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State labor legislation in 2008

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02/06/2009 The Labor Month in Review section of the January 2009 MLR will be posted to the BLS website soon.

State labor legislation enacted in 2008

Equal employment opportunity, human trafficking, immigration protections, independent contractors, the minimum wage, prevailing wages, time off, wages paid, and worker privacy were among the most active areas in which State legislatures either enacted or revised legislation during the year

John J. Fitzpatrick, Jr., James L. Perine, and Bridget Dutton

The legislative areas of equal employment opportunity, immigration protections, the minimum wage, prevailing wages, time off, wages paid, and worker privacy were among the most active during the individual sessions of the State legislatures in 2008. Legislative activity in those areas and others resulted in the enactment or revision of State statutes or regulations during the course of the year.

In 2008, the States enacted a volume of labor-related legislation less than that enacted in 2007. The decrease was due in part to the fact that only 44 States and the District of Columbia met in regular session during 2008. (All 50 States had met in regular session in 2007.) However, several of the legislatures of the 6 States that did not meet in regular session (Arkansas, Montana, North Dakota, Nevada, Oregon, and Texas) met in special sessions dedicated to various issues of particular interest or immediate necessity. In addition, the legislature of the Commonwealth of Puerto Rico met in regular session in 2008 and submitted relevant data. At the time this article was submitted for publication, 44 of the 50 States, plus the District of Columbia, had enacted or amended labor legislation of consequence in the various categories tracked by the Wage and Hour Division of the U.S. Department of Labor.

The bills that were introduced and then enacted by the States were concerned with more than 30 categories of labor legislation that are tracked: agriculture, child labor, State departments of labor, employee discharge, drug and alcohol testing, equal employment opportunity, employment agency matters, employee leasing, family issues, garment activity, genetic testing, handicapped workers, hours worked, human trafficking, independent contractor issues, inmate labor, living wages, the minimum wage and tipped employees, miscellaneous or other categories, offsite work, overtime, plant closing and the displacement or replacement of workers, employers' preferences regarding employees, prevailing wages, right-to-work matters, time off from work, unfair labor practices, wages paid, whistleblowers, worker privacy, workplace security, and workplace violence. Not every piece of labor legislation enacted during the course of the year falls into one of these 30-plus categories. Among the legislative issues that are excluded from the article are those which (1) amend existing State law, but in which the changes are strictly technical in nature, (2) affect only a limited number of individuals, (3) require the undertaking or the distribution of an issue study for a legis-

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lature or a governor, or (4) deal with operational or other funding related to a specific issue.

The lower volume aside, the legislation enacted by the States in 2008 addressed a significant number of employment standards areas and included a number of important measures. Legislation was enacted in 30 of the categories tracked.

In 2008, the minimum wage was again the "hot-button" issue, due to several factors. First, a number of States have laws that require them to keep their minimum-wage rates equal to or greater than the Federal rate. Thus, because the Federal minimum wage was increased to $6.55 per hour on July 24, 2008, a number of States had to put into effect an increased minimum wage of their own. Such States are empowered to do so as the result of their own previously enacted legislation. (The Federal minimum wage is scheduled for another increase, this time to $7.25 per hour, on July 24, 2009.) Second, some States have laws that require them to implement an increase in the minimum wage once a year, based upon the cost-of-living increase reported in various consumer price indexes. Finally, regular minimum-wage legislative activity can occur during any particular year, and in December 2008 there were 24 States plus the District of Columbia that had a minimum-wage requirement greater than the Federal minimum-wage rate. An additional 14 States had a minimum-wage rate equal to the Federal rate, 7 States had a minimum-wage rate less than the Federal rate, and 5 States—Alabama, Louisiana, Mississippi, South Carolina, and Tennessee—had no minimum-wage requirement (Tennessee, however, does enforce a previously enacted promised-wage law).[1] Besides the minimum wage, areas that showed a substantial amount of legislative activity via new or amended legislation implemented in 2008 were equal employment opportunity, immigration protections, prevailing wages, time off, wages paid, and worker privacy.

The remainder of this article is composed of two sections. The first provides a brief overview of legislation that was enacted in several of the most active legislative categories. This overview discusses some, but not all, of the pieces of legislation that resulted in the enactment of laws, new or amended, by the individual State legislatures during 2008. The second section presents a more comprehensive and detailed description of each State's labor-related legislative activities, again subdivided by category, that resulted in laws amended or newly enacted by the individual State legislatures during the course of the past year.

Equal employment opportunity. California now requires that all contractors and subcontractors engaged in construction provide equal opportunity for employment, without discrimination, under an expanded list of factors. The District of Columbia now requires employers to provide reasonable daily unpaid break periods and a sanitary location so that breast-feeding mothers are able to express milk for their children. The District also broadened the definition of "discrimination" by bringing within its scope the concept of a gender-related identity, appearance, expression, or behavior of an individual. Florida expanded the exemption regarding privacy of information contained in discrimination complaints from applying only to executive branch agencies to now include all State agencies and the times such data may become available to the public. The exemption applies until (1) a finding has been made relating to probable cause, (2) the complaint has become inactive, or (3) the complaint or other record is made part of the official record of any hearing or court proceeding. The Kansas Department of Labor is now permitted to establish the rules and regulations necessary to enforce State laws that prohibit employment discrimination relating to victims of domestic violence or sexual abuse. Louisiana added a section to its statutes that stipulates a 1-year prescriptive period for a discrimination case, but the period may be suspended if an administrative review or investigation of the claim conducted by the Federal Equal Employment Opportunity Commission on Human Rights is pending. In Maryland, if a civil action is filed no more than 2 years after the occurrence of an alleged act of discrimination, then the filing of the civil action shall serve to automatically terminate any proceeding before the State Human Relations Commission. New Jersey made it unlawful for employers to discriminate against employees because of religious practices.

Human trafficking. The California Civil Code was amended by the addition of a section that prohibits an employer from deducting from an employee's wages the employer's cost of helping the employee emigrate and transporting the employee to the United States. Hawaii statutes expanded the definition of "kidnapping" to include unlawfully obtaining the labor or services of a person, regardless of whether the action related to the collection of debt. Such activity by an employer results in the employer's committing extortion. Illinois enacted a new law that will assist victims of trafficking in the State by allowing Federal resources to be used to prosecute local offenders. The Maine Revised Statutes were amended to define a "human trafficking offense" as kidnapping or criminal restraint. Tennessee created the Class B felony "trafficking offense" for the activity wherein a person

knowingly subjects or maintains another in labor servitude or sexual servitude. Utah statutes now state that an individual commits human trafficking for forced labor or forced sexual exploitation by recruiting, harboring, transporting, or obtaining a person through the use of force, fraud, or coercion by various means. Such action is considered a second-degree felony, except when it is judged to be aggravated in nature, in which case it is considered a first-degree felony.

Immigration protections. Arizona State or local agencies responsible for issuing licenses are now required to verify that the applicant is lawfully present in the United States. In addition, the State expanded the scope of the crime of identity theft to include knowingly accepting the identity of another person if, when hiring an employee, the person doing the hiring knowingly accepts any personal identifying information of another person from the prospective employee, knowing that the prospective employee is not the person identified, and if the person doing the hiring uses the said information for work authorization under Federal law. Prospective contractors in Colorado, prior to executing a contract for services with a State agency or a political subdivision thereof, shall certify that, at the time of certification, they are not knowingly employing or contracting with an illegal alien who will perform work under the contract for services. In addition, the Colorado Commission on Fire Protection Standards is required to implement a voluntary statewide certified volunteer firefighter identification program. The Minnesota Governor ordered the State to implement measures to ensure that all newly hired executive branch employees are legally eligible to work. Mississippi enacted the Mississippi Employment Protection Act, which requires employers in the State to hire only legal citizens or legal aliens of the United States. In South Carolina, legislation was enacted that requires every agency or political subdivision of the State to verify the lawful presence of any person 18 years or older who has applied for State or local public benefits or public employment. Utah now prohibits a public employer from entering into a contract with a contractor for the physical performance of services within the State, unless the contractor registers with, and participates in, the Status Verification System to verify the work eligibility status of the contractor's new employees who are employed within the State. Virginia now permits the State Corporation Commission to terminate the corporate existence of a corporation for actions of its officers and directors that constitute a pattern or practice of employing unauthorized aliens in the Commonwealth.

Independent contractors. Connecticut established a joint employment commission, along with an advisory board that will advise the commission on employee misclassification in the construction industry within the State. In Idaho, key employees or key independent contractors may enter into written agreements or covenants that protect the employer's legitimate business interests and prohibit the key employee or key independent contractor from engaging in employment or a line of business that is in direct competition with the employer's business after termination of employment. Michigan has created an Interagency Task Force on Employee Misclassification as an advisory body responsible for examining and evaluating the existing employee misclassification enforcement mechanism in the State and for making recommendations for more efficient mechanisms. The Missouri attorney general is authorized to investigate any alleged or suspected violation of the law in which an employer knowingly misclassifies a worker and fails to claim that worker as an employee. In addition, the State attorney general may seek an injunction prohibiting an employer from engaging in such conduct, for which penalties assessed may reach $50,000. Utah has created the Independent Contractor Enforcement Council, which has been directed to design an independent-contractor database that may be accessed by one or more agencies, the attorney general, and the State Department of Public Safety. The database is to be used to identify when a person holds him- or herself out to be an independent contractor or when a person engages in the performance of work as an independent contractor who is not subject to the employer's control.

Minimum wage. Connecticut increased the amount of gratuities that it would recognize as part of the minimum fair wage for bartenders and others who are employed in the hotel and restaurant industry. In addition, the minimum wage in the State was increased to $8.00 per hour on January 1, 2009, and will increase to $8.25 per hour on January 1, 2010. Illinois camp counselors under the age of 18 and employed at a day camp are not subject to the State adult minimum wage if they are paid a stipend on a one-time or periodic basis and, for those who are minors, if their parent, guardian, or other custodian has consented in writing to the terms of payment before employment begins. With some exemptions, the Iowa minimum-wage requirements shall not apply to an enterprise whose annual gross volume of sales made or business done, exclusive of excise taxes at the retail level, which are separately stated, is less than $300,000. Maine increased its minimum hourly wage to $7.25 per hour on October 1, 2008.

An additional increase, to $7.50 per hour, is scheduled for October 1, 2009. In an amendment to the New Mexico Minimum Wage Act, the definitions of "employer" and "employee" were changed to exclude State and political subdivisions from all parts of the Act except the section that sets the minimum wage.

Illinois, Kentucky, Michigan, and West Virginia increased their required hourly minimum-wage rates on July 1, 2008. The Illinois rate was increased from $7.50 per hour to $7.75, Kentucky increased its rate from $5.85 per hour to $6.55, Michigan increased its required rate from $7.15 per hour to $7.40, and the West Virginia required rate was increased from $6.55 per hour to $7.25.

On July 24, 2008, the following jurisdictions increased their required minimum-wage rates:

Jurisdiction	*Minimum wage*	
	Old	*New*
District of Columbia	$7.00	$7.55
Idaho	5.85	6.55
Indiana	5.85	6.55
Maryland	6.15	6.55
Montana	6.25	6.55
Nebraska	5.85	6.55
North Carolina	6.15	6.55
North Dakota	5.85	6.55
Oklahoma	5.85	6.55
South Dakota	5.85	6.55
Texas	5.85	6.55
Utah	5.85	6.55
Virginia	5.85	6.55

On September 1, 2008, New Hampshire increased its required hourly minimum wage from $6.50 per hour to $7.25.

Arizona, Colorado, Florida, Missouri, Montana, Ohio, Oregon, Vermont, and Washington increased their hourly required minimum wage rates on January 1, 2009, on the basis of language in previously passed legislation that contained required annual cost-of-living increases to be implemented in the State minimum wage.

Prevailing wages. California will continue to require a contractor or subcontractor charged with violating the laws regulating public-works contracts and the payment of prevailing wages to appear before a hearing officer for a hearing. After January 1, 2009, California will not require that the aforesaid hearing be held by an administrative law judge. Delaware has tied the prevailing wage in a trade or craft to the collectively bargained wage if the collectively bargained wage has prevailed for that trade or craft for 2 consecutive years. A revision of the Hawaii Revised Statutes authorizes the State Governor to suspend the prevailing wage on public projects during a national emergency declared by the President or Congress or during an emergency declared by the Governor. In addition, contractors who violate the prevailing wage on public contracts in the State by falsifying records or delaying or interfering with an investigation shall be suspended for a period of 3 years. New Jersey now requires that the prevailing-wage rate be paid to workers employed in the performance of any construction contract, including contracts for millwork fabrication under the authority of financial assistance by the State. New Jersey also redefined the term "construction of a public utility" to mean the construction, reconstruction, installation, demolition, restoration, or alteration of facilities of the public utility. The term shall not be construed to include operational work such as flagging, plowing snow, managing vegetation in and around utility rights-of-way, marking out boundaries on roads, performing janitorial services, surveying for landscaping leaks, performing meter work, and making miscellaneous repairs. New York amended State labor law and general municipal law in order to provide additional guarantees of payment of prevailing wages to workers of the State, despite misdemeanor violations committed by their employers. New York also amended its law so that employers who owe back wages on State government contracts are now guilty of misdemeanors or various classes of felonies, depending upon the total amount of back wages owed. Rhode Island now requires general contractors and subcontractors who perform work on any State public-works contract worth $1,000,000 or more to employ apprentices for the performance of the contract, while complying with the apprentice-to-journeyman ratio approved by the Apprenticeship Council of the State Department of Labor and Training.

Time off. Members of the Civil Air Patrol in Colorado are now permitted to take a leave of absence, during the period of a mission, for up to 15 days annually without loss of pay or other benefits. Persons in Connecticut shall be excused from jury service if, during the preceding 3 years, they appeared in court for jury service and were not excused from such service. Such persons, however, may request to be summoned for jury service. The District of Columbia established various requirements for employers who employ various numbers of employees to provide a certain amount of leave time for certain amounts of hours worked. Employers in Florida are now permitted to grant an employee up to 3 working days of leave during a 12-

month period if the employee or a family or household member of the employee is the victim of domestic violence or sexual abuse. Elected or appointed trustees of any fire protection district in Illinois are now entitled to absent themselves from work on the days and times of meetings of the board of trustees for the duration of the meeting and during any time necessary for traveling to and from the meeting. Iowa employers shall not discharge or take or fail to take action regarding an employee's promotion or proposed promotion, or penalize the employee in another manner, due to the service of the employee as a witness in a criminal proceeding or as a plaintiff, defendant, or witness in a civil proceeding. Employees in Nebraska acting as volunteer emergency responders shall make a reasonable effort to notify their employers that they may be absent from, or report late to, their place of employment. Employers in the State shall neither terminate nor take any other disciplinary action against any employee who is a voluntary emergency responder if such employee is absent or reports late to work because of responding to an emergency in his or her status as a voluntary emergency responder. Most New Jersey State government employees, along with employees of any county, municipality, school district, or other political subdivision, may not be laid off from their employment position if they have been on military leave of absence for active service in the Armed Forces of the United States in a time of war or emergency. Employers in New York are required, at their option, either to grant a 3-hour leave of absence every 12 months to an employee who seeks to donate blood or to allow their employees to donate blood during work hours at least 2 times per year, without using any accumulated leave time. Rhode Island employers of more than 50 employees are now required to provide up to 30 days of unpaid family military leave during the time Federal or State orders are in effect, as long as the employees meet certain requirements. The employee also must have exhausted all other types of leave, except for sick and disability leave. Employees in Vermont shall have the right to take unpaid leave from employment for the purpose of attending a town meeting, provided that they notify the employer at least 7 days prior to the date of the town meeting. In addition, employers in Vermont shall provide reasonable time, either compensated or uncompensated, throughout the day for employees who continue to express breast milk for a nursing child 3 years after the birth of the child. Employees of the State, county, city, or any other political subdivision of Washington shall be entitled to, and shall be granted, military leave of absence from such employment for a period not exceeding 21 days each year.

Wages paid. California has made it a misdemeanor for an employer to require an employee, as a condition of being paid, to execute a statement of the hours the employee may have worked during a pay period when the employer knows the statement to be false. Colorado established the following definition of "paycard": "an access device that employees use to receive their payroll funds from their employer." Employers must meet two conditions in order to utilize paycards. Persons in Florida who, because of financial hardship, cannot satisfy a civil penalty shall be allowed to satisfy the penalty by participating in community service and shall receive credit for their service at the hourly rate specified under the Federal Fair Labor Standards Act. Iowa law now states that, upon written request by an employee, an employer must send any wages due to the employee by mail. Employers in Maryland are required to give each employee, at the time of hiring, notice of the employee's rate of pay, the regular paydays set by the employer, and leave benefits. New Jersey law now states that when a contract between a principal and a sales representative to solicit orders is terminated, the commissions and other compensation earned as a result of the representative relationship, but remaining unpaid, shall become due and payable within 30 days of the date the contract is terminated or within 30 days of the date the commissions are due, whichever is later. Upon meeting certain requirements, employers in West Virginia are now permitted to pay the wages that are due employees via the utilization of a payroll card and a payroll card account.

