	128.8	132.1	132.8	.5	.6	.5	3.0	3.0	3.1
Transportation ^{2,4}	126.9	130.1	130.4	.3	.5	.2	3.0	2.8	2.8
Public utilities	130.9	134.5	135.7	.6	.7	.9	3.0	3.4	3.7
Communications	130.6	134.4	135.8	.6	.3	1.0	3.2	3.5	4.0
Electric, gas, and sanitary services	131.2	134.7	135.6	.6	1.4	.7	2.7	3.3	3.4
Wholesale and retail trade	129.7	133.3	134.6	.9	1.3	1.0	3.9	3.7	3.8
Excluding sales	131.1	134.7	135.6	1.4	1.1	.7	5.0	4.2	3.4
Wholesale trade ²	132.2	136.2	137.1	.6	1.9	.7	3.3	3.7	3.7
Excluding sales ²	132.8	136.5	137.8	.8	1.1	1.0	4.1	3.6	3.8
Retail trade	128.5	131.9	133.3	1.1	1.0	1.1	4.4	3.8	3.7
General merchandise stores ²	126.2	129.4	131.5	1.0	.8	1.6	3.7	3.5	4.2
Food stores ²	124.7	129.0	130.5	-.1	1.6	1.2	2.9	3.4	4.7
Finance, insurance, and real estate ²	125.3	132.6	134.8	.6	1.5	1.7	2.8	6.5	7.6
Excluding sales ²	128.1	135.9	137.5	.7	1.7	1.2	2.9	6.8	7.3
Banking, savings and loan, and other credit agencies ²	126.8	140.9	143.2	.7	1.9	1.6	2.1	11.9	12.9
Insurance ²	128.0	133.1	134.8	.1	2.2	1.3	3.1	4.1	5.3
Excluding sales ²	132.2	134.7	135.7	.5	.7	.7	2.8	2.4	2.6
Services	133.0	137.2	138.3	.9	.7	.8	3.3	4.1	4.0
Business services ²	132.4	137.6	139.2	.8	.2	1.2	3.7	4.7	5.1
Health services	133.2	136.2	136.5	.5	.6	.2	2.4	2.8	2.5
Hospitals	131.2	133.6	134.7	.4	.3	.8	1.6	2.2	2.7
Nursing homes	-	-	-	.4	1.3	.8	3.0	3.3	3.7
Educational services	134.8	139.1	139.6	.2	.5	.4	3.4	3.4	3.6
Colleges and universities	135.0	139.1	139.7	.3	.3	.4	3.1	3.3	3.5

See footnotes at end of table.

Table 6. Employment Cost Index for wages and salaries for private industry workers by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Industry—Continued									
Nonmanufacturing industries	129.3	133.4	134.7	0.9	1.0	1.0	3.4	4.1	4.2
White collar	131.0	135.5	136.8	.8	1.0	1.0	3.5	4.3	4.4
Excluding sales	132.4	136.9	138.1	.9	1.0	.9	3.6	4.3	4.3
Blue collar	125.5	128.2	129.5	1.1	.9	1.0	2.9	3.3	3.2
Service	127.4	132.0	132.9	.8	.8	.7	3.8	4.4	4.3
Occupational group									
White collar	131.3	135.7	137.0	.8	1.1	1.0	3.4	4.2	4.3
Excluding sales	132.0	136.3	137.5	.9	1.1	.9	3.4	4.2	4.2
Professional specialty and technical	132.4	135.9	137.1	1.1	.8	.9	2.8	3.7	3.5
Executive, administrative, and managerial ...	132.1	137.8	138.7	.8	1.5	.7	4.2	5.2	5.0
Sales ²	128.3	133.1	135.2	.4	1.3	1.6	3.1	4.1	5.4
Administrative support, including clerical	131.7	135.3	136.7	.8	1.0	1.0	3.5	3.6	3.8
Blue collar	127.3	130.2	131.3	1.0	.9	.8	2.9	3.3	3.1
Precision production, craft, and repair	127.4	129.8	131.2	1.3	.9	1.1	3.0	3.2	3.0
Machine operators, assemblers, and inspectors	128.5	131.6	132.7	1.0	.8	.8	3.2	3.5	3.3
Transportation and material moving	123.0	125.9	126.4	.6	.6	.4	2.0	2.9	2.8
Handlers, equipment cleaners, helpers, and laborers	129.3	133.2	133.7	.7	1.1	.4	3.4	3.7	3.4
Service	127.6	132.1	133.0	.8	.8	.7	3.7	4.3	4.2
Production and nonsupervisory occupations⁵	128.8	132.3	133.6	.9	.8	1.0	3.1	3.6	3.7

