

News

United States
Department
of Labor



Bureau of Labor Statistics

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EMPLOYMENT COST INDEX - DECEMBER 1992

The Employment Cost Index (ECI) increased 0.6 percent before seasonal adjustment in the 3 months ended December 1992, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1992 ECI level of 116.1 (June 1989=100) was 3.5 percent higher than in December 1991. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, ECI compensation costs rose 0.9 percent in the September-December 1992 period, the same as in the June-September 1992 period. (See box below.) ECI wages and salaries rose 0.8 percent in the September-December 1992 period, above the 0.5 percent increase for June-September but in line with quarterly increases over the last few years. Benefit costs rose 1.2 percent in September-December 1992, below the 1.5 percent change for June-September and also below most quarterly increases over the last few years. (See table A.)

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

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1992
	1991				1992				
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Compensation costs..	1.1	1.2	0.9	0.9	1.0	0.7	0.9	0.9	3.5
Wages and salaries.	1.0	1.0	0.7	0.7	0.8	0.6	0.5	0.8	2.7
Benefit costs.....	1.4	1.6	1.4	1.2	1.3	1.2	1.5	1.2	5.3

 * This release includes annual revisions in seasonally adjusted *
 * Employment Cost Indexes for compensation costs, wages and salaries, *
 * and benefit costs. Seasonally adjusted indexes for 1988-92 were *
 * revised and are available upon request. The seasonal factors for *
 * 1992 will be published in the March 1993 issue of the BLS periodical, *
 * Compensation and Working Conditions. *

Over-the-year changes, unadjusted

Compensation cost increases (not seasonally adjusted) averaged 3.5 percent for the year ended December 1992, down from 4.3 percent for the year ended December 1991. This pattern held for private industry workers (3.5 percent, down from 4.4 percent) but not for State and local government workers, whose gains were about the same as a year earlier (3.7 percent and 3.6 percent, respectively).

For private industry workers in the year ended December 1992, a slowdown occurred in both wage and salary increases (2.6 percent, down from 3.7 percent) and benefit cost gains (5.2 percent, down from 6.2 percent). (See chart.)

For State and local government workers in the year ended December 1992, a slowdown in wage and salary increases (3.0 percent, down from 3.5 percent) about offset an acceleration in benefit cost gains (5.4 percent, up from 3.9 percent). Benefit cost increases were boosted by gains in health insurance, pensions, bonuses, and workers' compensation costs.

For the year ended in December 1992, compensation cost increases in private industry were higher for goods-producing industries than for service-producing industries (3.8 percent compared with 3.2 percent). Compensation cost gains in goods-producing industries ranged from 3.5 percent in construction to 4.1 percent in durable goods manufacturing. Within the service-producing industries, compensation cost increases varied from 1.2 percent in finance, insurance, and real estate to 4.7 percent in hospitals.

Over the year, 1992 compensation cost increases in private industry were higher for blue-collar workers (3.6 percent) than for either white-collar (3.3 percent) or service workers (3.1 percent). Blue-collar gains varied from 3.5 percent for handlers, equipment cleaners, helpers, and laborers to 3.8 percent for machine operators, assemblers, and inspectors. White-collar compensation cost increases ranged from 2.0 for executive, administrative, and managerial occupations to 4.5 percent for professional specialty and technical occupations.

Compensation cost gains over the year ended December 1992 were higher for union (4.3 percent) than for nonunion workers (3.2 percent). This pattern held for both the goods-producing and service-producing industries.

* Beginning with this release, indexes for benefit costs are available for union *
 * and for nonunion workers. (See table 10.) Historical data are available upon *
 * request. *
 * *
 * Due to a change in the agreement with the Aerospace Industries Association to *
 * provide special indexes for the aerospace industries, indexes for aircraft *
 * engines and parts manufacturing have been discontinued. *

ECI data for March 1993 will be released on Tuesday, April 27, 1993, at 8:30 A.M. (EDT)

The schedule for the remainder of 1993 is as follows:

<u>Reference Month</u>	<u>Release Date</u>
June 1993	July 27, 1993
September 1993	October 26, 1993
December 1993	January 25, 1994