Worker privacy. Connecticut expanded the list of public employees in the State whose residential addresses may not be released under the Freedom of Information Act. Colorado employers may no longer require, as a condition of employment, that employees not disclose their wages or require employees to sign a waiver or other document that purports to deny them the right to disclose information about their wages. Florida added a number of positions of employment to those categories which are exempt from the State's public-records requirement. Among these positions are general and special magistrates, judges of compensation claims, administrative law judges of the Florida Division of Administrative Hearings, and child support enforcement hearing officers. Florida also excluded the records and timesheets of employees who are victims of sexual violence from the State's public-records requirement. Legislation enacted in Hawaii now requires each State and county government agency to designate an agency employee to have policy and oversight responsibilities for the protection of personal information. Idaho

employment security law was amended to provide that certain specified employment security information be exempt from disclosure, except that such information may be disclosed as necessary for the proper administration of employment security programs or, subject to certain restrictions and fees, may be made available to public officials for use in the performance of their official duties. Indiana expanded the types of public records that are exempt from public disclosure unless access to the records is specifically required by Federal or State statute or is ordered by a court under the rules of discovery. Maine expanded the protection provided for the personal-contact information of public employees; however, such protection is not extended to elected officials. Missouri prohibits employers from requiring personal identification microchips to be implanted into employees for any reason. New York employers may not publicly post or display an employee's Social Security number, visibly print a Social Security number in files with unrestricted access, or communicate an employee's personal identifying information to the general public. Tennessee now prohibits the disclosure of home addresses, phone numbers, dates of birth, Social Security numbers, and driver's license information of State and local government employees, including law enforcement officers and their family members. Utah amended the State Government Records Access and Management Act to add protected status to certain information if the information is properly classified by a government entity.

Arizona

Immigrant protections. The State Legal Workers Act was amended by modifying the crimes of (1) taking the identity of another person or entity and (2) trafficking in the identity of another person or entity. The Act, as amended, now requires any State or local agency issuing a license in the State to verify that the applicant is lawfully present in the United States. The Act also expanded the scope of the crime of identity theft to include knowingly accepting the identity of another person if, when hiring an employee, the person doing the hiring knowingly accepts any personal identifying information of another person from the prospective employee, knowing that the prospective employee is not the person identified, and if the person doing the hiring uses the said information for work authorization under Federal law. Accepting the identity of a person when one knows that the person is not the one identified is a Class 4 felony. The State Legal Workers Act also establishes the Voluntary Enhanced Employer Compliance Program, which allows employers to voluntarily comply with certain verification requirements in cooperation with the State attorney general's office. First violations shall subject the employer to a 3-year probationary period for the business location where the unauthorized alien performed work. For a second violation, the court shall order the appropriate agencies to permanently revoke all licenses held by the employer specific to the business where the unauthorized alien performed work. If the employer does not hold a license specific to the business location where the unauthorized alien performed work, but a license is necessary to operate the employer's business in general, the court shall order the appropriate agencies to permanently revoke all licenses that are held at the employer's primary place of business.

Minimum wage. As a result of previously enacted legislation in which the State minimum wage was indexed to inflation, the minimum wage in the State was increased to $7.25 per hour on January 1, 2009.

Miscellaneous. If an employer interviews a law enforcement or probation officer and reasonably believes that the interview could result in the dismissal, demotion, or suspension of the officer, the latter may request to have a representative present during the interview at no cost to the employer. Before the interview begins, the employer shall provide the officer with a written notice informing the officer of the specific nature of the investigation, of all known allegations of misconduct that are the reason for the interview, and of the officer's right to have a representative present. The employer may require the officer to submit to a polygraph examination if the officer makes a statement to the employer during the investigation that differs from other relevant information that is known to the employer and if reconciling that difference is necessary to complete the investigation. If a polygraph examination is administered, the employer or the person administering the examination shall make an audio recording of the complete procedure and provide a copy of the recording to the officer. The employer is not required to stop the interview to issue another notice for allegations based on information provided by the employee during the interview, nor is the employer required to disclose any fact to the employee or his or her representative that would impede the investigation. In any appeal of a disciplinary action (that is, a dismissal, demotion or suspension for more than 24 hours) in which a single hearing officer or administrative law judge has been appointed to conduct the proceedings, the officer or the employer may request a different hearing official. In cases before the office of administrative hearings or when the employer is a county with a population of 250,000 or a city with a population of 65,000 or more, the first request for an appeal shall be granted. All other requests may be granted only upon showing that a fair and impartial hearing cannot be obtained due to the prejudice of the official who has been assigned. The burden of proof in an appeal of a disciplinary action by a law enforcement or probation officer shall be on the employer.

Worker privacy. Public bodies shall maintain all records that are reasonably necessary or appropriate to maintain an accurate knowledge of disciplinary actions involving public officers or other employees of the public body. The records shall be open to inspection and copying pursuant to State law, unless their inspection or disclosure is contrary to public law. The law does not require the disclosure of the home address, the home telephone number, or a photograph of any person who is protected pursuant to State law.

In any county, an eligible person may request that the general public be prohibited from accessing certain information maintained by the county recorder, county treasurer, or county assessor, including (1) the unique identifier and the recording date contained in indexes of recorded instruments maintained by the county recorder and (2) the voting precinct number, residential address, and telephone number of the requestor. An eligible person is a peace officer, a justice, a judge, a commissioner, a public defender, a prosecutor, a code enforcement officer, an adult or juvenile corrections officer, a corrections support staff member, a probation officer, a member of the Board of Executive Clemency, a law enforcement support staff member, a National Guard member who is acting in support of a law enforcement agency, a person who is protected under an order of protection or an injunction against harassment, a firefighter assigned to the State Counterter-

rorism Center in the State Department of Public Safety, or a victim of domestic violence or stalking who is protected under an order of protection or an injunction against harassment. The State Revised Statutes now require the county recorder to notify certain persons 6 months prior to the expiration of a court-ordered redaction of their personal information. The statutes also allow the Anti-Racketeering Revolving Fund to be used for the payment of relocation expenses of any law enforcement officer who is a victim of a bona fide threat.

California

Equal employment opportunity. The State may direct a local agency to require that all contractors and subcontractors engaged in construction provide equal opportunity for employment, without discrimination, under an expanded list of factors that now covers marital status, race, national origin, age, sex, sexual orientation, color, medical condition, religious creed, ancestry, mental disability, and physical disability.

Human trafficking. The State Civil Code and the State Penal Code were amended by the addition of a section to each that relates to human trafficking. The new civil law prohibits an employer from deducting from an employee's wages the employer's cost of helping the employee emigrate and transporting the employee to the United States. Because the existing penal law provides jurisdiction over certain crimes committed in more than one county, this new legislation requires a local prosecutor to present evidence to the court and requires the court to hold a hearing to consider whether a matter involving human trafficking in multiple jurisdictions should proceed in the county of filing or whether one or more counts should be severed. Charges alleging multiple violations that involve the same victim or victims in multiple territorial jurisdictions shall be subject to judicial review to determine the location and complexity of the likely evidence, to identify where the majority of the offenses occurred, and to consider the convenience of, or hardship on, the victims and witnesses.

Overtime. The State has extended the exemption from overtime pay requirements under State law to computer professionals who earn no less than $75,000 per year for full-time employment and are paid at least once per month in an amount no less than $6,250 per month.

Plant closing. Under existing law, the State Department of Public Health is responsible for licensing and regulating health facilities, including hospitals, and requires a hospital that is planning to reduce or eliminate emergency medical services to notify various entities at least 90 days before it takes that action. Legislation was enacted that changes the required notification period to 30 days prior to closing a general acute-care or psychiatric hospital or relocating the provision of a supplemental service to a different campus. Notification should be made to the public and the applicable administering department. The facility shall provide public notice of the proposed closure, including a notice posted at the entrance to all affected facilities, and shall also notify the board of supervisors of the county in which the health facility is located. In addition, an impact statement reflecting the changes in the delivery of care to the community must (1) specify how the elimination of services will be met by other existing agencies and (2) describe the three nearest available comparable services in the community.

Prevailing wages. Under existing law, the State labor commissioner is required to issue civil wage and penalty assessments to a contractor, a subcontractor, or both if, after an investigation, it is determined that the contractor or subcontractor violated the laws regulating public-works contracts and the payment of prevailing wages. The affected contractor can obtain a review of a civil wage and penalty assessment by transmitting a written request for a hearing to the office of the State labor commissioner within 60 days after receiving the assessment. A hearing officer or an administrative law judge must then commence a hearing within 90 days of receipt of the request. This legislation continues to require a hearing officer to hold the hearings, but, after January 1, 2009, does not require that the hearing officer be an administrative law judge. Further, the contractor or subcontractor may deposit the full amount of the assessment with the State Department of Industrial Relations, for that agency to hold in escrow pending review by the office of the labor commissioner. The director of the Department of Industrial Relations is authorized to waive payment of liquidated damages, or any portion thereof, if the contractor demonstrates that there were substantial grounds for its appeal.

Wages paid. The State Labor Code was amended to require that employees of temporary-service employers be paid weekly or daily wages if an employee is assigned to a client. The code does not apply to employees who are assigned to a client for more than 90 consecutive days, unless the employer pays the employee weekly. The code applies civil and criminal penalties of $100 for an initial violation and $200, plus 25 percent of the amount unlawfully withheld, for each subsequent violation. An employer who fails to pay any wages of an employee who is discharged or who has quit the company will be required to continue to pay the regular wages of that employee until action is commenced as a penalty or for no more than 30 days. Employees who refuse to receive payment, including any penalty accrued, will not be entitled to receive any benefits under the bill. Salaries of executive, administrative, and professional employees of employers covered by the Fair Labor Standards Act may be paid once a month on or before the 26th day of the month during which the labor was performed if the entire month's salaries, including the unearned portion between the date of payment and the last day of the month, are paid at that time. Employees covered by collective-bargaining agreements will be paid according to their specified pay arrangements.

It shall be considered a misdemeanor for an employer to require an employee, as a condition of being paid, to execute a statement of the hours the employee may have worked during a pay period when the employer knows the statement to be false. This statement, called an *execution of release*, is a way for the employer to have a record of paying the employee in advance for work not yet actually done. An employer shall not require any such execution of release unless the wages have been paid. A violation of this law shall render the execution of release null and void between the employer and the employee.

Colorado

Agriculture. The State created the Non-immigrant Agricultural Seasonal Worker Pilot Program in the State Department of Labor and Employment in order to expedite the Federal H-2A visa certification process so that eligible workers might legally come to Colorado to meet the needs of State farmers and ranchers. The directors of three State agencies (the commissioner of the State Department of Agriculture, the director of the State Department of Labor and Employment, and the director of the State Governor's Office of Economic Development and International Trade) are required to seek agreements between the State and foreign countries to assist in the recruitment and selection of eligible H-2A workers. The State Department of Labor and Employment is authorized to establish offices in foreign countries and retain local agents to aid in prospective employees' application processes, medical screening, and travel, as well as in the documentation of employee returns to their countries of origin. The program is limited to 1,000 employees the first year, with increases of 1,000 employees annually for 4 years. Employers and employees each have multiple requirements concerning pay, transportation, housing, working conditions, meals, minimum hours of work, background checks, identity cards, withholding of wages, and employees' return to their country of origin that must be met in order to participate in the program. The afore-

mentioned officials will work closely with the U.S. Departments of Labor and State, along with the U.S. Citizenship and Immigration Services, to establish a timely, efficient, and effective process for incorporating workers into the State Non-immigrant Agricultural Seasonal Worker Pilot Program and guiding them through H-2A visa certification.

Employee leasing. The State statutes governing employee-leasing companies that have ongoing relationships with employers at the sites at which the leased employees work were amended. Such companies are now required to become annually certified with the State Department of Labor and Employment for a fee not to exceed $500 per year. Each leasing company shall pay wages and collect, report, and pay all payroll-related taxes from its own accounts for all covered employees. The executive director of the department is authorized to take disciplinary action against leasing companies that violate the State statutes regarding required actions of such companies. The disciplinary action taken may include penalties such as probation, financial penalties, and revocation of certification.

Handicapped employees. Legislation was enacted that established an income tax credit for taxpayers who hire individuals with a developmental disability. The credit is to be awarded for qualified employees first hired on or after January 1, 2009, and is applicable for income years 2009 through 2011 only. A qualified employee must be (1) a person with a developmental disability, (2) employed at a workplace located in 1 of 7 designated State counties, and (3) compensated in accordance with applicable minimum-wage laws. The income tax credit shall equal 50 percent of gross wages paid to the employee in the first 3 months of employment and 30 percent of gross wages paid in the subsequent 9 months.

Immigrant protections. The State statute concerning requirements relating to public contracts for services was amended. Prior to executing a contract for services with a State agency or a political subdivision thereof, prospective contractors shall certify that, (1) at the time of certification, they are not knowingly employing or contracting with an illegal alien who will perform work under the contract for services and (2) they will participate in the e-verify program, jointly administered by the U.S. Department of Homeland Security and the Social Security Administration, or in the State Department of Labor and Employment's employee verification program, in order to confirm the eligibility of all of their newly hired employees to perform work under the contract for services. In addition, prospective contractors shall include a provision stating that they have confirmed the eligibility of all of their newly hired employees to perform work under the contract for services through participation in either the e-verify program or the department program.

Minimum wage. Because of previously enacted legislation in which the State minimum wage was indexed to inflation, the minimum wage in the State was increased to $7.28 per hour on January 1, 2009.

Time off. The State Revised Statutes were amended to allow a public or private employee who is a member of the Civil Air Patrol and is called for duty in a patrol mission to take a leave of absence during the period of the mission, for up to 15 days annually, without loss of pay or other benefits. To obtain this leave, the member is required to return to his or her job immediately after being relieved of duty in the mission. After serving, the member is allowed to return to the same job position in the same location. An employer shall not discriminate against or discharge from employment any member of the Civil Air Patrol because of such membership and shall not hinder a member or prevent a member from performing his or her duty during any Civil Air Patrol mission for which the member is entitled to leave under State law. If an employer violates the provisions of the law, the member is allowed to bring a civil action for damages, equitable relief, or both. In such action, the court shall award reasonable attorneys' fees and costs to the prevailing party. Employers are not required to provide this leave when doing so would result in more than 20 percent of the employer's employees being on leave on any workday. In addition, employers are not required to provide such leave for any employee designated as an essential employee, defined as an employee whom the employer deems to be essential to the employer's daily enterprise and whose absence would likely cause the employer to suffer economic injury.

Wages paid. As the result of an amendment to the State Revised Statutes, the definition of "paycard" was established and employers may now deposit an employee's wages on a paycard as long as certain conditions are met. The term "paycard" is defined as an access device that an employee uses to receive his or her payroll funds from the employer. In order to be allowed to utilize paycards, the employer must (1) provide the employee free access to the entire amount of the net pay at least once per pay period and (2) permit the employee to choose other means for payment of wages as authorized by other sections of the State Revised Statutes.

Worker privacy. The State Revised Statute prohibiting action against an employee for sharing wage information was amended. It shall now be a discriminatory or unfair employment practice, unless otherwise permitted by Federal law, for an employer to discharge, discipline, discriminate against, coerce, intimidate, threaten, or interfere with any employee because the employee inquired about, disclosed, compared, or otherwise discussed his or her wages. It is also prohibited for an employer to require, as a condition of employment, that an employee not disclose his or her wages or that the employee sign a waiver or other document that purports to deny the employee the right to disclose his or her wages. These prohibitions do not apply to employers who are exempt from the provisions of the National Labor Relations Act.

Connecticut

Child labor. The State removed the sunset provision pertaining to conditions under which a 15-year-old minor can be employed in a mercantile establishment. Employers continue to be exempt from any fines for employing 15-year-olds after the September 30, 2007, sunset, provided that such employment is (1) limited to periods during which school is not in session for 5 or more consecutive days, except that any such minor employed in a retail food store may work on any Saturday during the year; (2) for not more than 40 hours in any week; (3) for not more than 8 hours in any day; and (4) between the hours of 7:00 a.m. and 7:00 p.m., except that from July 1 to the first Monday in September in any year, any such minor may be employed until 9:00 p.m.

Labor department. The State Department of Labor and Employment, in its quarterly electronic publication distributed to employers, shall, at a minimum, notify every employer of the Federal law against hiring or continuing to employ an unauthorized alien. In addition, the notice shall include information about the e-verify program jointly administered by the U.S. Department of Homeland Security and the Social Security Administration. Notifications are required on a quarterly basis for 2 years and twice per year thereafter. The State Department of Labor and Employment and the secretary of State will post the notification and information about the program on their Web sites, as well as providing a link thereto.

Employment agencies. State Public Act No. 08-105 was amended to better codify (1) the criteria and responsibilities for professional employer organizations, (2) the steps for becoming registered within the State, and (3) all appropriate fiduciary responsibilities for the organization. In addition, the State legislature established a joint enforcement commission on employee misclassification. The commis-

sion members will consist of the State commissioners for labor, revenue services, and workers' compensation; the attorney general; and the chief State's attorney—or their designees. The commission shall meet no fewer than 4 times each year and shall review the problem of employee misclassification by employers for the purpose of avoiding the employer's obligations under State and Federal labor, employment, and tax laws. The commission shall coordinate the civil prosecution of violations of State and Federal laws as a result of employee misclassification and shall report any suspected violation to the chief State's attorney or the State's Attorney serving the district in which the violation is alleged to have occurred. The commission shall report to the Governor and the relevant joint standing committee of the State General Assembly.