¹ Includes mining, construction, and manufacturing.² This series may be discontinued with the September 1998 news release.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁴ Estimates for transportation and public utilities reflect the changes in

SIC coding. See Explanatory Notes for further information.

⁵ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 7. Employment Cost Index for wages and salaries for private industry workers by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Bargaining status									
Union	126.9	129.6	130.7	0.7	0.5	0.8	2.2	2.9	3.0
Blue-collar occupations	124.7	127.2	128.5	.9	.4	1.0	2.2	2.9	3.0
Goods-producing industries ¹	125.4	127.9	129.4	1.0	.6	1.2	2.4	3.1	3.2
Service-producing industries ²	128.8	131.8	132.2	.5	.5	.3	2.1	2.8	2.6
Manufacturing	126.5	129.6	130.4	.7	.8	.6	2.1	3.2	3.1
Blue-collar occupations	126.2	129.0	130.0	.6	.5	.8	2.2	2.9	3.0
Nonmanufacturing	127.1	129.6	130.8	.8	.4	.9	2.3	2.8	2.9
Nonunion	130.3	134.5	135.7	.9	1.1	.9	3.5	4.2	4.1
Blue-collar occupations	128.9	132.0	132.9	1.1	1.1	.7	3.4	3.5	3.1
Goods-producing industries ¹	130.2	133.6	134.7	1.0	1.2	.8	3.3	3.6	3.5
Service-producing industries ²	130.2	134.6	135.9	.9	1.1	1.0	3.6	4.3	4.4
Manufacturing	131.7	135.1	136.2	1.1	1.2	.8	3.3	3.7	3.4
Blue-collar occupations	131.2	134.4	135.1	1.1	1.1	.5	3.6	3.5	3.0
Nonmanufacturing	129.7	134.0	135.3	.9	1.1	1.0	3.6	4.3	4.3
Region³									
Northeast	129.8	132.6	133.8	.8	.8	.9	3.0	3.0	3.1
South	129.4	134.0	134.9	.7	.8	.7	3.4	4.3	4.3
Midwest	130.4	134.7	136.0	1.1	1.3	1.0	3.3	4.4	4.3
West	128.9	132.9	134.5	.9	1.3	1.2	3.3	4.1	4.3
Area									
Metropolitan	129.9	133.8	135.1	.9	1.1	1.0	3.3	4.0	4.0
Other	128.8	132.5	133.4	.9	.4	.7	3.7	3.8	3.6

¹ Includes mining, construction, and manufacturing.

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

³ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan,

Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Table 8. Employment Cost Index for benefits for civilian, State and local government, and private industry workers by industry, occupational group, and bargaining status