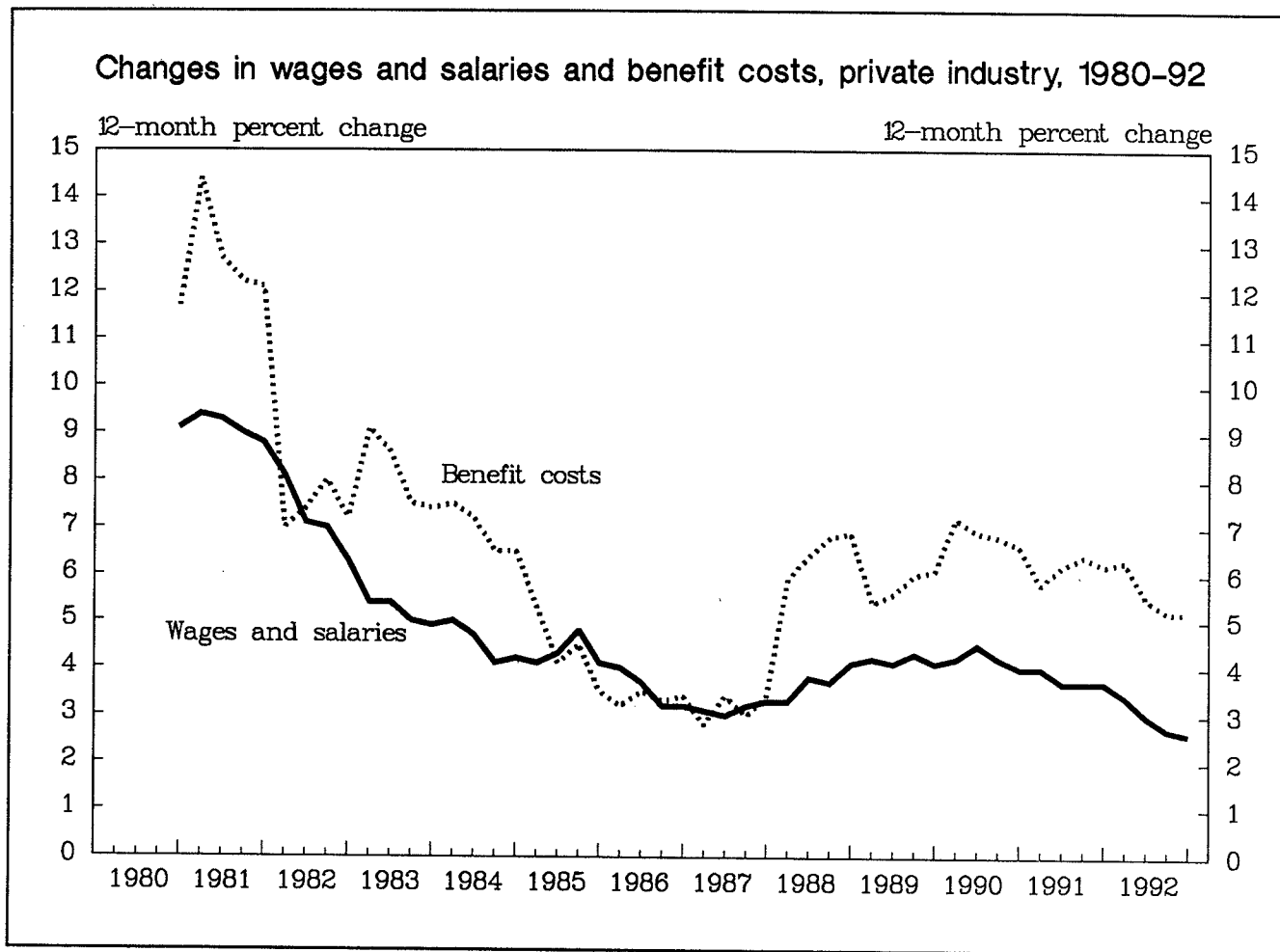


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended											
	Sep. 1992	Dec. 1992	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Percent changes for 3-months ended			
											Mar. 1991	June 1991		
Civilian workers.....	115.1	116.1	1.1	1.2	0.9	0.9	1.0	0.7	0.9	0.9				
State and local government.....	117.3	118.4	1.4	.9	.5	.8	.8	1.1	.8	.9				
Private industry workers.....	114.7	115.7	1.1	1.2	1.1	.9	1.0	.7	.8	.9				
White-collar occupations <u>3/</u>	115.1	115.9	1.5	1.2	1.0	.7	1.1	.7	.8	.8				
Blue-collar occupations.....	114.3	115.2	1.1	1.0	1.2	.9	1.1	.8	.9	.8				
Service occupations.....	115.3	115.9	.9	1.6	1.4	.8	1.0	.7	.9	.5				
Goods-producing industries <u>1/</u>	115.2	116.2	1.0	1.4	.9	1.1	1.2	.8	.9	.9				
Construction.....	112.9	113.8	1.7	.9	.6	.7	.6	.9	1.1	.8				
Manufacturing.....	115.7	116.9	.8	1.4	1.2	1.1	1.2	.9	.9	1.0				
Durables.....	115.8	117.0	.7	1.6	1.2	1.1	1.2	.9	.9	1.0				
Nondurables.....	115.5	116.5	1.0	1.2	1.1	1.2	1.1	.8	.8	.9				
Service-producing industries <u>2/</u>	114.3	115.3	1.1	1.2	1.1	.8	.8	.7	.7	.9				
Transportation and public utilities.....	112.8	113.8	.6	1.5	1.2	1.0	.9	.7	.9	.9				
Wholesale trade.....	113.4	114.8	.9	1.4	1.4	.5	.4	.6	.3	1.2				
Retail trade.....	112.7	113.6	1.3	1.0	1.1	.7	.4	.6	.8	.8				
Finance, insurance, and real estate <u>3/</u>	111.1	111.3	2.7	1.1	1.1	.3	1.5	.6	.3	.2				
Services.....	117.7	119.0	1.2	.9	1.2	1.0	1.0	1.2	.9	1.1				
Nonmanufacturing.....	114.3	115.3	1.2	1.1	1.1	.8	.8	.8	.7	.9				