Independent contractor. Legislation was enacted that established a joint enforcement commission on employee misclassification and the State Employee Misclassification Advisory Board. Civil prosecution will be coordinated by the commission in the event that an employer is found to have violated State and Federal laws as a result of employee misclassification. Beginning in 2010, the commission is required to produce a yearly report that summarizes its actions for the preceding calendar year and includes recommendations for administrative or legislative action. The board will advise the commission on employee misclassification in the construction industry in the State, and the members of the board will consist of management and labor representatives in the construction industry.

Minimum wage. The hourly minimum-wage rate of pay required under State law was increased to $8.00 per hour, effective January 1, 2009. The rate on January 1, 2010, will again increase, this time to $8.25 per hour. State law requires that whenever the highest Federal minimum wage is increased, the State minimum wage shall be increased to the amount of the Federal minimum wage plus one-half of 1 percent more than said Federal rate, rounded to the nearest whole cent, effective on the same date as the increase in the highest Federal minimum wage. The rates for learners, beginners, and persons under 18 years shall be no less than 85 percent of the minimum fair wage for the first 200 hours of such employment and equal to the minimum wage thereafter, except for institutional training programs specifically exempted by the State commissioner of labor.

On January 1, 2009, the State increased the amount of all gratuities that it shall recognize as part of the minimum fair wage. From that date, the State shall recognize gratuities in an amount (1) equal to 31 percent of the minimum fair wage per hour for persons, other than bartenders, who are employed in the hotel and restaurant industry, including a hotel restaurant, and who customarily and regularly receive gratuities; (2) equal to 11 percent of the minimum fair wage per hour for persons employed as bartenders who customarily and regularly receive gratuities, and (3) not to exceed 35 cents per hour in any other industry.

Time off. A person shall be excused from jury service if, during the preceding 3 jury years, such person appeared in court for jury service and was not excused from serving, except that the person may request to be summoned for jury service during such a 3-jury-year period in the same manner as persons are summoned who are not excused from jury service. Such request may be made at any time, written to the jury administrator. Any juror-employee who has served 8 hours of jury duty in any one day shall be deemed to have worked a legal day's work, and an employer shall not require the juror-employee to work in excess of 8 hours. Any employer who fails to compensate a juror-employee pursuant to the State General Statutes and who has not been excused from such duty to compensate the juror-employee pursuant to the 2008 supplement to the General Statutes shall be liable to the juror-employee for damages.

Wages paid. Legislation was enacted that amended the acceptable reasons for which an employer can withhold or divert any portion of an employee's wages by adding instances in which deductions are made for contributions attributable to automatic enrollment, as defined as a provision of an employee retirement plan, or any subsequent corresponding internal revenue code of the United States, as from time to time amended, as established by the employer. Employers that provide automatic enrollment are relieved of liability for the investment decisions they make on behalf of participating employees, provided that (1) the investment plan allows the participating employee at least quarterly opportunities to select among investment alternatives available under the plan that are to serve as the employee's contribution to the plan; (2) the employee is given (a) notice of the investment decisions that will be made in the absence of the employee's direction, (b) a description of all the investment alternatives available under the plan, and (c) a brief description of procedures available for the employee to change investments; and (3) the employee is given at least annual notice of the actual investments made on behalf of the employee under the organization's automatic contribution arrangement. The employer's relief from liability extends to any other official of the plan who actually makes the investment decisions on behalf of participating employees under the aforesaid automatic contribution arrangement.

Worker privacy. The list of public employees in the State whose residential addresses may not be released under the Freedom of Information Act was amended. The residential address of an employee of the State Department of Mental Health and Addiction Services who provides direct care to patients was added to the list.

Delaware

Prevailing wage. The Division of Industrial Affairs of the State Department of Labor shall establish the prevailing wage for each craft or class of laborers and mechanics at the same rates established in collective-bargaining agreements between labor organizations and their employers that govern work for those classes of laborers and mechanics for the county where the public-works contract will be performed if that particular labor organization's collective-bargaining rate prevailed and the said labor organization participated in the prevailing-wage survey for that particular trade or craft in that particular county for 2 consecutive years. The agreed-upon rate of pay will become the prevailing wage for a period of 5 years, and the raise will be determined on the basis of the collective-bargaining agreement rate at the time the survey is conducted for that craft, county, and year. If the prevailing wage cannot be reasonably and fairly determined in any locality because no agreements exist or the rate has not prevailed for 2 consecutive years, the Department shall use the rate established by the annual prevailing-wage survey. There will be a one-time challenge of the prevailing-wage rate per cycle as stated in departmental regulations.

District of Columbia

Equal employment opportunity. The District's Human Rights Act of 1977 was amended (1) to prohibit discrimination against breast-feeding women, (2) to ensure a woman's right to breast-feed in any location, public or private, where she has the right to be with her child, (3) to require employers to provide reasonable daily unpaid break periods and a sanitary location so that breast-feeding mothers are able to express breast milk for their children, and (4) to require the District Department of Health to monitor both breast-feeding rates in the District and the number and nature of complaints received by the District Office of Human Rights regarding violations of the act.

The Prohibition of Discrimination on the Basis of Gender Identity and Expression Amendment Act of 2008 is an attempt by the District government to broaden the definitions by which discrimination is practiced. The District Office of Human Rights Establishment

Act of 1999 was amended by striking the phrase "sexual orientation" and substituting the phrase "sexual orientation, gender identity or expression" in its place, thereby bringing into the arena the concept of "a gender-related identity, appearance, expression, or behavior of an individual, regardless of the individual's assigned sex at birth." As part of this broader definition as well, the Office of Human Rights uses the term "transgender" to refer to any individual whose identity or behavior differs from stereotypical or traditional gender expectations. The term now refers to transsexual individuals, cross-dressers, androgynous individuals, and others whose appearance or characteristics are perceived to be gender atypical. These newly expanded definitions shall be applicable in such areas as employment, renting or leasing of housing and commercial space, public accommodations, educational institutions, and agencies of the District government and its contractors.

Minimum wage. As a result of requirements that were included in previously enacted legislation, the minimum wage in the District was increased to $7.55 per hour on July 24, 2008.

Time off. An employer with 100 or more full-time-equivalent employees shall provide not less than 1 hour of paid leave for every 37 hours worked, not to exceed 7 days per calendar year; an employer with at least 25, but not more than 99, full-time-equivalent employees shall provide 1 hour of paid leave for every 43 hours, not to exceed 5 days per calendar year; and an employer with 24 or fewer full-time-equivalent employees shall provide not less than 1 hour for every 87 hours worked, not to exceed 3 days per calendar year. Employees who are exempt from overtime payment under the Fair Labor Standards Act shall not accrue leave for hours worked beyond a 40-hour workweek. Paid leave shall accrue in accordance with the employer's established pay period, at the beginning of the employee's employment, and the employee may begin to access paid leave after 90 days of service. An employee's unused paid leave accrued during a 12-month period shall carry over annually, but the employee shall not be reimbursed for this leave upon termination or resignation. An employee who is discharged after the completion of a 90-day probationary period and is rehired within 12 months may access paid leave immediately. The employee shall make a reasonable effort to schedule paid leave in a manner that does not unduly disrupt the employer's operations. Paid leave requests, if foreseeable, should be provided at least 10 days in advance or as early as possible, with reasonable certification, including a signed document by a health care provider, a police report, or a court order by a witness advocate or domestic violence counselor. This act does not prevent an employer from adopting or retaining a paid-leave policy more generous than the one herein required. Further, an employer shall in no manner discharge or discriminate against an employee who (1) opposes any practice by the employer pursuant or related to this act, (2) files a complaint, (3) facilitates the institution of a proceeding, or (4) gives any information or testimony in connection with a relevant inquiry.

Wages paid. The Minimum Wage Act Revision Act of 1992 was amended to establish minimum-compensation requirements for District security officers working in the metropolitan area. An employer shall pay a security officer working in an office building in the metropolitan area wages (or any combination of wages and benefits) that are no less than the combined amount of the minimum-wage and fringe-benefit rate for the Guard 1 position classification established by the U.S. Secretary of Labor pursuant to the Service Contract Act of 1965. The Minimum Wage Act Revision Act shall take effect following approval by the mayor after a 30-day period of congressional review pursuant to the State Home Rule Act and publication in the municipal register. (In the event of a veto by the mayor, the act shall take effect following an override of the veto by the council.)

Florida

Minimum wage. As a result of legislation that was previously enacted in which the State minimum wage was indexed to inflation, the State minimum wage was increased to $7.21 on January 1, 2009.

Time off. The State permits an employer to grant an employee up to 3 working days of leave during a 12-month period if the employee or a family or household member is the victim of domestic or sexual violence. It will be at the discretion of the employer whether the leave will be with or without pay. Employees must use the leave from work to, among other things, (1) obtain medical care or mental health counseling, (2) seek legal assistance in addressing issues arising from the act of domestic or sexual violence, or (3) make the employees' homes secure from the perpetrator. Except in cases of imminent danger, employees must provide appropriate advance leave notice as required by the employer's policy, along with documentation of the act of domestic or sexual abuse. All personal identifying information documenting domestic or sexual violence in the workplace will be deemed confidential.

Wages paid. The maximum authorized amount of day-labor contracts was increased in the State's school districts to $280,000, an amount to be adjusted annually by the Consumer Price Index. The contracts affected include those for construction, renovation, remodeling, or maintenance of existing facilities.

If a person has been ordered to pay a civil penalty for a noncriminal traffic infraction and the individual is unable to comply with the court's order due to certifiable financial hardship, the court shall allow the person to satisfy the civil penalty by participating in community service until the penalty is paid. The person shall then receive credit for the penalty at the hourly credit rate specified under the Federal Fair Labor Standards Act, and each hour of community service shall reduce the civil penalty by that amount. The specified hourly credit rate is the wage rate then in effect under the Act and that an employer subject to the Act's provisions must pay per hour to each employee. If the individual has a trade or profession for which there is a need, the specified credit rate for each hour of community service shall be the average prevailing wage for that particular trade or profession. The community service agency shall record the number of hours worked and the date the service is completed and shall submit the information to the clerk of the court on appropriate agency letterhead bearing an authorized signature. The letter shall certify that the hours completed by the individual equal the amount of the civil penalty and that the debt is paid in full. The legislation took effect on July, 1, 2008.

Worker privacy. The home addresses, telephone numbers, and addresses of places of employment of the spouses and children, and of the schools and daycare facilities attended by the children, of active or former law enforcement personnel, including correctional officers and correctional probation officers, personnel of the State Department of Children and Family Services who are involved in investigations, personnel of the State Department of Health whose duties support investigations, and personnel of the State Department of Revenue or of local governments whose responsibilities include revenue collection and enforcement, are currently exempt from the State's public-records requirements. Added to this exempt category are the following State employment positions: general and special magistrates, judges of compensation claims, administrative law judges of the Division of Administrative Hearings, and child support enforcement hearing officers. It is feared that the release of such identifying information might place these individuals and their family members in danger of physical and emotional harm from disgruntled criminal defendants or litigants. Therefore, the harm that might result from the release of the information outweighs any public benefit that could be derived from disclosure of the information.

The State amended statutes concerning the expansion of exemptions from public-records

requirements for records and timesheets of employees who are victims of sexual violence. The bill, which would extend future legislative review and repeal, revises a statement expressing the public necessity to make sure that an employee's request for leave is temporarily confidential and exempt from exposure until 1 year after the leave has been taken.

Worker privacy. All complaints, and other records in the custody of any agency regarding a complaint, of discrimination relating to race, color, religion, sex, national origin, age, handicap, or marital status in connection with hiring practices, position classifications, salary, benefits, discipline, discharge, employee performance, evaluation, or any related activities shall be confidential. Any Federal or State agency that is authorized to have access to such complaints or records shall be granted access in the furtherance of such agency's statutory duties. If the victim chooses not to file a complaint, he or she may request that records of the complaint remain confidential and exempt from relevant public-record requirements. The request is upheld until a finding is made relating to probable cause, the investigation of the complaint becomes inactive, or the complaint or other record is made part of the official record of any hearing or court proceeding. This exemption is necessary because the release of such information could be defamatory to an individual under investigation or could cause unwarranted damage to the good name or reputation of the complainant. Further, exclusion of the records is a public necessity in order that the investigation not be significantly impaired and that a secure environment be created for the conduct of the investigation.

Georgia

Unfair labor practice. Except for exclusions provided by State Code, no private or public employer, including the State and its subdivisions, shall condition employment upon any agreement by a prospective employee that prohibits the employee from entering the parking lot and from access thereto when the employee's privately owned motor vehicle contains a firearm that is locked out of sight within the trunk, glove box, or other enclosed compartment or area within such privately owned motor vehicle, provided that the employee possesses a State firearms license. In addition, except for exclusions provided by State Code, no private or public employer, including the State and its subdivisions, shall establish, maintain, or enforce any policy or rule that has the effect of allowing such employer or its agents to search any locked, privately owned vehicles of employees or invited guests on the employer's parking lot or to gain access thereto.

Hawaii

Human trafficking. The State Revised Statutes were amended in order to expand the definition of kidnapping to include unlawfully obtaining a person's labor or services, regardless of whether it is or is not related to the collection of debt. The statutes now specify that a person commits extortion if the person obtains, or exerts control over, the property, labor, or services of another with the intent to deprive that other person of property, labor, or services by threatening, by word or conduct, to destroy, conceal, remove, confiscate, or possess any actual or purported passport, any other actual or purported government identification document, or any immigration document of another person. Further, the legislation explains that a person commits the offense of promoting prostitution in the first degree if the person knowingly advances prostitution by compelling a person by force, threat, or intimidation to engage in prostitution, by profiting from such coercive conduct, or by advancing or profiting from prostitution of a person younger than 18 years.

Inmate labor. The State House of Representatives requested that the State Department of Land and Natural Resources, along with the State Department of Public Safety, develop a plan to establish a statewide Inmate Conservation Corps Pilot Program. The purpose of the program is to perform resource conservation projects, including forest fire prevention, forest and watershed management, maintenance of recreation areas, fish and game management, soil conservation, forest and watershed revegetation, preventive maintenance or reconstruction of levees, and any other work necessary to prevent flood damage.

Prevailing wage. The revision of the State Revised Statutes resulted in the State Governor's being authorized to suspend the prevailing wage on public projects during a national emergency declared by the President or Congress or a state of emergency declared by the Governor.

Under State law, contractors can be suspended for failure to pay back wages and penalties. For a first or second violation in this area, if a person or firm fails to pay wages found due, any penalty assessed, or both, the person or firm shall be immediately suspended from doing any work on any public work of a governmental contracting agency until all wages and penalties are paid in full. For a third violation, the contractor shall immediately be suspended from doing any work on any public work of a governmental contracting agency for a mandatory 3-year period. If, after the 3-year suspension (also mandated for falsification of records or delay or interference with an investigation), wages or penalties remain unpaid, the suspension shall remain in force until payment in full is made. As amended, the law now authorizes the State Department of Labor and Industrial Relations to immediately suspend and begin debarment proceedings against contractors that purposely defraud the State on a public-works project or that delay or interfere with the department in determining whether there has been a violation of the prevailing-wage law.

Worker privacy. Legislation was passed that authorizes the State to protect the security of personal information collected and maintained by State and county government agencies by designating an agency employee to have policy and oversight responsibilities for the protection of personal information. The designated employee will (1) ensure and coordinate agency compliance; (2) assist individuals who have identity theft and privacy-related concerns; (3) provide agency staff with education and information on privacy and security issues; (4) coordinate with Federal, State, and county law enforcement agencies on identity theft investigations; and (5) recommend policies and practices to protect individual privacy rights relating to individuals' personal information. The legislation establishes an information privacy and security council within the Department of Accounting and General Services. The council will identify best practices to assist government agencies in improving security and privacy programs relating to personal information. Every State government agency maintaining one or more personal information systems will be required to submit an annual report to the council on the existence and character of each personal information system added or eliminated since that agency's previous annual report. Government agencies must develop a plan to protect and redact personal information—for example, Social Security numbers—contained in existing hardcopy documents prior to making the documents available for public inspection. State and county government agencies that have primary responsibility for human resource functions shall develop and distribute, to the appropriate agencies, written guidelines detailing recommended practices to minimize unauthorized access to personal information and personal information systems relating to personal recruitment, background checks, testing, employee retirement and health benefits, and time-reporting and payroll issues. Notification policies dealing with security breaches also shall be developed by State agencies.

Idaho

Independent contractor. Key employees and key independent contractors may enter into written agreements or covenants that protect the employer's legitimate business interests

and prohibit the employee or independent contractor from engaging in employment or a line of business that is in direct competition with the employer's business after termination of employment. The agreement or covenant shall be enforceable if it is reasonable as to its duration, geographical area, type of employment, or line of business and does not impose a greater restraint than is reasonably necessary to protect the employer's legitimate business interests.

Minimum wage. As a result of requirements that were included in previously enacted legislation, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Miscellaneous. Both houses of the State legislature resolved by memorandum to urge that the U.S. Congress take action to help stop children and employees from accessing Internet pornography and that legislation be enacted to facilitate a technology-based solution that allows parents and employers to subscribe to Internet access services that exclude adult content.

Worker privacy. The State employment security law was amended to provide that certain specified employment security information is exempt from disclosure, except that such information may be disclosed as is necessary for the proper administration of employment security programs or may be made available to public officials for use in the performance of their official duties, both conditions subject to such restrictions and fees as determined by the director of employment security. If a determination finds that a person has made any unauthorized disclosure of employment security information in violation of State law or code, a penalty of $500 for each act of unauthorized disclosure shall be assessed against the person.