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for—					
	June 1997	Mar. 1998	June 1998	3 months ended—			12 months ended—		
				June 1997	Mar. 1998	June 1998	June 1997	Mar. 1998	June 1998
Civilian workers	139.6	142.0	143.0	0.5	0.6	0.7	2.0	2.2	2.4
State and local government	137.4	139.7	140.3	.0	.8	.4	1.7	1.7	2.1
Private industry	140.1	142.6	143.7	.5	.6	.8	2.0	2.3	2.6
Industry									
Goods producing ¹	140.9	141.5	142.5	.7	.0	.7	1.7	1.1	1.1
Service producing ²	139.2	142.7	143.8	.5	.9	.8	2.2	3.0	3.3
Manufacturing	141.0	141.7	142.4	.8	.0	.5	1.8	1.3	1.0
Aircraft manufacturing (SIC 3721)	148.8	141.7	143.1	.1	-.9	1.0	-4.2	-4.6	-3.8
White collar ³	147.3	142.9	145.0	.3	-1.3	1.5	-3.7	-2.7	-1.6
Blue collar	150.4	139.0	139.5	-.3	-.4	.4	-5.1	-7.9	-7.2
Nonmanufacturing	139.5	142.7	143.9	.4	.8	.8	2.0	2.7	3.2
Occupational group									
White collar	141.5	144.7	145.6	.5	.9	.6	2.2	2.8	2.9
Blue collar	138.0	139.1	140.4	.6	.1	.9	1.4	1.4	1.7
Service ³	139.6	143.3	143.7	.9	.9	.3	2.4	3.6	2.9
Bargaining status									
Union	140.9	142.1	143.8	.5	.1	1.2	.6	1.4	2.1
Nonunion	139.7	142.5	143.4	.6	.7	.6	2.3	2.6	2.6

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service

industries.

³ This series may be discontinued with the September 1998 news release.

EXPLANATORY NOTES

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 work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases; insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution; legally required benefits--social security, Federal and State unemployment insurance, and workers' compensation; 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.

Data for this quarter were collected from a probability sample of approximately 18,800 occupations within about 4,500 sample establishments in private industry and approximately 4,200 occupations within about 800 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. In 1996, some establishments in Motor freight transportation and warehousing (SIC 42), Transportation by air (SIC 45), and Transportation services (SIC 47) were reclassified into Air courier services (SIC 4513). The SIC definition for 4513 includes support establishments; thus, these establishments were reclassified. While they were engaged in the delivery of letters, parcels, and packages, they were also operated by enterprises engaged in furnishing air delivery of individually addressed letters, parcels, and packages. The ECI sample introduced these reclassifications with the June 1998 reference period.

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 Statistics survey, were used. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," published in the June 1995 issue of Compensation and Working Conditions, and 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 counts are not available. Thus, 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. 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 seasonal adjustment factors are recalculated once a year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The new factors are published in the summer issue of Compensation and Working Conditions. Beginning in 1999, the new factors will be made available upon request shortly before the data for the March reference period are published.

The ECI sample is rotated over approximately five years; this makes it more representative and reduces respondent burden. The sample is replaced on a cross-area, cross-industry basis.

The costs per hour worked of compensation components, based on March 1998 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1998." 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, with March as the reference month, are calculated with current employment weights, rather than the fixed 1990 weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. All the statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited the estimated difference is greater than 1.6 times the standard error of the difference.

Because standard errors vary from quarter to quarter, the ECI uses a five-year moving average of standard errors to evaluate published series. Currently, in the higher level aggregate series the standard errors for 3-month changes are generally 0.1 percent or less; for 12-month changes, standard errors are generally 0.25 percent or less. Currently, in the lower level series, standard errors are generally 0.3 percent or less for 3-month changes and 0.6 percent or less for 12-month changes.

When comparing data by bargaining status, it is important to note that differences may be due to factors other than bargaining status, such as occupational and industry mix. For example, union occupations tend to be concentrated in blue-collar occupations within manufacturing industries. Thus, differences between blue-collar and white-collar pay or differences in manufacturing versus nonmanufacturing industries could explain such differences.

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 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. An updated bulletin, Employment Cost Index, 1975-97,

(Bulletin 2504) is scheduled to be published in late August. A separate bulletin on Employer Costs for Employee Compensation is also planned. 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, (312) 353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling (202) 606-6199 or sending email to ocltinfo@bls.gov. Current and historical data are available on the Internet at: <http://stats.bls.gov/ecthome.htm>

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: (800) 326-2577.