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								
	Sep. 1992	Dec. 1992	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	
Civilian workers.....	112.8	113.7	1.0	1.0	0.7	0.7	0.8	0.6	0.5	0.8	
State and local government.....	115.4	116.4	1.3	.9	.5	.7	.7	1.0	.4	.9	
Private industry workers.....	112.2	113.0	1.0	1.0	.7	.8	.7	.5	.6	.7	
White-collar occupations ^{3/}	112.9	113.7	1.2	1.1	.9	.5	.9	.5	.5	.7	
Blue-collar occupations ^{3/}	111.1	111.6	1.1	.8	.7	.7	.8	.6	.6	.5	
Service occupations.....	112.4	112.8	.7	1.3	1.2	.7	.7	.4	.6	.4	
Goods-producing industries ^{1/3/}	112.1	112.8	1.1	.9	.6	.9	.9	.6	.6	.6	
Construction.....	108.6	109.0	1.3	.6	.4	.7	.4	.5	.7	.4	
Manufacturing ^{3/}	112.9	113.7	1.1	.9	.8	.9	1.1	.6	.6	.6	
Durables ^{3/}	112.7	113.4	1.1	.9	.8	.9	.9	.5	.8	.6	
Nondurables.....	113.3	114.5	1.0	.9	.9	1.1	.9	.9	.5	1.1	
Service-producing industries ^{2/}	112.2	113.2	.9	1.0	.9	.7	.6	.5	.5	.9	
Transportation and public utilities.....	111.2	111.9	.7	.9	1.0	1.1	.9	.6	.6	.6	
Wholesale trade.....	112.0	113.6	1.0	1.3	1.4	1.1	.9	.5	-.1	1.4	
Retail trade.....	111.0	112.0	1.0	1.0	.9	.6	.3	.5	.6	.9	
Finance, insurance, and real estate ^{3/}	108.2	108.3	2.1	1.0	-.1	.4	1.0	-1.2	.0	.1	
Services.....	115.0	116.1	1.0	.8	.9	.8	.8	1.1	.6	1.0	
Nonmanufacturing.....	111.8	112.7	1.0	.9	.8	.6	.7	.5	.5	.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								
	Sep. 1992	Dec. 1992	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	
Civilian workers	121.4	122.9	1.4	1.6	1.4	1.2	1.3	1.2	1.5	1.2	
State and local government	121.8	123.3	1.4	.8	.6	.9	1.0	1.6	1.4	1.2	
Private industry workers.....	121.2	122.7	1.3	1.8	1.6	1.4	1.3	1.2	1.3	1.2	
White-collar occupations.....	121.0	122.4	1.5	1.7	1.4	1.3	1.1	1.0	1.4	1.2	
Blue-collar occupations	121.1	122.7	1.2	1.8	2.0	1.1	1.9	1.0	1.3	1.3	
Service occupations.....	123.6	124.9	1.8	2.1	1.7	1.4	1.4	1.5	1.6	1.1	
Goods-producing industries <u>1/</u>	122.3	124.0	1.0	2.1	1.8	1.2	1.7	1.1	1.5	1.4	
Manufacturing.....	121.5	123.6	.2	2.4	1.9	1.5	1.3	1.2	1.3	1.7	
Service-producing industries <u>2/</u>	120.4	121.6	1.6	1.6	1.5	1.3	1.1	1.1	1.4	1.0	
Nonmanufacturing.....	121.0	122.4	1.7	1.6	1.5	1.3	1.1	1.2	1.4	1.2	

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					
	Dec. 1991	Sept 1992	3 Months Ended		12 Months Ended		Sept 1992	Dec. 1992
			Dec. 1991	Sept 1992	Dec. 1991	Sept 1992		
Civilian workers	112.2	115.4	0.6	1.1	0.6	4.3	3.5	3.5
Excluding sales	112.4	115.7	.6	1.1	.6	4.3	3.6	3.6
Workers, by occupational group								
White-collar occupations	112.8	115.8	.6	1.0	.7	4.2	3.3	3.4
Excluding sales	113.2	116.4	.7	1.3	.7	4.3	3.6	3.5
Professional specialty and technical	114.4	118.2	.8	1.7	.8	4.2	4.1	4.1
Executive, administrative, and managerial	112.5	114.3	.6	.8	.6	4.5	2.2	2.2
Administrative support, including clerical	112.2	115.9	.7	1.1	.8	4.1	4.0	4.1
Blue-collar occupations	111.1	114.4	.7	.8	.7	4.3	3.7	3.7
Service occupations	113.1	116.2	.7	1.3	.4	4.7	3.5	3.2
Workers, by industry division								
Goods-producing 1/	111.9	115.3	.8	.9	.8	4.5	3.9	3.8
Manufacturing	112.2	115.7	.9	.9	.7	4.7	4.0	3.8
Service-producing 2/	114.6	118.2	.5	1.1	.7	4.1	3.2	3.4
Services	116.1	120.2	1.0	1.6	.8	4.0	3.9	4.0
Health services	116.1	120.2	1.0	1.5	.9	4.7	4.5	4.5
Hospitals	115.9	119.8	1.0	1.4	1.0	4.5	4.4	4.4
Educational services	115.4	118.9	.4	2.4	.7	3.6	3.5	3.7
Public administration	112.6	115.8	.4	1.0	.4	3.6	3.2	3.3
Nonmanufacturing	112.3	115.3	.5	1.1	.6	4.2	3.2	3.3
State and local government workers	114.4	117.9	.4	1.9	.6	3.6	3.5	3.7
Workers, by occupational group								
White-collar occupations	114.6	118.1	.4	2.0	.7	3.3	3.4	3.8
Professional specialty and technical	115.0	118.5	.4	2.2	.6	3.4	3.5	3.7
Executive, administrative, and managerial	113.7	116.8	.4	1.4	.9	3.3	3.1	3.6
Administrative support, including clerical	114.0	117.5	.4	1.6	.9	3.4	3.5	3.9
Blue-collar occupations	112.9	116.9	.4	1.4	.8	3.9	4.0	4.3
Workers, by industry division								
Services	115.3	118.8	.4	2.2	.7	3.6	3.5	3.7
Excluding schools 3/	114.9	117.5	.6	1.6	.9	3.8	3.3	3.7
Health services	114.4	118.6	.9	1.5	.7	3.4	4.1	3.9
Hospitals	115.2	118.6	1.0	1.6	.7	3.4	3.9	3.6
Educational services	115.3	118.9	.3	2.4	.7	3.5	3.5	3.8
Schools	115.6	119.2	.3	2.4	.6	3.6	3.5	3.8
Elementary and secondary	116.2	119.9	.4	2.4	.7	3.7	3.6	3.9
Colleges and universities	113.5	116.9	.1	2.5	.3	3.0	3.1	3.3
Public administration	112.6	115.8	.4	1.0	.4	3.6	3.2	3.3