Illinois

Genetic testing. Genetic testing and information derived from genetic testing are confidential and privileged and may be released only to the individual being tested or to persons specifically authorized by that individual to receive the information. The information may not be admissible as evidence or discoverable in any action of any kind in any court or before any tribunal, board, or agency. Though confidential, the information may be disclosed for purposes of criminal investigation or prosecution and is admissible in any actions alleging a violation of this legislation. An employer shall not directly or indirectly solicit, request, require, or purchase genetic-testing information from a person or from a family member as a condition of employment, preemployment, labor organization membership, or licensure, nor shall the employer terminate the employment of an individual as a result of genetic testing. Neither can genetic information be used in furtherance of a workplace wellness program benefiting employees, unless health or testing services are offered by the employer; only the employee or family member may receive testing services, and any individually identifiable information is available only for purposes of the service provided. Genetic testing may be used for genetic monitoring of the biological effects of toxic substances in the workplace. Any person aggrieved by a violation of this legislation shall have a right of action against any party for liquidated damages of $2,500 or actual damages, whichever is greater. In addition, any party that intentionally or recklessly violates this act can be liable for damages of up to $15,000 or actual damages, whichever is greater.

Human trafficking. The U.S. House of Representatives passed a legal framework for fighting trafficking by combining and streamlining efforts against the international and domestic sale of human beings. The State legislature has adopted a resolution supporting the adoption of this Federal legislation, known as HR 3887, and urging the U.S. Senators from the State to support the legislation as passed, without modification, and to support Federal antitrafficking legislation in the U.S. Senate. The purpose of the resolution is to expand Federal antitrafficking legislation so that it more accurately represents the experiences of victims in the State and expands the ability of Federal prosecutors to bring domestic traffickers to justice. The State General Assembly implemented Public Act 94–0009, the Trafficking of Persons and Involuntary Servitude Act, a powerful first step in the fight against sex trafficking. Many local traffickers are not held accountable and continue to prey upon victims due to a lack of resources for researching, uncovering, and prosecuting domestic trafficking cases. The new law will assist victims in the State by allowing Federal resources to be used to prosecute local offenders.

Independent contractor. The State now excludes an employee, independent contractor, or other agent of a telecommunications carrier, communications cooperative, or mobile radio service from its definition of "electronic and information technology worker."

Minimum wage. The minimum-wage law in the State was amended to prohibit a camp counselor under the age of 18 and employed at a day camp from being subject to the adult minimum wage if the camp counselor is paid a stipend on a one-time or periodic basis and, for a camp counselor who is a minor, if the minor's parent, guardian, or other custodian has consented in writing to the terms of payment before the employment begins. In the past, the State stipulated that a camp counselor who resided on the premises of a seasonal camp was subject to the adult minimum wage if the camp counselor worked more than 40 hours per week and received a total weekly salary of no less than the adult minimum wage for a 40-hour workweek. Under the law, counselors who worked less than 40 hours per week were paid the minimum hourly wage for each hour worked.

Because of requirements included in previously enacted legislation, the State minimum wage was increased to $7.75 on July 1, 2008.

Time off. The legislation that amended the State Fire Protection District Act provides that elected or appointed trustees of a fire protection district will be entitled to absent themselves from work on the days and times of meetings of the board of trustees for the period of the meeting and for any time required to travel to and from the meeting. Employers can neither penalize nor discriminate against a trustee as a result of his or her absence. Employers will not be required to compensate the trustee for the time during which the trustee is absent.

Indiana

Minimum wage. Because of requirements included in previously enacted legislation, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Worker privacy. New legislation expanded the listing of types of public records that are exempt from public disclosure unless access to the records is specifically required by State or Federal statute or is ordered by a court under the rules of discovery. Records requested by an offender (a person confined in a penal institution as the result of having been convicted of a crime) that contain information relating to (1) a correctional officer, (2) the victim of a crime, or (3) a family member of a correctional officer or the victim of a crime, or that concern or could affect the security of a jail or correctional facility, are now normally exempt from disclosure.

Iowa

Discharge. Legislation was enacted that prohibits employment discrimination in the State by an employer against an employee who serves as a witness in a criminal proceeding or as a plaintiff, defendant, or witness in a civil proceeding.

Minimum wage. With some exceptions, the

State minimum-wage requirements shall no longer apply to an enterprise whose annual gross volume of sales made or business done, exclusive of excise taxes at the retail level, which are separately stated, is less than $300,000. The minimum-wage requirements now apply to an enterprise engaged in the business of laundering, cleaning, or repairing clothing or fabrics and also apply to an enterprise engaged in construction or reconstruction. In addition, the requirements apply to an enterprise engaged in the operation of a hospital, a preschool, an elementary or secondary school, and an institution of higher education. Finally, the requirements also apply to a public agency.

Time off. An employer shall not discharge an employee, or take or fail to take action regarding an employee's promotion or proposed promotion, or take action to reduce an employee's wages or benefits for actual time worked, due to the service of the employee as a witness in a criminal proceeding or as a plaintiff, defendant, or witness in a civil proceeding.

Wages paid. The State law requirement regarding an employer's payment of wages to employees was amended. Henceforth, upon written request by an employee, employers must send any wages due to the employee by mail. The employer shall maintain a copy of the request for as long as it is effective and for 2 years thereafter. If an employer fails to pay an employee's wages on or by the regular payday, the employer is liable for the amount of any overdraft charge if the overdraft is created on the employee's account because of the employer's failure to pay the wages on or by the regular payday.

Kansas

Discharge. Employers are now prohibited from terminating any employee because the employee serves as a volunteer firefighter, volunteer certified emergency medical services attendant, volunteer reserve law enforcement officer, or volunteer part-time law enforcement officer. The protection does not apply to full-time firefighters or law enforcement officers who volunteer as emergency medical services attendants, to firefighters, or to law enforcement officers.

Equal employment opportunity. An amendment of the State Age Discrimination in Employment Act increased the age of protection from 18 years to 40 years.

Kentucky

Immigrant protections. The State Commission on Fire Protection Personnel Standards is required to implement a voluntary statewide certified volunteer firefighter identification program. The program shall issue a color photo nondriver's identification card to all certified volunteer firefighters. Applicants for the card shall provide proof that they are citizens of the United States, permanent residents of the United States, or otherwise lawfully present in the United States. The commission is to promulgate administrative regulations to establish the standards of proof for citizenship or legal status of an applicant.

Minimum wage. Because of requirements included in legislation that was previously enacted, the State minimum wage was increased to $6.55 per hour on July 1, 2008.

Louisiana

Child labor. The State child labor statutes were amended to provide for the employment, under certain conditions, of minors 12 and 13 years of age. Minors under 14 years may be employed if all of the following conditions are met: (1) the minor must be at least 12 years of age, (2) the minor's parent or legal guardian is an owner or partner in the business in which the minor is employed, (3) the minor shall work only under the direct supervision of the parent or legal guardian who owns or is a partner in the business, (4) all of the protections afforded to minors between 14 and 15 years of age shall be afforded to minors 12 and 13 years of age, and (5) the minor obtains an employment certificate pursuant to State law.

Drug and alcohol testing. The State amended statutes concerning the provisions for drug testing of certain public employees by certain public employers of parishes and municipalities. The legislation modifies the following definitions, among others: "public vehicle," to include any motor vehicle, watercraft, aircraft, or rail vehicle owned or controlled by the State or by a local governmental subdivision that has adopted an ordinance; and "public employer," to mean the State and any local governmental subdivision that has adopted any ordinance, provided that the subdivision is a public employer for that purpose.

Legislation was enacted that amended the provisions for drug testing at refining or chemical-manufacturing facilities to allow certain people involved in construction, maintenance, or manufacturing to reduce or modify the initial cutoff level of 50 nanograms per millimeter for marijuana testing. This amendment will not apply to any person, firm, or corporation engaged or employed in the exploration, drilling, or production of oil or gas in the State or its territorial waters.

Equal employment opportunity. The State's Revised Statutes were amended to add a section that allows no interruption in the prescriptive time requirement because the plaintiff failed to give the appropriate amount of time pursuant to an upcoming discrimination case. Currently, Section C of the Statute specifies that a plaintiff who believes that he or she has been discriminated against and who intends to pursue court action must give the person who has allegedly discriminated written notice of this fact at least 30 days before initiating court action. The notice should detail the alleged discrimination, and both parties shall make a good-faith effort to resolve the dispute prior to initiating court action. The new Section D stipulates that the prescriptive period for the case shall be 1 year, but can be suspended during the pendency of any administrative review or investigation of the claim conducted by the Federal Equal Employment Opportunity Commission or the State Commission on Human Rights. However, no suspension of the 1-year prescriptive period shall last longer than 6 months, and the prescriptive period shall not be interrupted for failure to give the appropriate written notice even if there are other investigations pending.

Overtime. The Governor of the State implemented an Executive order that suspends Federal regulations pertaining to hours of service for drivers of utility service vehicles operated by utilities that are engaged solely in intrastate commerce and are regulated by the Louisiana Public Service Commission or the city of New Orleans. This order is active under the rules of State Proclamation No. 51 BJ 2008, which declares Louisiana to be in a state of emergency as a result of forecasted hurricane activity that threatens the lives and property of the citizens of the State. The order will remain effective until amended, modified, terminated, or rescinded by the Governor or until terminated by the operation of the law.

Whistleblower. The whistleblower protections provided for public employees in the State were amended. Any public employee who reports, to a person or entity of competent authority or jurisdiction, information that the employee reasonably believes indicates a violation of any law, of any order, rule, or regulation issued in accordance with law, or of any other alleged acts of impropriety related to the scope or duties of public employment or public office within any branch or other political subdivision of State government shall be free from discipline, reprisal, or threats of discipline or reprisal by the public employer for reporting such acts of alleged impropriety. No supervisor, agency head, or any other employee with authority to hire, fire, or discipline employees, and no elected official, shall subject to reprisal or threaten to subject to reprisal any public employee because of the employee's efforts to disclose such acts of al-

leged impropriety. If any public employee is suspended, demoted, dismissed, or threatened with suspension, demotion, or dismissal, as an act of reprisal for reporting an alleged act of impropriety in violation of State statute, the employee shall report such action to the State Board of Ethics.

Worker privacy. Trust companies were added to the list of financial institutions, such as banks, savings and loan associations, or credit unions, that may provide, to any other such financial institution, a written employment reference that may include information reported to Federal banking regulators. Where written employment references contain such information, and where a copy of the written employment reference is sent to the last known address of the employee in question, a bank, savings and loan association, trust company, or credit union shall not be liable for providing such an employment reference unless the information provided is false and the financial institution providing the information does so with knowledge and malice.

Maine

Family issues. The State definition of "family medical leave" under State requirements for such leave was amended. "Family medical leave" is now defined as leave requested by an employee for (1) a serious health condition of the employee, (2) the birth of the employee's child, (3) the placement of a child 16 years or younger with the employee in connection with the employee's adoption of the child, or (4) a serious health condition of a child, a domestic partner's child, a parent's domestic partner, or a sibling or spouse. The definition of "sibling" was also clarified to mean "an employee's sibling who is jointly responsible with the employee for each other's common welfare as evidenced by joint living arrangements and joint financial arrangements."

Human trafficking. The State Revised Statutes regarding human trafficking were amended. A "human trafficking offense" is now defined as kidnapping or criminal restraint when the crime involves either (1) restraining a person by destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of the other person or (2) using any scheme, plan, or pattern intended to cause a person to believe that if he or she does not perform certain labor or services, including prostitution, then the person will suffer serious harm or restraint. In addition, the amended statutes now allow a trafficked person to bring a civil action for damages, compensatory damages, punitive damages, injunctive relief, any combination of those conditions, or any other appropriate relief. A prevailing plaintiff also is entitled to an award of attorneys' fees and costs. Actions brought pursuant to this section of the State statute must be commenced within 10 years of the date on which the trafficked person was freed from the trafficking situation. The statute of limitations is tolled for an incompetent or minor plaintiff even if a guardian *ad litem* has been appointed. A defendant is estopped from asserting a defense of the statute of limitations if the trafficked person did not file before the expiration of the statute of limitations due to (1) conduct by the defendant inducing the plaintiff to delay the filing of the action or preventing the plaintiff from filing the action or (2) threats made by the defendant that caused duress to the plaintiff.

Minimum wage. Effective October 1, 2008, the State minimum hourly wage was increased to $7.25 per hour. An additional increase, to $7.50 per hour, is scheduled for October 1, 2009. On September 30, 2009, and on September 30 of each year thereafter, the State Department of Labor shall calculate an adjusted minimum-wage rate to maintain employee purchasing power. The adjusted minimum-wage rate must be calculated to the nearest cent on the basis of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) or a successor index, as calculated by the U.S. Department of Labor, for the 12 months prior to each September 1. Each adjusted minimum-wage rate so calculated takes effect January 1 of the next year. An employer may consider tips as part of the wages of a service employee, but such a tip credit may not exceed $3.00 per hour. An employer is liable to an employee for any amount of unpaid minimum wages. When a judgment is rendered in favor of any employee in any action brought to recover unpaid wages, such judgment must include among such wages an amount equal to the combined cost of liquidated damages, the cost of the suit (including reasonable attorneys' fees), and a civil penalty of not less than $1,000 or more than $10,000, 90 percent of which civil penalty must be paid to the State. On October 1 of each year, beginning October 1, 2008, the minimum and maximum civil penalties must be adjusted by the State Department of Labor to reflect changes in the CPI-W or a successor index, as calculated by the U.S. Department of Labor.

Worker privacy. State Public Law 2005, c.381, Section 3, was amended to further protect the personal contact information records of public employees. Personal contact information is considered confidential, and the term means "home address, home telephone number, home facsimile number, e-mail address, cellular telephone, and pager number." Elected officials are not considered public employees under the amendment. Notwithstanding any other provision of law, complaints and investigative files that relate to court and judicial security are confidential; however, they can be disseminated to another criminal justice agency. Applications, resumes, and letters and notes of reference, other than those letters and notes of reference expressly submitted in confidence, pertaining to an applicant who has been hired are public records after the applicant is hired, except for the personal contact information. Upon the request of the employing agency, the State director of the Bureau of Human Resources shall make the determination as to whether the release of certain personal information not otherwise protected by law is permissible. The records and proceedings of the State agency-operated technology centers are public, except for (a) any record obtained or developed by a technology center prior to the receipt of a written application or proposal in a form acceptable to the center for assistance from the center; (b) any record pertaining to an application or proposal that has been received, unless that record is confidential under another provision of the law; (c) a peer review, analysis, or other document related to the evaluation of a grant application or proposal; and (d) a record that the individual or center requests to be designated confidential and that the center determines contains proprietary information which, if released, would be considered competitively harmful and could impair the center's ability to get other proposals or similar necessary information in the future. Data submitted and deemed confidential by the Administrator of the U.S. Environmental Protection Agency may not be available for public inspection. A person who intentionally or knowingly discloses confidential information in violation of this section commits a Class E crime.

Maryland

Department of labor. The enforcement authority of the State commissioner of labor and industry has been expanded. The commissioner may now initiate an investigation of a complaint that an employment agency has failed to submit a penal bond as required by statute. If, after investigation, the commissioner finds that the employment agency has failed to submit the required penal bond, the commissioner shall give written notice that requires the agency to complete certain actions within 15 days of receipt of the notice. The employment agency must (1) submit the bond or (2) show written cause why the agency is not required to comply with the statute. If the employment agency complies with the requirement to submit a bond or otherwise submits a timely response, the commissioner may (1) terminate proceedings against the

agency or (2) schedule a hearing and, by certified mail, give the agency written notice of the date, place, and time of the hearing. If the agency fails to comply with a lawful order of the commissioner or fails to submit a timely response, the commissioner may impose a civil money penalty of not less than $500 and not more than $1,000 for each failure to comply with the order or failure to submit a timely report. If, after a hearing, the commissioner finds that the employment agency has violated the provisions of the statute, the commissioner may impose a civil penalty of not less than $500 and not more than $1,000 for each violation.

Equal employment opportunity. Section 11–B of the State Human Relations Commission section of the State Annotated Code was amended to cover civil actions resulting from alleged discriminatory acts and the constraints for processing such actions. Within 180 days of the timely filing of a complaint or administrative charge alleging a discriminatory act, the complainant may bring a civil action against the respondent. If the civil action is filed no more than 2 years after the occurrence of the alleged act of discrimination, the filing shall serve to automatically terminate any proceeding before the commission that is based on the underlying administrative complaint and any amendments thereto. If a payment of compensatory damages is awarded to the complainant for future pecuniary losses, emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life, and other nonpecuniary losses, the amount of damages awarded may not exceed (1) $50,000 if the respondent employs not fewer than 15 and not more than 100 employees, (2) $100,000 if the respondent employs not fewer than 101 and not more than 200 employees, (3) $200,000 if the respondent employs not fewer than 201 and not more than 500 employees, and (4) $300,000 if the respondent employs not fewer than 501 employees, in each of 20 or more calendar weeks in the current or preceding calendar year. The court may not inform the jury of the limitations imposed on compensatory and punitive damages, and if backpay is awarded, interim earnings or amounts earnable with reasonable diligence by the person(s) discriminated against shall operate to reduce the backpay otherwise allowable. If the State has sufficient money available at the time an award is made, the State shall pay the award as soon as practicable within 20 days after the award is final. If insufficient monies exist at the time of the award, the affected State unit shall report this fact to the State comptroller, who shall keep an accounting of all outstanding awards and report that accounting annually to the Governor, who shall include in the State budget sufficient funds to pay all awards made against the State under this section of the State code.

Minimum wage. Because of requirements included in legislation that was previously enacted, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Miscellaneous. The State enacted legislation to establish paid-work-based learning programs in which arrangements are made between schools and employers to provide students certain structured employer-supervised learning. The legislation allows a credit against the State income tax and the tax on insurance premiums for wages paid to each student under an approved paid-work-based learning program. Students must work 200 or more hours before an employer is eligible to claim a tax credit, which cannot exceed $1,500 per student. Further, the legislation defines a "student" as "a person at least 16 years old, but younger than 23, or who reaches the age of 23 while participating in an approved paid-work-based learning program, and who is enrolled in a public or private secondary or postsecondary school in the State."

Time off. The definitions pertinent to the State's Flexible Leave Act were expanded to provide clarification to employers and employees by defining the nature of the leave to be used and how it is to be accounted for, and, in accordance with any terms of a collective-bargaining agreement or employment policy, to prohibit an employer from taking certain actions against an employee for filing a complaint, testifying against or assisting in a certain action, and failing to comply with other provisions related to the State Flexible Leave Act. The relevant new definitions are as follows: (a) an *employer* is a person who employs 15 or more individuals and is engaged in a business, industry, profession, trade, or other enterprise in the State; (b) a person's *immediate family* includes a child, spouse, and parent; and (c) *leave with pay* includes sick leave, vacation time, and compensatory time and is time away from work for which an employee receives compensation. These amendments refer to employers who provide leave with pay under a collective-bargaining agreement or employment policy. An employee may use leave with pay for the illness of the employee's immediate family. An employee may only use leave with pay that has been earned and may designate the type and amount of leave with pay to be used. If the terms of a collective-bargaining agreement or employment policy provide a leave-with-pay benefit that is equal to or greater than the benefit provided by this act, the collective-bargaining agreement or employment policy prevails. An employer may not discharge, demote, suspend, discipline, otherwise discriminate against, or threaten to take any actions against an employee who files a complaint against, testifies against, or assists in an action brought against the employer for a violation of this act. These specifications regarding leave with pay do not affect leave granted under the Federal Family and Medical Leave Act of 1993 and went into effect on October 1, 2008.

Worker privacy. The authorization for data collection and reporting requirements by the State commissioner of labor and industry concerning labor and employment pay disparity data has been amended. The commissioner may now collect and analyze data concerning the racial classification of employees and the gender of employees so that the data may be used to study pay disparity issues. The commissioner shall report to the State general assembly on or before October 1, 2013, regarding the analysis of the data collected and analyzed. The requirement took effect on October 1, 2008, and shall remain effective for a period of 5 years and 3 months. At the end of December 31, 2013, with no further action required by the general assembly, the requirement shall cease.

Michigan

Independent contractor. Employers in the State and elsewhere too often misclassify individuals they hire as independent contractors, even when those individuals should legally be classified as employees. In doing so, the employer may be violating a number of legal obligations under State and Federal labor, employment, and tax laws. A State Executive order created the State Interagency Task Force on Employee Misclassification as an advisory body within the State Department of Labor and Economic Growth. The task force shall examine and evaluate existing employee misclassification enforcement mechanisms in the State and other jurisdictions and shall make recommendations for more effective enforcement mechanisms. The task force also shall (1) create a system for sharing information, (2) establish a protocol through which individual task force member agencies may refer relevant matters to other member agencies for assessment of potential liability under other relevant authority, (3) identify barriers to information sharing, (4) facilitate the pooling, focusing, and targeting of investigative resources, (5) develop strategies for systematically investigating employee misclassification, (6) establish joint investigatory strategies and enforcement teams where applicable, and (7) provide assistance to workers who have been exploited by employee misclassification. In addition, the task force shall work at increasing public awareness of employee misclassification and shall establish procedures for soliciting referrals or information from the public, including through a telephone hot line. Finally, the task force shall issue a report to the Governor on July 1 of each year, detailing its accomplish-

ments, identifying any administrative or legal barriers that might impede its effective operation, and recommending executive or legislative measures to improve enforcement of employee misclassification.

Minimum wage. Because of requirements included in previously enacted legislation, the State minimum wage was increased to $7.40 per hour on July 1, 2008.

Minnesota

Immigrant protection. The State Governor ordered that measures be implemented to ensure that all newly hired executive branch employees are legally eligible to work. As a result, the State commissioner of administration will implement procedures to ensure that State contracts in excess of $50,000 are awarded to vendors that are in compliance with Federal employment verification laws. Those procedures will include (1) developing language for State contracts which certifies that the vendor and any of its subcontractors are complying with the Immigration Reform and Control Act of 1986 in relation to employees performing work in the United States and that the vendor and its subcontractors are not knowingly employing persons in violation of U.S. immigration laws; (2) requiring that, as of the date on which services on behalf of the State will be performed, vendors and any of their subcontractors will have implemented or will be in the process of implementing the e-verify program for all newly hired employees who will perform work on behalf of the State; and (3) developing language for State contracts that allows the State to terminate the contract or debar the vendor (or both) if the commissioner determines that the vendor or the subcontractor within control of the vendor has knowingly employed ineligible workers in violation of the Federal immigration laws. To the extent consistent with State law, the State commissioner of employment and economic development will establish procedures for recipients of business subsidies to certify their compliance with the Immigration Reform and Control Act in relation to employees performing work in the United States.

Illegal immigration and criminal activity related to illegal immigration are serious problems for the State. Local, State, and Federal authorities need to work on a cooperative basis to combat criminal activity. The Immigration and Customs Enforcement (ICE) of the Federal Department of Homeland Security has developed programs to allow State and local law enforcement officials to work cooperatively with Federal officials. The State Governor directed the State commissioners of public safety, corrections, and commerce to take appropriate actions and enter into the necessary agreements to work cooperatively as part of the Agreement of Cooperation in Communities to Enhance Safety and Security program. This agreement will allow immigration cross-designation (pursuant to section 287(g)) of the Federal Immigration and Nationality Act, as well as allow a select number of State law enforcement officers working with ICE to assist ICE in enforcing Federal customs laws as part of the ICE task force operations relating to narcotics smuggling; money laundering; human smuggling and trafficking; perpetrating fraud; and targeting, dismantling, and seizing illicit proceeds from criminal organizations that exploit the immigration process through identity theft and fraud.

Worker privacy. The State Statutes 2007 Supplement, Section 325E.59, was amended by the inclusion of a clarification of the activities that may not be performed by a person or entity, not including a government entity. The selling of Social Security numbers obtained from individuals in the course of business is now prohibited. However, if the release of such numbers is incidental to a larger transaction and is necessary to identify the individual in order to accomplish a legitimate business purpose, or if the release is for the purpose of marketing, then the release does not constitute selling. Social Security numbers may be included in applications and forms sent by mail, including documents sent as part of an application or enrollment process; documents that seek to establish, amend, or terminate an account, a contract, or a policy; and documents that seek to confirm the accuracy of the Social Security number. The number may not be included on the outside of a mailing or in the bulk mailing of a credit card solicitation offer. Access must be restricted so that only an agency's employees, agents, or contractors who require access to records containing the number in order to perform their job duties are able to obtain the information.

Mississippi

Immigrant protection. The legislature declared that it is a compelling public interest of the State to discourage illegal immigration by requiring all agencies within the State to cooperate fully with Federal immigration authorities in the enforcement of Federal immigration laws. Thus, the State Employment Protection Act was enacted. The act requires employers in the State to hire only legal citizens or legal aliens of the United States. Every employer shall register with and utilize the e-verify system to verify the Federal employment authorization status of all newly hired employees. It shall be a discriminatory practice for an employer to discharge an employee working in the State who is a citizen or permanent resident alien of the United States while retaining an employee who the employing entity knows, or reasonably should have known, is an unauthorized alien hired after July 1, 2008, and who is working in a job category that requires equal skill, effort, and responsibility, and that is performed under similar working conditions, as the job category held by the discharged employee. An employing entity that, on the date of the discharge in question, was enrolled in and used the e-verify system to verify the employment eligibility of its employees in the State after July 1, 2008, shall be exempt from liability, investigation, or suit arising from any action under the act. Employers who violate the provisions of the act shall be subject to the cancellation of any State or public contract, resulting in ineligibility, for up to 3 years, for any State or public contract; the loss, for up to 1 year, of any license, permit, certificate, or other document granted to the employer by any agency department or government entity for the right to do business in the State; or both.

Inmate labor. The State Code of 1972 concerning the employment of county-housed State inmates or of county prisoners was amended. It is now lawful for the State, a county within the State, or a municipality of the State to provide prisoners for public-service work for churches according to criteria approved by the State Department of Corrections.

Missouri

Independent contractor. Legislation was enacted that authorized the State attorney general (1) to investigate any alleged or suspected violations of an employer's knowingly misclassifying a worker and the employer's failure to claim that worker and (2) to seek an injunction prohibiting the employer from engaging in such conduct. The State shall have the burden of proving that the employer misclassified the worker. If it is found that an employer knowingly misclassified a worker, the court may enter a judgment in favor of the State and award penalties in the amount of $50 per day per misclassified worker, up to a maximum of $50,000. In awarding State contracts in excess of $5,000, businesses must reaffirm their enrollment in a Federal work authorization program, with employers working in connection with the services contracted. Employers must be able to verify the employment eligibility of every employee in the employer's hire whose employment commences after the employer enrolls in the work authorization program. General contractors and subcontractors will not be held liable. The legislation also deems it unlawful for the purposes of trafficking to knowingly transport, move, or attempt to transport, within the State, any alien who is not lawfully present in the United States.

Minimum wage. As a result of legislation enacted in a previous year in which the State minimum wage was indexed to inflation, the State minimum wage was increased to $7.05 per hour on January 1, 2009.

Worker privacy. In new legislation, the State mandates that employers are not allowed to require any employee to have a personal identification microchip implanted into his or her person for any reason. Employers who violate this mandate will be found guilty of a class A misdemeanor. The legislation also prohibits an employer from terminating an employee who has been activated to a national disaster by the Federal Emergency Management Agency and, as a result, has been absent from or late to work. Employees should make a reasonable effort to notify their employers that they may be absent from or late to work due to an emergency.

Montana

Minimum wage. The State minimum wage was increased to $6.55 per hour on July 24, 2008, thus matching the Federal minimum wage. As a result of legislation that was enacted in a previous year in which the State minimum wage was indexed to inflation, the State minimum wage was increased again, to $6.90 per hour, on January 1, 2009.

Nebraska

Minimum wage. Because of requirements included in legislation previously enacted, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Time off. The State legislature also adopted the Volunteer Emergency Responders Job Protection Act. Under the act, employees acting as volunteer emergency responders shall make a reasonable effort to notify their employers that they may be absent from or report late to their place of employment in order to respond to an emergency. No employer shall terminate or take any other disciplinary action against any employee who is a volunteer emergency responder if such employee is absent from or reports late to his or her place of employment in order to respond to an emergency prior to the time the employee is to report to the place of employment. However, an employer may subtract from an employee's earned wages an amount of pay the employee would have earned during the time the employee was away from the place of employment acting as a volunteer responding to an emergency. At an employer's request, an employee acting as a volunteer emergency responder who is absent from or reports late to the place of employment in order to respond to an emergency shall provide the employer, within 7 days of such request, a written statement, signed by the individual in charge of the volunteer department or some other authorized person, that includes appropriate information about the date and time of the emergency in which the employee participated as a volunteer. An employee who is wrongfully terminated or against whom any disciplinary action is taken in violation of the act shall be immediately reinstated to his or her former position without any reduction in wages, seniority, or other benefits and shall receive any lost wages or other benefits, if applicable, during any period for which such termination or other disciplinary action was in effect. An action to enforce the act may be brought by the employee.

New Hampshire

Child labor. Legislation was enacted to clarify the conditions and requirements for persons who are 16 and 17 years of age to train and be employed as firefighters. The legislation places limits on youth training and employment, including the following: (1) no youth under the age of 16 shall be employed or permitted to work in firefighting, except when the youth is enrolled in an explorer program approved by the State Department of Labor; (2) when any youth is employed or permitted to work in support of firefighting, fire organizations must follow Federal orders regulating youth employment in hazardous occupations at all times and in all places; (3) the supervisory person responsible for following the youth requirements must be the chief authority of the fire organization or his or her designee; (4) youths will not be employed at any task or duty in support of firefighting if they have not completed the required training; and (5) the rules adopted by the commissioner of labor must be followed by fire organizations when employing or permitting 16- or 17-year-old youths to work in support of firefighting. In addition, the legislation sets minimum training requirements for youths working in support of firefighting and requires an identification card to be issued upon completion of training.

Minimum wage. Because of requirements included in legislation that was previously enacted, the State minimum wage was increased to $7.25 per hour on September 1, 2008.

Overtime. The State clarified the regular rate of compensation for an employee. The rate is one-fortieth of the weekly remuneration of delivery drivers or sales merchandisers covered under the provisions of the Fair Labor Standards Act. Exceptions will be made for those employees who are exempt under provisions of the Act.

New Jersey

Equal employment opportunity. Legislation was enacted that made it unlawful to discriminate against employees because of their religious practices. Employers may not impose upon a person, as a condition of obtaining or retaining employment, including opportunities for promotion, advancement, or transfers, any terms or conditions that would require the person to violate or forego a sincerely held religious practice or observance, including, but not limited to, the observance of any particular day or days or any portion thereof as a Sabbath or other holy day in accordance with the requirements of the religion or the religious belief. This condition is applicable unless the employer is able to demonstrate that it is unable to reasonably accommodate the employee's religious observance or practice without undue hardship on the conduct of the employer's business. The enacted legislation does not affect the ability of the employer to require employees to adhere to reasonable workplace appearance, grooming, and dress standards not precluded by other provisions of State or Federal law, except that the employer shall allow an employee to appear, groom, and dress consistently with the employee's gender identity or expression.

Family issues. The State's temporary disability insurance provisions were extended to provide temporary disability leave benefits for workers caring for sick family members or for newborn or newly adopted children. Qualified workers will be entitled to receive 6 weeks of temporary disability leave benefits when providing care certified to be necessary for a family member suffering a serious health condition as defined by State statute. Employees are required to give at least 30 days' prior notice, except when unforeseeable circumstances prevent such notice. When possible, employees also should schedule the leave in a manner that minimizes any disruption in employer operations and should give 15 days' prior notice for leave that is intermittent. Employees are required to take benefits provided under the bill concurrently with any unpaid leave taken under the State Family Leave Act (P.L. 1989) or the Family and Medical Leave Act of 1993 (Pub.L.103–3). The legislation provides that the collection of an assessment on employees to pay for family temporary disability leave benefits commence on January 1, 2009, and that the payment of family leave benefits commence on July 1, 2009. During 2009, the bill will raise revenues necessary to pay the benefits through an assessment of 0.09 percent of the portion of each worker's wages subject to temporary disability leave taxes. In 2010 and subsequent years, the rate will be 0.12 percent. The funds raised thereby would be deposited into an account to be used only for family leave benefits and their administration, including the cost

of an outreach program to eligible employees and the cost of issuing annual reports on the use of the benefits. In addition, the legislation increases the penalties for misrepresentations, fraud, and other violations regarding the family temporary disability benefit program established by the bill. Penalties for knowingly making a false statement or knowingly failing to disclose a material fact in order to improperly obtain benefits or avoid paying benefits or taxes are increased from $20 to $250 per statement or nondisclosure. Penalties for other willful violations of the law are increased from $50 to $500, and additional penalties for violations with intent to defraud the program are increased from no less than $250 to no more than $1,000.

Miscellaneous. The State Senate memorialized the Congress of the United States to enact legislation requiring the annual publication of a list of companies outsourcing jobs to other countries. Such a requirement would raise public awareness and allow State and local governments to prepare initiatives targeted toward keeping companies from outsourcing critical U.S. jobs.

Plant closing. The State Revised Statutes concerning prenotification of certain plant closings, transfers, and mass layoffs were amended. The amendment affects employers who employ 100 or more full-time employees for not less than 60 days or for the period required pursuant to the Federal Worker Adjustment and Retraining Act or pursuant to any amendment thereto, whichever is longer. Before the first termination of employment occurs in connection with a termination or transfer of plant operations or a mass layoff, such employers must provide notification of the termination or transfer of operations or the mass layoff to the State commissioner of labor and workforce development, the chief elected official of the municipality in which the establishment is located, each employee whose employment is to be terminated, and any collective-bargaining units of employees in the establishment.

Prevailing wage. The State Economic Development Authority shall adopt rules and regulations requiring that workers employed in the performance of construction contracts, including contracts for millwork fabrication under the authority of financial assistance by the State, be paid at a rate not less than the prevailing-wage rate. This requirement also shall apply to the performance of any contract to construct, renovate, or otherwise prepare a facility for operations necessary for the receipt of authorized State financial assistance, unless the work is performed on a facility owned by a landlord of the entity receiving the assistance and less than 55 percent of the facility is leased by the entity at the time of the contract and under any agreement to subsequently lease the facility. The prevailing wage rate shall be the rate determined by the State commissioner of labor and workforce development. The prevailing wage shall not be paid for construction commencing more than 2 years after an entity has executed a commitment letter regarding authorized financial assistance with the State and the first payment or other provision of the assistance is received.