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		12 Months Ended			
	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1991	Dec. 1992
Private industry workers	111.7	114.8	0.6	0.8	4.4	3.4	4.4	3.5
Excluding sales	112.0	115.1	.8	.9	4.6	3.6	4.6	3.5
White-collar occupations	112.2	115.1	.7	.8	4.5	3.3	4.5	3.3
Excluding sales	112.7	115.8	.8	1.0	4.6	3.6	4.6	3.5
Professional specialty and technical	113.9	118.0	1.0	1.4	4.8	4.6	4.8	4.5
Executive, administrative, and managerial	112.3	113.9	.7	.7	4.8	2.2	4.8	2.0
Sales	109.6	111.8	-.2	-.4	3.4	1.8	3.4	2.7
Administrative support, including clerical	111.9	115.5	.8	1.0	4.3	4.1	4.3	4.0
Blue-collar occupations	111.0	114.3	.7	.8	4.3	3.7	4.3	3.6
Precision production, craft, and repair	111.0	114.3	.5	1.1	4.5	3.4	4.5	3.6
Machine operators, assemblers, and inspectors	111.6	115.0	1.0	1.3	4.4	4.1	4.4	3.8
Transportation and material moving	109.0	112.5	.6	1.0	3.3	3.9	3.3	3.7
Handlers, equipment cleaners, helpers, and laborers	111.4	114.6	.9	1.1	4.4	3.8	4.4	3.5
Service occupations	112.4	115.4	.8	1.1	4.8	3.5	4.8	3.1
Production and nonsupervisory occupations $\frac{1}{2}$	111.5	114.8	.6	.9	4.3	3.6	4.3	3.6
Goods-producing industries $\frac{1}{2}$	111.9	115.3	.8	.9	4.6	3.9	4.6	3.8
Excluding sales occupations	111.8	115.2	.8	1.0	4.5	3.9	4.5	3.7
White-collar occupations	112.3	115.5	1.0	1.9	4.6	3.9	4.6	3.9
Excluding sales	112.2	116.2	1.0	1.1	4.8	3.6	4.8	3.6
Blue-collar occupations	111.6	115.1	.7	.9	4.4	3.9	4.4	3.8
Service occupations	112.1	116.9	1.4	1.2	5.4	5.8	5.4	4.8
Construction	109.9	113.1	.5	1.3	4.1	3.5	4.1	3.5
Manufacturing	112.2	115.7	.9	.9	4.7	4.0	4.7	3.8
White-collar occupations	112.4	115.5	1.0	.8	4.7	3.8	4.7	3.7
Excluding sales	112.0	115.0	1.0	1.1	4.9	3.5	4.9	3.3
Blue-collar occupations	112.0	116.4	.8	.8	4.5	4.1	4.5	3.9
Service occupations	112.1	117.0	1.6	1.4	5.5	6.1	5.5	4.9
Durables	112.1	115.8	1.8	.9	4.6	4.1	4.6	4.1
Nondurables	112.3	115.4	1.0	.6	4.6	3.8	4.6	3.6

U.S. DEPARTMENT OF LABOR, BUREAU OF ECONOMIC ANALYSIS, EMPLOYMENT COST INDEX FOR TOTAL COMPENSATION, PRIVATE INDUSTRY WORKERS, BY INDUSTRY AND OCCUPATIONAL GROUP