When a public utility in the State is undergoing construction of some kind, the classification "construction" will refer to construction, reconstruction, installation, demolition, restoration, or alteration of facilities of the public utility. This classification shall not include operational work such as flagging, plowing snow, managing vegetation in and around utility rights-of-way, marking out boundaries or roads, performing janitorial services, landscaping, surveying leaks, performing meter work, and making miscellaneous repairs. Any construction contractor contracting with a public utility to engage in construction work on that utility shall employ, on the site, only employees who have successfully completed safety training certified by the Occupational Safety and Health Administration and required for work to be performed on that site. Any employee employed by a construction contractor to work on a public utility shall be paid the wage rate for that employee's craft or trade, as determined by the State commissioner of labor and workforce development pursuant to the provisions of the State Prevailing Wage Act. A construction contractor who is regulated under the provisions of Title 48 of the State Revised Statutes and is found by the commissioner to be in violation of this statute shall be subject to the provisions that apply to an employer for violation of the public law.

Time off. At present, a leave of absence with pay is given to every police office or firefighter who is a duly authorized representative of certain specified organizations to attend any State or national convention of the organization. The leave of absence is for the duration of the convention, with a reasonable time allowed for travel to and from the affair. New legislation now includes the following organizations as well: the State Patrolmen's Benevolent Association, Inc.; Fraternal Order of Police; Firemen's Mutual Benevolent Association; Fire Fighters Association of New Jersey; and State Association of Chiefs of Police. Also included are any corrections officer who is a member of the Italian American Police Society, any affiliate of the International Association of Black Professional Firefighters, and the National Association of Hispanic Firefighters. Upon request, a certificate of attendance shall be submitted by the representative who is attending the convention.

At no time shall a person holding any office, position, or employment other than for a fixed term or period under the government of the State, under the government of any county, municipality, school district, or other political subdivision of the State, or under any board, body, agency, or commission of the State or any county, municipality, or school district thereof be laid off from employment if such person has been on a military leave of absence for active service in the Armed Forces of the United States in time of war or emergency. If the employer's circumstances have so changed for reasons of economy or efficiency or for some other, related reason as to make it impossible or unreasonable for such person who entered service in time of war or other emergency to resume the office, position, or employment held prior to entry into such service, the employer shall restore the person to a position of like seniority, status, and pay, or, if requested by the person, to any position available for which the person is able and qualified to perform the duties. Such person shall not be entitled to layoff protection if the person voluntarily continues military service beyond the time that he or she is eligible to be released from the service.

Wages paid. When a contract between a principal and a sales representative to solicit orders is terminated, the commissions and other compensation earned as a result of the representative relationship, but remaining unpaid, shall become due and payable within 30 days of the date the contract is terminated or within 30 days of the date commissions are due, whichever is later. A sales representative shall receive commissions on goods ordered up to and including the last day of the contract, even if such goods are accepted by the principal, delivered, and paid for after the end of the agreement. The commissions shall become due and payable within 30 days after payment would have been due under the contract if the contract had not been terminated. A principal who violates or fails to comply with the provisions of this act shall be liable to the sales representative for all amounts due, for exemplary damages in an amount 3 times the amount of commissions owed to the sales representative, for all attorneys' fees actually and reasonably incurred by the sales representative in any action pursued, and for all court costs. In case of any court action, should the court determine that the action against the principal is frivolous, the sales representative shall be liable to the principal for all attorneys' fees and assorted costs incurred.

Workplace security. Under an amendment to the State Public Law, no employee of a public utility who is in possession of any identification badge, as provided for by the State Public

Law, shall loan, allow, or permit any other person to use or display such identification badge; in case of the loss of any such badge, the employee shall notify the public utility forthwith of such loss and the circumstances surrounding the same. Any employee who shall display or use the identification badge of a public-utility employee for the purpose of deceiving any person as to his or her identity shall be guilty of a crime of the fourth degree, punishable by imprisonment for up to 18 months, a fine of $10,000, or both. Persons who knowingly sell, offer or expose for sale, or otherwise transfer, or who possess with the intent to sell, offer or expose for sale, or otherwise transfer, a document, printed form, or other writing that falsely purports to be a public-utility employee identification badge required under provisions of the State Public Law and that could be used as a means of verifying a person's identity as a public-utility employee is guilty of a crime in the second degree.

The State Waterfront Commission Act was amended in order to clarify the grounds for denial of license applications and revocation of licenses, as well as to provide for the postponement of certain hearings. The commission has the authority to deny an application for a license or registration for a variety of reasons, including association with a person who has been identified by a Federal, State, or local law enforcement agency as a member or an associate of an organized crime group, a terrorist group, or a career offender cartel. The amended act defines a terrorist group as either (1) a group associated or affiliated with, or funded in whole or in part by, an organization designated as a terrorist organization by the U.S. Secretary of State in accordance with Section 219 of the Immigration and Nationality Act, as amended from time to time, or (2) any other organization that assists, funds, or engages in crimes or acts of terrorism as defined in the laws of the United States, of the State of New Jersey, or of the State of New York. A person whose permit, license, or registration has been temporarily suspended may, at any time, demand that the commission conduct a hearing as provided for in the act. Upon failure of the commission to commence a hearing or render a determination within the time limits prescribed by the act, the temporary suspension of the permittee, licensee, or registrant shall immediately terminate. Notwithstanding other provisions of the act, if a Federal, State, or local law enforcement agency or prosecutor's office shall request the suspension or deferment of any hearing on the ground that such a hearing would obstruct or prejudice an investigation or prosecution, the commission may, in its discretion, postpone or defer such hearing for a certain length of time or indefinitely. Any action by the commission to postpone a hearing shall be subject to immediate judicial review as provided within the contents of this act.

New Mexico

Inmate labor. Research has shown that obtaining gainful employment for a person released from prison is a key factor in rehabilitation, reducing recidivism, and ensuring the safety and security of the State's citizens. Further, these individuals encounter many barriers when they seek employment or a lawful trade, occupation, or profession. The legislators of the State House of Representatives resolved that each State agency cooperate with the State Department of Workforce Solutions and the task force formed in 2007 to serve as a catalyst for helping to remove barriers to employment and to comply with all the provisions of the State Criminal Offender Employment Act.

Minimum wage. An amendment to the State Minimum Wage Act changed the definitions of "employer" and "employee" to exclude State and political subdivisions from all parts of the act except that section which sets the minimum wage. The amendment applies only to the provisions for governing how overtime is calculated and does not exclude State and local governments from having to pay the minimum wage, which rose to $7.50 per hour on January 1, 2009.

New York

Agriculture. The State private housing finance law was amended to offer assistance for the improvement of existing housing for farmworkers by providing advances to local loan administrators to make loans to agricultural producers in order to construct or improve nonconforming farmworker housing. Under the amended section of the law, agricultural producers are defined as those persons who produce food by the tillage of the soil or who raise, shear, feed, or manage animals or other dairying processes.

Department of labor. The duties of the State commissioner of labor relating to the promulgation of rules and regulations regarding the employment and education of child performers were amended. The commissioner shall promulgate such rules and regulations as shall be necessary and proper to effectuate the purposes of State statutes, including, but not limited to, the promulgation of regulations determining the hours and conditions of work necessary to safeguard the health, education, morals, and general welfare of child performers.

Health care overtime. Regularly scheduled work hours shall refer to those hours a nurse has agreed to work and is normally scheduled to work pursuant to the budgeted hours allocated to the nurse's position by the employer. If no such allocation system exists, some other measure generally used by the employer to determine when an employee is minimally supposed to work that is consistent with the collective-bargaining agreement shall be used. Oncall time cannot be used as a substitute for mandatory overtime, and no employer shall require a nurse to work more than that nurse's regularly scheduled work hours. A nurse can be called to service in the case of a natural health care disaster that unexpectedly affects the county in which the nurse is employed or any contiguous county and increases the need for health care personnel. A Federal, State or county declaration of emergency may be used to call personnel to extra service, provided that a good-faith effort has been made to have overtime covered on a voluntary basis. An ongoing medical or surgical procedure in which a nurse is actively involved and whose continued presence through the completion of the procedure is needed is a reason to demand that a nurse stay on the job and not risk abandoning the patient. Also, the refusal of a licensed practical nurse or a registered professional nurse to work beyond regularly scheduled hours shall not solely constitute patient abandonment or neglect.

Plant closing. As part of the amended State Worker Adjustment and Retraining Notification Act, and as a result of relocation or consolidation of part or all of an employer's business, the employer is required to give notice of any impending mass layoff, relocation, or employment loss. A plant closing is a permanent or temporary shutdown of a single site of employment or of one or more facilities or operating units within a single site of employment. The employer is required to give at least a 90-day notification to the affected employees and their representatives. Such notice is not required if the employment loss is necessitated by a physical calamity or an act of terrorism or war. The mailing of a notice to an employee's last known address by either first-class or certified mail or the inclusion of a notice in an employee's paycheck shall be considered an acceptable method for fulfilling the employer's obligation to give appropriate notice to affected employees.

Prevailing wage. Legislation was enacted that amended the labor law and general municipal law of the State relating to guaranteeing payment of prevailing wages to the workers of the State. Any person contracting with the State, with a public-benefit corporation, with a municipal corporation, or with a commission appointed pursuant to law and who shall require more than 8 hours' work for a day's labor,

unless otherwise permitted by law, is guilty of a misdemeanor and, upon conviction thereof, shall be punished in accordance with the penal law for each offense. Notwithstanding the foregoing, the department of jurisdiction may release, to third parties who were not themselves involved in the violations, monies due and owing on the contract or subcontract that have not been withheld for the sole purpose of satisfying the contractor's or subcontractor's obligations under the contract or subcontract. Every contract for a public-works project shall contain a term stating that the filing of payrolls in a manner consistent with State law is a condition precedent to payment of any sums due and owing to any person for work done on the project. The department of jurisdiction is defined as the department of the State, board, or officer in the State, or the particular law, whose duty it is to prepare or direct the preparation of the plans and specifications for a public-works project. Each department of jurisdiction shall designate, in writing, an individual employed by such department as the person responsible for the receipt, collection, and review for facial validity of payrolls. Finally, any person or corporation that conspires to prevent competitive bidding on a contract for public work or purchase that is advertised for bidding shall be guilty of a misdemeanor under the law.

The State labor law and general municipal law relating to guaranteeing payment of prevailing wages to workers in the State were amended. Any person participating in a public-works project in the capacity of a contractor or subcontractor and who willfully fails to pay or provide the prevailing wage rate for wages or supplements owed shall be guilty of a Class A misdemeanor when such failure results in underpayments that, in the aggregate amount to all workers employed by such person, results in an amount due of less than $25,000; shall be guilty of a Class E felony when the amount due is greater than $25,000; shall be guilty of a Class D felony when the amount due is greater than $100,000; and shall be guilty of a Class C felony when the amount due is greater than $500,000. Any person convicted of a second such offense within 5 years shall disgorge profits and shall not be entitled to receive any monies due and owing on the contract or subcontract, nor shall any officer, agent, or employee of the department of jurisdiction or its financial officer pay to such person any such monies without the written approval of the department fiscal officer or without a court order by a court of competent jurisdiction. Contractors and subcontractors shall keep original payrolls or transcripts thereof, subscribed and sworn to or affirmed by the aforementioned department fiscal officer as true under the penalties of perjury. If the contractor or subcontractor maintains no regular place of business in the State, and if the amount of the contract is in excess of $25,000, such payrolls shall be kept on the site of the work. Any person who willfully fails to file such payroll records with the department of jurisdiction shall be guilty of a Class E felony. In addition, any person who fails to file such payroll records within the time specified by law shall be subject to a civil penalty of up to $5,000 per day.

Utility companies and their contractors and subcontractors who are required to use or open a street as a condition of issuance of a permit must agree that none but competent workers who are skilled in the work required of them shall be employed for those positions. Further, the prevailing scale of union wages shall be the prevailing wage for the similar titles established by the fiscal officer of the utility and its contractors and subcontractors. The department fiscal officer also has the responsibility of keeping original payroll records or transcripts, subscribed and sworn to or affirmed by him or her as true under the penalty of perjury. The records shall include the names and addresses of each employee, laborer, or mechanic and, for each of them, shall show the hours and days worked, the occupations worked, the hourly wage rates paid, and the supplements paid or provided.

Time off. The State labor law relating to employers permitting a leave of absence for blood donation granted to certain employees was amended. The law now requires an employer, at its option, to (1) grant 3 hours' leave of absence in any 12-month period to an employee who seeks to donate blood or (2) allow its employees, without using any accumulated leave time, to donate blood during work hours at least 2 times per year at a convenient time and place set by the employer. Condition (2) includes allowing an employee to participate in a blood drive at the employee's place of employment.

Worker privacy. Among the amendments to the State's executive, general-business, public-officers, and penal and criminal procedure law were changes to the labor law to protect the identity of the employee and any personal identifying information. An employer now may not publicly post or display an employee's Social Security number, visibly print a Social Security number in files with unrestricted access, or communicate an employee's personal identifying information to the general public. Personal identifying information shall include one's Social Security number, home address or telephone number, personal electronic mail address, Internet identification name or password, parent's surname prior to marriage, and drivers' license number. The Social Security number shall not be used as an identification number for any occupational licensing. The commissioner may impose a civil penalty of up to $500 on any employer for knowingly violating this law.

North Carolina

Minimum wage. Because of requirements included in legislation enacted earlier, the State minimum wage was increased to $6.55 on July 24, 2008.

Whistleblower. The State added agricultural workers to those protected against discrimination and retaliation in the workplace by employers if the employee files a complaint; initiates an inquiry, investigation, inspection, proceeding, or action; or testifies against or provides information to any person.

North Dakota

Minimum wage. Because of requirements included in previously enacted legislation, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Ohio

Minimum wage. As a result of legislation that was enacted in a previous year in which the State minimum wage was indexed to inflation, the State minimum wage was increased to $7.30 per hour on January 1, 2009.

Oklahoma

Minimum wage. Because of requirements included in previously enacted legislation, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Unfair labor practice. The State legislature created the State Freedom of Conscience Act, which prohibits employers from discriminating against certain persons for refusing to perform specified acts on the basis of certain of their beliefs. Employers shall not discriminate against employees or prospective employees by refusing to reasonably accommodate a religious observance or practice of the employee or prospective employee, unless the employer can demonstrate that the accommodation would pose an undue hardship on the program, enterprise, or business of the employer in certain circumstances. No health care facility, school, or employer shall discriminate against any person with regard to admission; hiring or firing; tenure; terms, conditions, or privileges of employment; student status; or staff status on grounds that the person refuses or states an intention to refuse, whether or not in writing, to participate in an activity specified by statute if the refusal is based on religious or moral precepts.

Oregon

Minimum wage. As a result of legislation that was enacted in a previous year in which the State minimum wage was indexed to inflation, the State minimum wage was increased to $8.40 per hour on January 1, 2009.

Wages paid. The State Revised Statutes were amended to exclude from the definition of the term "employment" those services provided in conjunction with skiing activities or events for a nonprofit employing unit by a person who receives no remuneration other than ski passes for the services provided. The amended statute also redefined the term "employee" to exclude those individuals who receive no wage other than ski passes or other noncash remuneration for performing volunteer ski-patrol activities or ski-area program activities sponsored by a ski-area operator or by a nonprofit corporation or organization. In addition, the redefinition of the term "employee" now excludes any individual who is registered with the National Ski Patrol or a similar nonprofit ski-patrol organization as a nonprofessional ski patroller and who receives no wage other than passes authorizing access to, and use of, a ski area for performing ski-patrol services, including, but not limited to, services related to preserving the safety of, and providing information to, skiers or snowboarders.

Worker privacy. The scope of public records exempted from disclosure was expanded to include records of the home address and home telephone number of any public-safety officer listed in the records of the State Department of Public Safety Standards and Training if said officer requests such an exemption.

Pennsylvania

Overtime health care. Individuals who, as a condition of employment, have agreed to be available to return to the place of employment on short notice if the need arises shall do so in the event of an unforeseeable declared national, State, or municipal emergency that is unpredictable or unavoidable and that will substantially affect the provision of or the need for health care services. The employer must make reasonable efforts (1) to seek persons who will volunteer to work extra time from all available qualified staff working at the time of the unforeseeable emergency, (2) to contact all qualified employees who have made themselves available to work extra time, (3) to seek the use of per diem staff, or (4) to seek personnel from a contracted temporary agency. The health care facility shall neither require an employee to work in excess of an agreed-upon predetermined and regularly scheduled daily work shift nor prevent an employee from voluntarily accepting work in excess of these limitations. An employee who refuses to accept overtime shall not be subjected to discrimination, dismissal, discharge, or any other employment decision adverse to the employee. The State Department of Labor and Industry may levy an administrative fine on a health care facility or employer that violates this regulation, and the fine shall be not less than $100 or more than $1,000 for each violation.