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					
	Dec. 1991	Sept 1992	3 Months Ended		12 Months Ended		Sept 1992	Dec. 1992
			Dec. 1991	Sept 1992	Dec. 1991	Sept 1992		
Service-producing industries 2/	111.6	114.4	0.5	0.7	0.7	4.3	3.1	3.2
Excluding sales occupations	112.1	115.1	.7	1.0	.7	4.5	3.4	3.4
White-collar occupations	112.1	114.9	.5	.7	.7	4.4	3.0	3.2
Excluding sales	113.0	116.1	.8	1.0	.6	4.6	3.6	3.4
Blue-collar occupations	109.4	112.4	.6	.7	.7	3.8	3.4	3.5
Service occupations	112.5	115.2	.8	1.0	.4	4.7	3.2	2.8
Transportation and public utilities	109.7	112.9	.6	.9	.5	4.4	3.6	3.5
Transportation	108.6	111.7	.7	1.1	.1	3.8	3.6	2.9
Public utilities	111.2	114.4	.7	.6	1.0	5.2	3.6	4.0
Communications	110.7	113.4	.7	.6	1.1	5.2	3.2	3.6
Electric, gas, and sanitary services	111.7	115.9	.6	.8	.7	5.2	4.4	4.5
Wholesale and retail trade	110.7	113.0	.4	.4	.6	4.2	2.4	2.7
Excluding sales occupations	110.8	113.5	.6	.7	.5	4.4	3.1	3.0
Wholesale trade	111.1	113.2	.4	-.3	1.1	4.3	2.3	3.0
Excluding sales occupations	111.2	114.1	.8	.5	.7	4.7	3.4	3.3
Retail trade	110.5	112.9	.4	.7	.4	4.2	2.5	2.6
General merchandise stores	111.1	113.3	-.1	.4	.0	3.9	1.9	2.0
Food stores	111.7	114.2	1.3	.5	.8	5.0	3.5	3.0
Finance, insurance, and real estate	110.0	111.1	.3	.3	.2	4.3	1.3	1.2
Excluding sales occupations	111.4	112.5	.7	.3	.4	4.4	1.7	1.4
Banking, savings and loan, and other credit agencies	107.4	111.0	-.1	.9	.4	1.5	3.3	3.7
Insurance	110.7	114.9	1.1	.2	.3	4.4	4.9	4.1
Services	114.0	117.8	.8	1.2	.9	4.3	4.2	4.3
Business services	111.1	115.2	1.0	1.4	.6	3.4	4.7	4.3
Health services	116.5	120.6	1.0	1.4	1.0	5.1	4.6	4.5
Hospitals	116.1	120.2	1.0	1.4	1.2	4.9	4.6	4.7
Nursing homes	-	-	-	1.0	.9	-	-	-
Educational services	115.7	119.3	.7	2.6	.6	3.9	3.8	3.7
Colleges and universities	116.3	120.3	.7	2.5	.4	5.2	4.2	3.9
Nonmanufacturing industries	111.5	114.4	.5	.8	.6	4.3	3.2	3.2
White-collar occupations	112.1	114.9	.5	.7	.7	4.4	3.0	3.2
Excluding sales	112.9	116.0	.7	1.0	.8	4.5	3.5	3.5
Blue-collar occupations	109.8	112.8	.5	.9	.5	4.0	3.3	3.3
Service occupations	112.5	115.2	.7	1.0	.4	4.7	3.1	2.8

- Data not available.

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				
	Dec. 1991	Sept. 1992	Dec. 1992	3 Months Ended		12 Months Ended	
				Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992
Workers, by bargaining status							
Union.....	111.1	115.2	115.9	0.9	1.1	0.6	4.6
Blue-collar occupations.....	110.7	114.8	115.5	.9	.9	.6	4.5
Goods-producing industries 1/.....	111.3	115.7	116.4	.9	1.0	.6	4.9
Service-producing industries 2/.....	110.9	114.6	115.2	1.0	1.2	.5	4.4
Manufacturing.....	111.7	116.1	116.9	1.0	.8	.7	5.0
Blue-collar occupations.....	111.6	116.0	116.8	.9	.8	.7	4.9
Nonmanufacturing.....	110.6	114.5	115.1	.8	1.2	.5	4.4
Nonunion.....	111.9	114.7	115.5	.6	.8	.7	3.1
Blue-collar occupations.....	111.2	113.9	114.6	.5	.8	.6	3.0
Goods-producing industries 1/.....	112.2	115.1	116.0	.8	.9	.8	3.4
Service-producing industries 2/.....	111.8	114.4	115.2	.5	.6	.7	3.0
Manufacturing.....	112.4	115.5	116.4	.8	.9	.8	3.6
Blue-collar occupations.....	112.5	115.5	116.2	.7	.8	.6	3.3
Nonmanufacturing.....	111.7	114.3	115.1	.4	.7	.7	3.0
Workers, by region 5/							
Northeast.....	112.5	115.5	116.4	.7	.9	.8	3.4
South.....	111.2	114.1	114.8	.5	.7	.6	3.1
Midwest.....	112.2	115.3	116.1	.9	.6	.7	3.5
West.....	110.9	114.1	114.9	.8	1.1	.7	3.7
Workers, by area size							
Metropolitan areas.....	111.8	114.8	115.6	.7	.8	.7	3.4
Other areas.....	111.2	114.8	115.6	.5	1.0	.7	3.7