Puerto Rico

Discharge. Legislation was enacted to discourage the incidence of employee discharge without just cause and to provide discharged employees with some resources that would enable them to make a reasonable transition to a new workplace. The allowance for compensation and progressive indemnity for discharge without good cause shall be computed on the basis of the highest number of regular working hours of the employee during any period of 30 consecutive calendar days within the year immediately preceding the discharge. Employees who are discharged due to technological changes or reorganization or due to the total or partial ceasing of operations of an enterprise are excluded from the compensation called for by the legislation.

Equal employment opportunity. The Commonwealth law concerning equal employment opportunity was amended to ensure that neither employers nor their establishments perform any discriminatory act. If such an act of discrimination should be committed, the entity performing the discrimination will be charged with a misdemeanor and will receive a fine of not more than $5,000, 90 days' incarceration, or both.

Wages paid. Legislation was enacted to permit employers to deduct or withhold part of the salary earned by an employee when the employee authorizes the employer, in writing, to deduct an amount from the wages due as a contribution, gift, or donation to the fundraising campaigns of the University of Puerto Rico.

Rhode Island

Prevailing wage. All general contractors and subcontractors who perform work on any public-works contract awarded by the State and valued at $1,000,000 or more shall employ apprentices for the performance of the contract. The number of apprentices shall comply with the apprentice-to-journeyman ratio for each trade approved by the apprenticeship council of the State Department of Labor and Training.

Time off. The State General Laws were amended by the legislative addition of the State Military Family Relief Act. Employers in the State who employ between 15 and 50 employees shall provide up to 15 days of unpaid family military leave to an employee during the time Federal or State orders are in effect. Any employer in the State who employs more than 50 employees shall provide up to 30 days of unpaid family military leave during the time Federal or State orders are in effect. The employee shall give at least 14 days of notice of the intended date upon which such leave will commence if the leave consists of 5 or more consecutive workdays. Employees taking less than 5 consecutive days shall give the employer advance notice as is practicable. Whenever possible, the employee shall consult with the employer to schedule the leave so as not to unduly disrupt the operations of the employer. An employee shall not take such leave unless he or she has exhausted all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted, with the exception of sick leave and disability leave. Employers shall not interfere with, restrain, or deny an employee's exercise of or attempt to exercise the right to such leave under the law. Employers shall not discharge, fine, suspend, expel, discipline, or discriminate in any manner against any employee who exercises his or her right under the law.

South Carolina

Immigrant protection. The State Code of Laws was amended to enact the State Illegal Immigration Reform Act, requiring that every agency or political subdivision of the State verify the lawful presence of any person 18 years or older who has applied for State or local public benefits or public employment. On or after January 1, 2009, every public employer shall register and participate in the Federal work authorization program to verify the authorization of all new employees. No contract will be let with a public employer unless the contractor and all levels of subcontractors agree to register and participate in the Federal work authorization program. Alternatively, the contractors and subcontractors may utilize another route to verify employees—for example, by executing an affidavit that the person is a U.S. citizen or an authorized alien. Individuals who possess a valid State driver's license or an identification card issued by the State Department of Motor Vehicles, or who are eligible to obtain either one, may be employed. If the individual has a valid driver's license or identification card from another State, the licensing requirements must be deemed to be as strict as South Carolina's. The Web site of the State Department of Motor Vehicles shall publish a list of States whose licensing requirements are at least as strict as those of South Carolina. The employer is compliant

with the act if appropriate documentation is supplied in good faith and the contractor certifies that the employer is compliant, in which case neither of them may be sanctioned or subject to any civil or administrative action for employing an individual not authorized for employment in the United States. A person who knowingly makes or files any false, fictitious, or fraudulent document is guilty of a felony and, upon conviction, must be fined within the discretion of the court, imprisoned for not more than 5 years, or both. A Memorandum of Understanding between the State Law Enforcement Division and the U.S. Department of Justice or Department of Homeland Security will be instituted covering the enforcement, detention, and deportation of unlawful aliens and the training of State and local law enforcement officials.

South Dakota

Minimum wage. Because of requirements included in previously enacted legislation, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Tennessee

Child labor. An exception to the restrictions on the employment of minors between the ages of 14 and 16 years has been established. The general employment restrictions on minors would not apply to a minor 14 years or older who is a student enrolled in a course of study and training in a cooperative's career and technical training program, including a work experience and career exploration program, that is approved by the State Department of Education and that complies with Federal law. The student learner must be employed under a written agreement, a copy of which must be retained in the employer's personnel records.

Drug and alcohol testing. The State Code Annotated was amended to include considerations concerning drug testing performed on childcare employees. All persons or entities operating a childcare agency shall now establish drug-testing policies for employees, directors, licensees, and operators providing services under contract or for remuneration and who have direct contact with a child in the care of the agency. The policy shall specify how testing should be completed and shall provide for immediate and effective enforcement action in the event of a positive drug test. The policy shall be made available to all persons upon their initial employment, and its provisions must be satisfied prior to the employee's engaging in any transportation services. Drug testing is determinative if there is suspicion of drug usage by agency personnel and if there are events that may give rise to reasonable suspicion that employees are engaged in the illegal use of drugs. Among such events are a deterioration in job performance or changes in personal traits or characteristics; a reported observation of the individual's behavior in the work environment; changes in personal behavior not attributable to other factors; involvement in or contribution to an accident in which the use of drugs is reasonably suspected, regardless of whether the accident involves actual injury; and an alleged violation of, or conviction for a violation of, criminal drug law statutes involving illegal or prescription drugs. The agency shall maintain drug-testing results for 5 years, and the results shall be made immediately available to the State Department of Human Services. Individuals who are to be tested must pay the appropriate fees necessary to obtain a drug test pursuant to the agency's policies. Drug-testing results obtained under this act are confidential and may be disclosed only for purposes of enforcement. Childcare agencies failing to comply with the regulation may be denied a license or a license renewal, and ultimately the license can be suspended or revoked. The act becomes effective July 1, 2009.

Human trafficking. The State Code Annotated was amended by the addition of the State Human Trafficking Act of 2007. The amended legislation created Class B felony trafficking offenses for activities in which a person knowingly subjects another person to, or maintains another person in, labor or sexual servitude or knowingly recruits, entices, harbors, transports, provides, or obtains, by any means, another person for the purpose of labor or sexual servitude. The offense of involuntary labor servitude is committed if the person knowingly subjects, or attempts to subject, another person to forced labor by (1) causing or threatening to cause physical harm to any person, (2) physically restraining or threatening to physically restrain any person, (3) abusing or threatening to abuse the law or legal process, (4) knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported government identification, including immigration documents, or any other actual or purported government identification document, of any person, or (5) using blackmail or using or threatening to cause financial harm for the purpose of exercising financial control over any person. The commission of an act of involuntary servitude is a Class C felony. A Class C felony for trafficking of persons occurs when a person knowingly (1) recruits, entices, harbors, transports, provides, or obtains, by any means (or attempts to do so), another person, intending or knowing that the person will be subjected to involuntary servitude or (2) benefits financially or by receiving anything of value from participation in an involuntary-servitude venture that has engaged in an act described in this paragraph as involuntary labor servitude.

Time off. The State Code Annotated relative was amended with regard to time off for volunteer firefighters. As amended, the code permits any employee who is an active volunteer firefighter to leave work in order to respond to fire calls during the employee's regular hours of employment, without loss of pay or any accumulated vacation time, sick leave, or earned overtime. Such employee may be permitted to take off the next scheduled work period within 12 hours following his or her response as a vacation day or sick leave day without loss of pay if the employee assisted in fighting the fire for more than 4 hours. If the employee is not entitled to such time off, the employee may be permitted to take off the work period in question without pay. The employer may require the employee to submit a written statement from the chief of the volunteer fire department verifying that the employee responded to a fire or was on call and specifying the date, time, and duration of the response.

Worker privacy. State code now prohibits the disclosure of home addresses, dates of birth, telephone numbers, bank account information, Social Security numbers, and driver's license information (unless operating a vehicle is part of the employee's job description or duties) of State and local government employees, including law enforcement officers and the family members of such exempted individuals.

The State Department of Labor and Workforce Development is required to maintain the confidentiality of the identity of any agency officer, employee, or entity filing a complaint regarding the employment of illegal aliens. However, such information may be discovered by a subpoena from a court of record. In addition, the department commissioner or the commissioner's designee shall inform the person against whom a complaint is made that such person may request the name of the complainant or, if the complaint is filed by an agency or entity, the name of the person who caused the complaint to be filed. If such person requests such name, the commissioner or the commissioner's designee shall provide the name requested.

Texas

Minimum wage. Because of requirements included in previously enacted legislation, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Utah

Human trafficking. Legislation was enacted that criminalized human trafficking and hu-

man smuggling. Human smuggling is defined as the transportation or procurement of transportation of one or more persons by an individual who knows or has reason to know that the person or persons transported or to be transported are not (1) U.S. citizens, (2) permanent resident aliens, or (3) otherwise lawfully in the State or entitled to be in the State. An individual commits human trafficking for forced labor or forced sexual exploitation by recruiting, harboring, transporting, or obtaining a person through the use of force, fraud, or coercion by various means, and the activity is considered a second-degree felony, except when it is deemed to be aggravated in nature. Such human trafficking includes forced labor in industrial areas, sweatshops, households, agricultural enterprises, and any other workplace. Human smuggling of one or more human beings for profit or for a commercial purpose is a third-degree felony, except when it is considered aggravated in nature. The activity is considered aggravated in nature if (1) it involves the death of or serious bodily injury to the victim, (2) it involves more than 10 victims in a single episode, (3) it involves a victim who is held against his or her will for more than 180 days, or (4) the victim is younger than 18 years and, if the activity is smuggling, the victim is not accompanied by a family member who is 18 years or older. Aggravated offenses are considered first-degree felonies.

Immigrant protections. Legislation was enacted that contains provisions related to the immigration status of individuals within the State. A number of those provisions deal with employment issues. Effective July 1, 2009, a public employer may not enter into a contract with a contractor for the physical performance of services within the State unless the contractor registers and participates in the e-verify system of the Department of Homeland Security to verify the work eligibility status of the contractor's new employees who are employed within the State. Contractors shall register and participate in the e-verify system in order to enter into a contract with a public employer. The contractor is responsible for verifying the employment status of only new employees who work under its supervision or direction, and not those who work for another contractor or subcontractor, except as provided under State law. Each contractor or subcontractor who works under or for another contractor shall certify to the main contractor by affidavit that the contractor or subcontractor has verified, through the e-verify system, the employment status of each of its new employees. It is unlawful for an employing entity in the State to discharge an employee working in the State who is a U.S. citizen or permanent resident alien and replace the employee with, or have the employee's duties assumed by, an employee who (1) the employing entity knows or reasonably should have known is an unauthorized alien hired on or after July 1, 2009, and (2) is working in the State in a job category that requires skill, effort, and responsibility equal to, and that is performed under working conditions similar to, those of the job category held by the discharged employee. An employing entity that, on the date of discharge in question, is enrolled in and using its e-verify system to verify the employment eligibility of its employees in the State who are hired after July 1, 2009, is exempt from liability, investigation, or lawsuit arising from an action under this law.

Independent contractors. The State legislature enacted the State Independent Database Act, which modifies State provisions related to commerce. The act, created by the Independent Contractor Enforcement Council within the State Department of Commerce, allows an independent contractor database designed by the council to be accessed by one or more specified agencies, the State attorney general, and the Department of Public Safety and will become effective no later than July 1, 2009. It is expected that the database will (1) reduce costs to the State resulting from misclassification of workers as independent contractors, (2) extend outreach and education efforts regarding the nature and requirements of independent contractors' status, (3) promote efficient and effective information sharing among the member agencies, and (4) be coordinated with the State Uninsured Motorist Identification Database. The database will be used by accessing agencies to identify when a person (1) holds him- or herself out as an independent contractor or (2) engages in the performance of work as an independent contractor not subject to an employer's control. The database shall include a process to compare the information against that found in the State Uninsured Motorist Identification Database, at least on a monthly basis, in order to (1) identify a person who may be misclassified as an independent contractor and (2) promote compliance with State and Federal laws related to withholding taxes and making payments for Social Security, Medicare, and unemployment insurance, thereby preventing insurance fraud and ensuring payment of overtime and minimum wages.

Minimum wage. Because of requirements included in legislation previously enacted, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Worker privacy. Legislation was adopted that amended the Government Records Access and Management Act to add protected status to certain information if the information is properly classified by a governmental entity. Information containing the name, home address, work addresses, and telephone numbers of an individual engaged in, or providing goods or services for, medical or scientific research that is conducted within the State system of higher education and that uses animals is protected from disclosure under the act if the release of such information would jeopardize the life or safety of an individual.

Vermont

Minimum wage. As a result of legislation enacted in a previous year in which the State minimum wage was indexed to inflation, the State minimum wage was increased to $8.06 per hour on January 1, 2009.

Time off. Employees shall have the right to take unpaid leave from employment for the purpose of attending a town meeting, provided that they notify their employers at least 7 days prior to the date of the meeting. An employer shall not penalize the employee for exercising the right provided by the State Statutes Annotated.

State law relating to rights provided to nursing mothers in the workplace was amended. Employers of employees who continue to be nursing mothers for 3 years after the birth of a child shall provide reasonable time, either compensated or uncompensated, throughout the day for the employee to express breast milk for her nursing child. The employer has sole discretion regarding the decision to provide compensated time, unless the issue has been moderated by a collective-bargaining agreement. In addition, the employer shall provide appropriate private space, other than a bathroom, for such purpose. An employer may be exempted from this requirement if providing time or an appropriate private space for expressing breast milk would substantially disrupt the employer's operations. An employer shall not retaliate or discriminate against an employee who exercises the aforesaid right. An employer who violates the provisions described shall be assessed a civil penalty of not more than $100 for each violation.

Whistleblower. The rights of whistleblowers, as defined in the State Statutes Annotated, were amended. A State employee employed as a trustee and servant of the people shall now be free to report (in good faith and with candor) waste, fraud, abuse of authority, violations of law, or a threat to the health of employees, the public, or persons under the care of the State without fear of reprisal, intimidation, or retaliation. Retaliatory action includes any adverse performance or disciplinary action, including discharge, suspension, reprimand, demotion, denial of promotion, the imposition of a warning period regarding the employee's

performance, and involuntary transfer or reassignment, that is given in retaliation for the State employee's involvement in a protected activity as enumerated by the statute. In addition, no entity shall prohibit a State employee from engaging in discussions with a member of the State General Assembly or from testifying before a legislative committee, provided that no confidential information is divulged and that the employee is not speaking on behalf of an entity of the State government. There shall be no retaliatory action as a result of the employee's provision of information to a legislator or legislative committee. No protections, however, apply to statements provided that constitute hate speech or threats of violence against a person. The employee has a right to seek remedies should an action be taken against him or her; however, if the claim is filed with the State Labor Relations Board, it may not also be brought before the Superior Court, but if it is filed with the Superior Court, the claim may not appear before any other process available to the employee. The grievance shall be brought to the Superior Court within 180 days of the date of the alleged retaliatory action. Through the Superior Court, the employee may be reinstated to the same position, seniority, and work location held prior to the retaliatory action, as well as to the same backpay, lost wages, benefits, and other remuneration. In the event of a showing of a willful and egregious violation of this legislation, the employee may be granted an amount up to the amount of backpay, in addition to the actual backpay and other compensatory damages, including interest on backpay, appropriate injunctive relief, and reasonable costs and attorneys' fees.

Virginia

Child labor. The State Code was amended and now prohibits a minor who is under 18 years of age from being employed, or suffered or permitted to work, as a driver of school buses.

Immigrant protections. The State Code regarding the involuntary termination of corporate existence was amended. The existence of a corporation may now be terminated involuntarily by order of the State Corporation Commission when it finds that the corporation has been convicted of a violation of 8 U.S.C. Section 1342A(f), as amended, for actions of its officers and directors constituting a pattern or practice of employing unauthorized aliens in the Commonwealth. Any corporation convicted of such an offense shall immediately report such conviction to the commission and file with the commission an authenticated copy of the judgment or record of conviction. Certificates revoked for such cause shall be ineligible for reentry for a period of not less than 1 year. The same penalty may be invoked against foreign corporations, a business trust, or a limited-liability company convicted of such a violation.

Inmate labor. The circuit court of any county or city may allow persons confined in the county or city jail who are awaiting disposition of, or serving sentences imposed for, misdemeanors or felonies to work on a voluntary basis on State, county, city, or town property or any property owned by a nonprofit organization that is organized and operated exclusively for charitable or social welfare purposes and is exempt from taxation under U.S. Code 501(c)(3). These individuals also may work on private property that is part of a community improvement project sponsored by a locality or that has structures which are found to be public nuisances, provided that the court has reviewed and approved the project for such purposes and permits the prisoners to work on such project or any private property utilized by a nonprofit organization that is, again, exempt from taxation under U.S. Code 501(c)(3).

Minimum wage. Because of requirements included in legislation previously enacted, the State minimum wage was increased to $6.55 per hour on July 24, 2008.

Offsite work. The State has established the State Office of Telework Promotion and Broadband Assistance in the office of the State secretary of technology. The goals of the office are to encourage teleworking as a family-friendly, business-friendly public policy that promotes workplace efficiency and reduces strain on transportation infrastructure. The office shall work with public and private entities to develop widespread access to broadband services and shall promote and encourage the use of telework alternatives for public and private employees, including, but not limited to, appropriate policy and legislative initiatives.