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						
	Dec. 1991	Sept 1992	3 Months Ended		12 Months Ended		Sept 1992	Dec. 1992	
			Dec. 1991	Sept 1992	Dec. 1991	Dec. 1992			
Civilian workers	110.6	113.0	0.5	0.8	0.5	3.6	2.7	2.7	2.7
Excluding sales	110.8	113.2	.6	.9	.6	3.7	2.8	2.8	2.8
Workers, by occupational group									
White-collar occupations	111.3	113.7	.5	.8	.7	3.6	2.6	2.6	2.9
Excluding sales	111.9	114.4	.6	1.1	.6	3.8	2.9	2.9	2.9
Professional specialty and technical	113.0	116.0	.6	1.4	.6	3.9	3.3	3.3	3.3
Executive, administrative, and managerial	111.5	112.8	.6	.5	.6	4.0	1.8	1.8	1.8
Administrative support, including clerical	110.6	113.4	.6	.8	.7	3.7	3.2	3.3	3.3
Blue-collar occupations	108.9	111.3	.6	.6	.5	3.3	2.9	2.8	2.8
Service occupations	111.3	113.4	.6	.9	.4	4.2	2.5	2.5	2.2
Workers, by industry division									
Goods-producing 1/	109.7	112.2	.8	.7	.6	3.7	3.1	2.9	2.9
Manufacturing	110.3	112.9	.9	.6	.7	3.9	3.3	3.1	3.1
Service-producing 2/	111.0	113.3	.4	.8	.6	3.5	2.4	2.7	3.1
Services	113.0	115.9	.5	1.4	.7	3.5	3.1	3.3	3.3
Health services	114.5	117.7	1.0	1.3	.8	4.4	3.8	3.6	3.6
Hospitals	114.3	117.1	1.1	1.2	.8	4.1	3.5	3.2	3.2
Educational services	114.0	116.9	.4	2.2	.5	3.3	2.9	3.1	3.1
Public administration	110.9	113.1	.3	.6	.4	3.4	2.3	2.4	2.4
Nonmanufacturing	110.7	113.0	.5	.9	.5	3.6	2.5	2.6	2.6
State and local government workers	113.2	115.9	.4	1.5	.6	3.5	2.7	3.0	3.0
Workers, by occupational group									
White-collar occupations	113.5	116.2	.4	1.7	.6	3.3	2.7	3.0	3.0
Professional specialty and technical	114.2	117.0	.4	1.9	.5	3.3	2.8	3.0	3.0
Executive, administrative, and managerial	112.3	114.7	.3	1.1	.7	3.1	2.4	2.8	2.8
Administrative support, including clerical	111.8	114.1	.4	1.1	.7	3.6	2.4	2.8	2.8
Blue-collar occupations	111.6	115.0	.5	1.1	.5	3.6	3.5	3.6	3.6
Workers, by industry division									
Services	114.1	116.9	.4	1.9	.5	3.4	2.8	3.0	3.0
Excluding schools 3/	114.2	117.4	.6	1.0	.9	4.2	2.6	2.8	2.8
Health services	114.0	116.7	.9	.9	.6	3.9	3.3	3.0	3.0
Hospitals	114.1	116.5	1.1	1.1	.5	3.9	3.2	2.6	2.6
Educational services	114.1	116.9	.3	2.0	.6	3.3	2.7	3.1	3.1
Schools	114.0	117.5	.3	2.1	.4	3.2	2.9	3.1	3.1
Elementary and secondary	114.7	117.9	.3	2.3	.5	3.4	3.1	3.3	3.3
Colleges and universities	112.0	114.1	.0	1.6	.2	2.6	1.9	2.1	2.1
Public administration	110.9	113.1	.3	.6	.4	3.4	2.3	2.4	2.4

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		12 Months Ended	
	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992
Private industry workers	110.0	112.2	0.6	0.5	3.7	2.7
Excluding sales	110.2	112.5	.7	.6	3.8	2.8
White-collar occupations	110.7	112.9	.5	.5	3.8	2.5
Excluding sales	111.3	113.7	.7	.8	4.1	2.9
Professional specialty and technical	112.0	114.4	.8	1.1	4.2	3.8
Executive, administrative, and managerial	111.4	112.5	.7	.4	4.2	1.7
Sales	107.9	109.7	-.3	-.4	2.6	1.4
Administrative support, including clerical	110.4	113.2	.7	.7	3.8	3.3
Blue-collar occupations	108.8	111.1	.7	.6	3.4	2.9
Precision production, craft, and repair	108.4	111.0	.6	.8	3.3	3.0
Machine operators, assemblers, and inspectors	109.8	111.7	1.0	.1	3.8	2.8
Transportation and material moving	106.7	109.3	.6	.9	2.5	3.0
Handlers, equipment cleaners, helpers, and laborers	109.9	112.1	.6	.7	3.5	2.7
Service occupations	110.6	112.5	.7	.8	3.9	2.5
Production and nonsupervisory occupations	109.6	112.0	.6	.6	3.5	2.8
Goods-producing industries 1/	109.7	112.1	.9	.6	3.7	3.1
Excluding sales occupations	109.7	112.6	.8	.7	3.8	3.0
White-collar occupations	110.4	113.2	.9	.6	3.9	3.4
Excluding sales	110.5	112.9	.9	.8	4.0	3.1
Blue-collar occupations	109.2	111.4	.8	.6	3.5	2.9
Service occupations	109.4	112.2	1.5	1.1	4.2	4.1
Construction	106.8	108.7	.5	.7	3.0	2.3
Manufacturing	110.3	112.9	.9	.6	3.9	3.3
White-collar occupations	110.7	113.6	.8	.6	4.0	3.5
Excluding sales	110.7	113.0	.9	.7	4.2	3.0
Blue-collar occupations	110.0	112.4	.9	.6	3.7	3.1
Service occupations	109.3	113.4	1.5	1.2	4.2	4.3
Durables	110.2	112.7	.9	.8	3.9	3.2
Nondurables	110.6	113.2	1.1	.4	4.0	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 1989=100)			Percent Changes for					
				3 Months Ended			12 Months Ended		
	Dec. 1991	Sept 1992	Dec. 1992	Dec. 1991	Sept 1992	Dec. 1992	Dec. 1991	Sept 1992	Dec. 1992
Service-producing industries 2/	110.2	112.3	113.0	0.5	0.5	0.6	3.7	2.4	2.5
Excluding sales occupations	110.7	113.0	113.7	.6	.7	.6	3.8	2.7	2.7
White-collar occupations	110.7	112.8	113.6	.4	.5	.7	3.7	2.3	2.6
Excluding sales	111.6	114.0	114.7	.6	.8	.6	4.1	2.8	2.8
Blue-collar occupations	107.8	110.3	111.0	.5	.5	.6	3.0	2.8	3.0
Service occupations	110.7	112.6	112.9	.6	.8	.3	3.9	2.4	2.0
Transportation and public utilities	108.4	111.2	111.8	.6	.5	.5	3.6	3.2	3.1
Transportation	107.0	109.8	109.9	.4	.5	.1	3.4	3.0	2.7
Public utilities	110.0	113.0	114.1	.9	.9	1.0	3.8	3.7	3.7
Communications	109.6	112.2	113.5	1.0	.4	1.2	3.3	3.4	3.6
Electric, gas, and sanitary services	110.5	114.2	114.8	.9	.8	.5	4.5	4.3	3.9
Wholesale and retail trade	109.6	111.5	112.3	.2	.3	.7	3.8	1.9	2.5
Excluding sales occupations	109.6	112.1	112.6	.4	.6	.4	3.9	2.7	2.7
Wholesale trade	110.3	111.9	113.5	-.1	-.5	1.4	3.9	1.4	2.9
Excluding sales occupations	110.5	113.3	114.1	.6	.5	.7	4.3	3.2	3.3
Retail trade	109.2	111.3	111.8	.2	.6	.4	3.7	2.1	2.4
General merchandise stores	110.6	111.7	111.8	-.3	.0	.4	3.8	.7	1.1
Food stores	110.4	112.9	113.7	.9	.5	.7	4.3	3.2	3.0
Finance, insurance, and real estate	108.4	108.2	108.3	.4	.0	.1	3.4	.2	-.1
Excluding sales occupations	110.4	109.9	110.2	.8	.0	.3	4.1	.4	-.2
Banking, savings and loan, and other credit agencies	106.3	108.6	109.0	-.1	.8	.4	.9	2.1	2.5
Insurance	108.6	112.7	112.7	1.0	.0	.0	3.3	4.8	3.8
Services	112.2	115.2	116.1	.6	1.1	.8	3.6	3.3	3.5
Business services	110.0	113.3	113.9	1.0	1.4	.5	2.4	4.0	3.5
Health services	114.6	117.9	118.9	1.0	1.4	.8	4.5	3.9	3.8
Hospitals	114.4	117.3	118.3	1.1	1.2	.9	4.2	3.6	3.4
Nursing homes	-	-	-	-	.9	.9	-	-	-
Educational services	113.7	116.5	117.1	.6	2.6	.5	3.2	3.1	3.0
Colleges and universities	114.2	117.3	117.6	.4	2.4	.3	4.5	3.2	3.0
Nonmanufacturing industries	109.8	111.9	112.6	.5	.5	.6	3.5	2.4	2.6
White-collar occupations	110.6	112.8	113.5	.4	.6	.6	3.7	2.4	2.6
Excluding sales	111.5	113.9	114.6	.7	.8	.6	4.0	2.9	2.8
Blue-collar occupations	107.5	109.7	110.2	.4	.5	.5	3.1	2.4	2.5
Service occupations	110.7	112.6	112.9	.6	.8	.3	3.9	2.4	2.0

- Data not available.

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						
	Dec. 1991		Sept. 1992		3 Months Ended		12 Months Ended		Dec. 1992		
	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1991	Sept. 1992	
Workers, by bargaining status											
Union.....	108.9	111.7	112.3		0.8	0.8	0.5		3.6	3.4	3.1
Blue-collar occupations.....	108.2	110.8	111.3		.8	.8	.5		3.2	3.3	2.9
Goods-producing industries 1/.....	108.7	111.1	111.7		.9	.8	.5		3.5	3.2	2.8
Service-producing industries 2/.....	109.2	112.5	113.1		.7	.9	.5		3.8	3.8	3.6
Manufacturing.....	109.4	111.7	112.5		1.0	.7	.7		3.7	3.1	2.8
Blue-collar occupations.....	109.3	111.6	112.4		1.0	.7	.7		3.7	3.1	2.8
Nonmanufacturing.....	108.6	111.7	112.2		.6	.9	.4		3.6	3.5	3.3
Nonunion.....	110.3	112.4	113.1		.5	.5	.6		3.7	2.5	2.5
Blue-collar occupations.....	109.2	111.3	111.9		.6	.5	.5		3.5	2.6	2.5
Goods-producing industries 1/.....	110.1	112.6	113.3		.8	.6	.6		3.8	3.1	2.9
Service-producing industries 2/.....	110.4	112.3	113.0		.5	.5	.6		3.7	2.2	2.4
Manufacturing.....	110.7	113.4	114.2		.9	.6	.7		3.9	3.4	3.2
Blue-collar occupations.....	110.7	113.1	113.7		.9	.5	.5		3.7	3.1	2.7
Nonmanufacturing.....	110.1	112.0	112.7		.5	.5	.6		3.6	2.2	2.4
Workers, by region 5/											
Northeast.....	110.9	113.0	113.7		.5	.7	.6		3.7	2.4	2.5
South.....	109.6	112.0	112.7		.4	.4	.6		3.3	2.6	2.8
Midwest.....	109.9	111.8	112.5		.9	.4	.6		3.9	2.7	2.4
West.....	109.4	112.2	112.8		.7	1.0	.5		3.8	3.3	3.1
Workers, by area size											
Metropolitan areas.....	110.1	112.3	112.9		.7	.6	.5		3.8	2.7	2.5
Other areas.....	109.4	112.0	112.8		.4	.7	.7		3.2	2.8	3.1

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

Table 10. BENEFITS (NOT SEASONALLY ADJUSTED): Employment Cost Index for benefits only, civilian, state and local, and private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for						
	Dec. 1991	Sept 1992	Dec. 1992	3 Months Ended			12 Months Ended		
				Dec. 1991	Sept 1992	Dec. 1992	Dec. 1991	Sept 1992	Dec. 1992
Civilian workers.....	116.3	121.4	122.5	0.8	1.5	0.9	5.6	5.2	5.3
State and local government workers.....	117.1	122.3	123.4	.6	2.5	.9	3.9	5.1	5.4
Private industry workers.....	116.2	121.2	122.2	.9	1.3	.8	6.2	5.2	5.2
Workers, by occupational group									
White-collar occupations.....	116.4	121.0	122.0	1.0	1.3	.8	6.1	4.9	4.8
Blue-collar occupations.....	115.7	121.2	122.2	.7	1.3	.8	6.1	5.5	5.6
Service occupations.....	117.8	123.7	124.6	1.1	1.7	.7	7.2	6.2	5.8
Workers, by industry division									
Goods-producing industries 1/.....	116.7	122.3	123.4	.8	1.4	.9	6.2	5.6	5.7
Service-producing industries 2/.....	115.7	120.4	121.2	1.0	1.3	.7	6.1	5.1	4.8
Manufacturing	116.1	121.5	122.6	.7	1.2	.9	6.0	5.4	5.6
Nonmanufacturing.....	116.2	121.0	122.0	1.0	1.3	.8	6.3	5.1	5.0
Workers, by bargaining status									
Union workers.....	115.2	121.7	122.5	1.1	1.4	.7	6.5	6.8	6.3
Nonunion workers.....	116.6	121.0	122.1	.8	1.3	.9	6.1	4.6	4.7

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					
	Dec. 1991	Sept. 1992		Dec. 1991	3 Months Ended		12 Months Ended		
		Dec. 1992	Sept. 1992		Dec. 1992	Sept. 1992	Dec. 1991	Sept. 1992	Dec. 1992
COMPENSATION									
Aircraft manufacturing (SIC 3721).....	114.8	120.1	122.9	1.5	0.9	2.3	5.7	6.2	7.1
White-collar occupations.....	112.0	117.0	119.0	1.4	.6	1.7	4.9	5.9	6.3
Blue-collar occupations.....	118.8	124.2	128.2	1.8	1.1	3.2	7.1	6.4	7.9
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721).....	112.6	116.0	117.2	1.5	0.7	1.0	5.2	4.6	4.1
White-collar occupations.....	108.9	112.2	113.1	.9	.5	.8	3.7	4.0	3.9
Blue-collar occupations.....	118.0	121.5	123.3	2.3	.8	1.5	7.3	5.3	4.5
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721).....	119.7	128.9	135.1	1.7	1.3	4.8	7.0	9.5	12.9
White-collar occupations.....	119.2	128.4	133.0	2.4	.7	3.6	7.2	10.3	11.6
Blue-collar occupations.....	120.4	129.5	137.7	.9	1.8	6.3	6.7	8.5	14.4

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

NOTE: SIC refers to the 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, 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 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 over 23,000 occupations within over 4,600 sample establishments in private industry and about 7,000 occupations within 1,000 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

Within an establishment, specific job categories are selected to represent broader occupational definitions. Since June 1986, the jobs have been classified according to definitions used in the 1980 Census. Prior to June 1986, they were classified according to the 1970 Census. Differences between the two classification systems are slight, as indicated in the article "Introducing new weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review.

Fixed employment weights are used each quarter to calculate the most aggregate indexes--civilian, private, and state and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since June 1986, employment counts from the 1980 Census have been used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, or area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the Monthly Labor Review.

Beginning with the March 1990 ECI release, indexes were rebased to June 1989=100. A description of the rebasing is included in the article "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review.

Beginning with the December 1990 ECI release, seasonally adjusted data are available for 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 1992 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1992." 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, 1975-92, (Bulletin 2413); 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.