The State Code was amended in order to redefine the term "telecommuting." It is now defined as "a work arrangement in which supervisors direct or permit employees to perform their usual job duties away from their central workplaces at least 1 day per week and in accordance with work agreements."

The State Code relating to State agency employee commuting policies was amended. The State has now set a goal to have each State agency, with the exception of the Department of State Police, have not less than 20 percent of its eligible workforce telecommuting by January 1, 2010.

Worker privacy. Legislation was enacted that added a Freedom of Information Act exemption for investigator notes and for other correspondence and information with respect to an active investigation conducted by or for the State Board of Education and related to the denial, suspension, or revocation of teaching licenses. The legislation does not prohibit the disclosure of records to a local school board or division superintendent for the purpose of permitting such board or superintendent to consider or to take personnel action with regard to the employee. Records of completed investigations shall be disclosed in a form that does not reveal the identity of charging parties, persons supplying the information, or other individuals involved in the investigation. If an investigation fails to support a complaint or does not lead to corrective action, the identity of the person who was the subject of the complaint may be released only with the consent of that person.

Washington

Minimum wage. As a result of legislation enacted in a previous year in which the State minimum wage was indexed to inflation, the State minimum wage was increased to $8.55 per hour on January 1, 2009.

Time off. The State Revised Code allowing unpaid leaves of absence for the needs of military personnel was amended. Every employee of the State or of any county, city, or other political subdivision thereof who is a member of the State National Guard; of the Army, Navy, Air Force, Coast Guard, or Marine Corps Reserve of the United States; or of any organized Reserve or Armed Forces of the United States shall be entitled to, and shall be granted, military leave of absence from his or her employment for a period not exceeding 21 days during each year, beginning October 1 and ending September 30. Such military leave of absence shall be in addition to any vacation or sick leave to which the employee might otherwise be entitled and shall not involve any loss of efficiency rating, privileges, or pay. During the period of military leave, the employee shall receive his or her normal pay from the State, county, city, or other political subdivision.

Workplace violence. The State Revised Code relating to increasing the safety and economic security of victims of acts of domestic violence, sexual assault, or stalking was amended. An employee may now take reasonable leave from work, intermittent leave, or leave on a reduced leave schedule, with or without pay, to (1) seek legal or law enforcement assistance, including, but not limited to, preparing for or participating in any civil or criminal legal proceeding related to or derived from

the aforementioned acts, in order to ensure the health and safety of the employee or the employee's family members; (2) seek treatment by a health care provider for physical or mental injuries caused by said acts or to attend to health care treatment for a victim who is the employee's family member; (3) obtain, or assist a family member in obtaining, services from a domestic violence shelter, rape crisis center, or other social services program for relief from said acts; (4) obtain, or assist a family member in obtaining, mental health counseling related to an incident of said acts in which the employee or the employee's family member was a victim thereof; or (5) participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or the employee's family members from future such acts. As a condition of taking leave for such purposes, the employee shall provide the employer with advance notice of the employee's intention to take leave. The timing of the notice shall be consistent with the employer's stated policy for requesting such leave, if the employer has such a policy. When advance notice cannot be given because of an emergency or unforeseen circumstances, the employee or his or her designee must give notice to the employer no later than the end of the first day the employee takes such leave. The employer may require that the leave requests be supported by verification that the employee or employee's family member is a victim of domestic violence, sexual assault, or stalking, or that the leave was taken for one of the five reasons listed in this section.

West Virginia

Drug and alcohol testing. The State Alcohol and Drug-Free Workplace Act was created to require public-improvement contractors to have and implement a drug-free workplace program which requires that drug and alcohol testing be conducted by the contractor. Public funds of the State or of any of its political subdivisions may not be expended, unless the contractor that was awarded the contract has implemented a drug-free workplace policy and shall have provided a sworn statement in writing, under penalties of perjury, that it maintains a valid drug-free workplace policy. The contract shall provide for its cancellation by the awarding authority if (1) the contractor fails to implement the drug-free workplace policy, (2) the contractor fails to provide implementation information on said policy at the request of the authority or the State Division of Labor, or (3) the contractor provides false information to the awarding authority. Among the requirements of a drug-free workplace policy are that (1) preemployment drug testing be conducted on all employees and (2) random drug testing be conducted annually on at least 10 percent of the contractor's employees who perform safety-sensitive duties. Violations of the State law pertaining to a drug-free workplace policy shall result in the following consequences: (1) for a first offense, upon conviction, the party is guilty of a misdemeanor and fined not more than $1,000; (2) for a second offense, upon conviction, the party is guilty of a misdemeanor and fined not less than $1,000 and not more than $5,000; for a third and subsequent offense, upon conviction, the party is guilty of a misdemeanor and fined not less than $5,000 and not more than $25,000. In addition, for a third offense and subsequent offenses, the contractor shall be excluded from bidding on any additional public-improvement projects for a period of 1 year.

Minimum wage. Licensees operating charitable bingo games and charitable raffles may pay a salary, the minimum of which is the Federal minimum wage and the maximum of which is not more than 120 percent of the Federal or State minimum wage, whichever is applicable, to operators of games or raffles who are either (1) active members of the licensee's organization who have been active members in good standing for at least 2 years prior to the date of the filing of the application for the license or for renewal of the same or (2) employees of the licensee's organization or its authorized auxiliary organization who are residents of the State, who are residents of a bordering State if the county of residence is contiguous to the county where the bingo or charitable operation is conducted, or who reside within 35 miles of the county where the bingo operation is conducted. Wages paid to concession-stand workers at these functions may not exceed more than 120 percent of the Federal minimum wage or the State minimum wage, whichever is applicable.

Because of requirements included in legislation previously enacted, the State minimum wage was increased to $7.25 per hour on July 1, 2008.

Wages paid. Employers are now permitted to pay the wages that are due employees via the utilization of a payroll card and a payroll card account. Such payment is to be done by deposit or electronic transfer of immediately available funds in a federally insured depository institution that is directly or indirectly established through an employer and to which electronic fund transfers of the employee's wages, salary, commissions, or other compensation are made on a recurring basis. Such payment of employee compensation must be agreed upon in writing by the person, firm, or corporation that is compensating the employee and the person who is being compensated.

Wisconsin

Prevailing wage. On January 1, 2008, the prevailing-wage thresholds for coverage under the State prevailing-wage laws for State and municipal contracts were administratively changed from $216,000 to $221,000 for contracts in which more than one trade is involved and from $43,000 to $45,000 for contracts in which a single trade is involved. On January 1, 2009, these amounts were administratively changed to $234,000 for contracts in which more than one trade is involved and to $48,000 for contracts in which a single trade is involved.

□

Note

[1] Several tables displaying information on State labor laws, including tables on current and historical minimum-wage rates and a table on State prevailing-wage laws, along with tables concerning child labor issues, are available on the Internet at the Employment Standards Administration's Web site, **www.dol.gov/esa/programs/whd/state/state.htm**.

Changes in State unemployment insurance legislation in 2008

Federal enactments extend benefits, providing Federal funds to the States to cover costs; State enactments include new minimum and maximum weekly benefit amounts and new confidentiality and disclosure guidelines

Loryn Lancaster

During 2008, there were five Federal legislative enactments and one final rule that affected the Federal-State unemployment compensation program.

Title IV of the Supplemental Appropriations Act, 2008 (P.L. 110–252) established the Emergency Unemployment Compensation (EUC08) program. Effective from July 2008 through March 2009, up to 13 weeks of benefits are available under this program to eligible jobless workers in all States. Individuals with benefits remaining in their EUC08 accounts at the end of March can collect those benefits through June 2009. This enactment also provided $110 million in grants to States for administrative costs of the unemployment insurance program. These benefits and administrative costs are entirely Federally financed.

The Social Security Income Extension for Elderly and Disabled Refugees Act of 2008 (P.L. 110–328) amended the Internal Revenue Code of 1986 to provide for the collection of certain unemployment compensation debts resulting from fraud using the Treasury Offset Program (through offset of Federal income tax refunds).

The Emergency Economic Stabilization Act, 2008 (P.L. 110–343) included a 1-year extension of the 0.2-percent Federal Unemployment Tax Act (FUTA) surtax through 2009.

The Unemployment Compensation Extension Act of 2008 (P.L. 110–449) expanded the current EUC08 program to provide up to 7 additional weeks of unemployment compensation to eligible individuals in all States. This enactment also expanded the EUC08 program by providing a second tier of benefits of up to 13 additional weeks for eligible individuals in those States with high unemployment rates. These benefits are available for weeks of unemployment beginning on or after November 21, 2008, through March 31, 2009, and no EUC08 payment may be made for any week of unemployment beginning after August 27, 2009. These benefits are entirely Federally funded.

The Worker, Retiree, and Employer Recovery Act of 2008 (P.L. 110–458) repealed the provision in the Pension Protection Act of 2006 (P.L. 109–280) that amended the Federal Unemployment Tax Act concerning treatment of pensions, retirement pay, annuities, or other similar payments. The 2008 legislation provides that unemployment compensation will not be reduced as a result of any payments of pension, retirement pay, annuity or other similar payments that may not be included in the gross income of the individual for the taxable year in which it was paid because it was part of a rollover distribution.

The Department of Labor issued a final rule (effective January 6, 2009) amending its regulations governing combined-wage claims under the unemployment compensation program. This rule amends the definition of "paying State" as follows: any "single State" in which the claimant had base period wages and employment, and in which the claimant qualifies for unemployment benefits, may be a "paying State."

The unemployment insurance confidentiality or disclosure final rule (effective October 27, 2006) required State laws to meet the rule requirements within 2 years. As of October 27, 2008, all State laws met the confidentiality or disclosure requirements.

Following is a summary of some significant changes in State unemployment insurance laws that occurred during 2008:

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Alabama

Financing. The quarterly 0.06-percent special assessment used to fund the Employment Security Enhancement Fund, applicable to certain employers, and the current tax rate structure for determining an employer's contribution rate, are extended from March 31, 2008, to September 30, 2010.

Up to $7,940,119 of Reed Act monies may be withdrawn from the Unemployment Compensation Trust Fund for administrative purposes, effective from May 29, 2008, to September 30, 2009. Whatever amount is withdrawn will not change the Employer Tax Schedules for the calendar year beginning January 1, 2010.

The State Unemployment Tax Act (SUTA) dumping prevention provisions that mandate transfer of experience by requiring that the rates of both employers be recalculated and made effective in accordance with the date such transfer or transfers occurred were modified. (Previously, the rates were effective January 1 of the year the transfer or transfers occurred.)

Monetary entitlement. With respect to benefit years effective on or after July 6, 2008, an individual will serve a 1-week waiting period with no benefits payable after the 13th compensable week of paid benefits within a benefit year and prior to the 14th compensable week of benefits. The waiting week will not be counted as a week of unemployment.

The weekly maximum benefit amount increases from $235 to $255 for benefit years beginning on or after July 6, 2008, and to $265 for benefit years beginning on or after July 5, 2009.

Alaska

Administration. New requirements were established concerning the confidentiality and disclosure of certain Departmental records, reports, and wage and unemployment compensation information, including required disclosure to the Department of Homeland Security, the Internal Revenue Service, and the Department of Health and Human Services, for specified purposes only.

Financing. The percentage of the average benefit cost rate used to determine each employer's contribution rate changes from 80 percent to 76 percent beginning January 1, 2009, and to 73 percent beginning January 1, 2010.

The percentage of the average benefit cost rate used to determine the contribution rate of each employee of a contributing employer changes from 20 percent to 24 percent beginning January 1, 2009, and to 27 percent beginning January 1, 2010.

Monetary entitlement. The minimum weekly benefit amount increases from $44 to $56, and the maximum weekly benefit amount increases from $248 to $370 effective January 1, 2009. The minimum base period wages required for the minimum weekly benefit amount increases from $1,000 to $2,500 effective January 1, 2009. The minimum base period wages required for the maximum weekly benefit amount increases from $26,750 to $42,000 effective January 1, 2009.

Arizona

Administration. The Department has the option of serving determination and reconsideration notices to employing units by electronic means and no longer requires that such notices be certified when they are mailed.

Financing. An employer's obligation is extinguished for any contributions, payments in lieu of contributions, interest, or penalties that are required to be collected by the Department for any period, if not previously satisfied, 6 years after the amounts were determined due unless one of the following circumstances applies:

- the Department has commenced civil action to collect the debt;
- the taxpayer has agreed in writing to extend the time period before the time period expires;
- an enforced collection has been stayed by the operation of Federal or State law during the period, and the period of limitations is extended by the period of time that the Department was stayed from engaging in enforced collections.

Previous law required no time limit for collecting contributions, payments in lieu of contributions, interest, or penalties. If a tax obligation is extinguished, any related liens for those obligations are also extinguished.

Any amount of contributions, interest or penalties for wages and periods that are assessed by the Internal Revenue Service as subject to the Federal Unemployment Tax Act against which credit may be taken for contributions required to be paid into a State unemployment fund by employers subject to the Federal law must be determined by the Department to be due regardless of the date the contributions, payments in lieu of contributions, interest, or penalties became delinquent.

The provision requiring the Department to issue a release to the person against whom the lien is claimed once the lien has been satisfied and enacts new provisions regarding the release or subordination of liens was repealed.

Colorado

Administration. The Department is required to electronically notify employers quarterly of the Federal law against hiring or continuing to employ unauthorized aliens and of the availability of the optional participation requirements for the Federal electronic verification program (e-verify program) to verify the work eligibility status of new employees. The Department and the Secretary of State are required to post this information on their respective Web sites and to provide a link to the e-verify program.

Nonmonetary eligibility. An individual who quits to relocate due to the transfer of the individual's spouse who is an active duty member of the U.S. Armed Forces is eligible for benefits. (Previously, eligibility was limited to individuals who relocated due to the spouse's transfer for medical-related purposes in time of war or armed conflict.) The provision is repealed effective July 1, 2018.

The requirement for a claimant who quits to relocate with a military spouse to report all job separations when an additional claim is filed during a benefit year due to a recurrence of unemployment has been deleted.

An exception has been created to the requirement that deputies of the Division of Employment and Training in the Department of Labor and Employment issue decisions on all claims for unemployment benefits to exclude cases in which the claimant did not file a continued claim for benefits.

Connecticut

Financing. Employers and persons or organizations that function as employer agents who make contributions or payments in lieu of contributions for 250 or more employees are required to contribute (pay) electronically.

Nonmonetary eligibility. The provision stipulating that an individual will not be ineligible for benefits for voluntarily leaving suitable employment that occurs on or after July 1, 2007, to accompany a spouse who is on active duty with the U.S. Armed Forces and is required to relocate by the Armed Forces is now permanent.

Florida

Nonmonetary eligibility. An individual hired as a day laborer with a temporary help firm has voluntarily quit and is disqualified for benefits for failing to report for reassignment the next business day, provided the individual was given notice upon completion of the latest assignment that work is available the next business day and that the individual must report for reassignment the next business day.

The definition of "temporary help firm" has been modified to include a labor pool and the definition of "temporary employee" has been modified to include a day laborer performing day labor employed by a labor pool.

Idaho

Administration. New requirements concerning the confidentiality and disclosure of certain employment security information and new civil penalties for persons who receive and make unauthorized disclosure of employment security information in violation of the confidentiality provisions have been established.

Nonmonetary eligibility. The option of a claimant being able to demonstrate good cause for failure to attend job training has been eliminated. Claimants enrolled in approved training who fail to attend or otherwise participate in such training are ineligible if they are not able to work nor available for work unless they have an illness or disability (under certain circumstances) or compelling personal circumstances.

Overpayments. If a determination is made finding that an employer has colluded with an employee or former employee to file a false or fraudulent claim, a penalty of 10 times the weekly benefit amount of such employee or former employee must be added to the liability of the employer. (This penalty for colluding is in addition to current law providing penalties for employers that induce, solicit, or coerce such employees or former employees to file a false or fraudulent claim.)

Illinois

Financing. Noncharges benefits paid to individuals who left work to accompany a spouse reassigned from one military assignment to another will be paid.

Nonmonetary eligibility. An individual who has not left work voluntarily without good cause to accompany a spouse reassigned from one military assignment to another is eligible.

Indiana

Administration. The Department may operate a data match system with each financial institution doing business in Indiana. New legislation sets forth the conditions, requirements, and procedures to follow for both the institutions and the Department. It provides that all information provided by a financial institution is confidential and is available only to the Department or its agents for use only in the collection of unpaid financial assessments. It provides that certain individuals who knowingly or intentionally disclose for a purpose other than the collection of unpaid final assessments information provided by a financial institution that is confidential has committed a Class A misdemeanor.

Financing. The provision relating to the expenditure, use, authorization, and approval of the special employment and training services fund for acquiring lands, building and erection of buildings, and leases and contracts and construction necessary for the proper administration of the unemployment insurance law was removed. These funds will be used for specified training purposes.

Nonmonetary eligibility. For the purpose of deductible income only, remuneration for services from employing units does not include compensation made under a valid negotiated contract or agreement in connection with a layoff or plant closure, without regard to how the compensation is characterized by the contract or agreement.

Deductible income does not include a supplemental unemployment insurance benefit made under a valid negotiated contract or agreement.

The definition of "deductible income" was modified to include a week in which a payment is actually received by an individual, payments made by an employer to an individual who accepts an offer from the employer in connection with a layoff or a plant closure; or except as otherwise provided, the part of a payment made by an employer to an individual who accepts an offer from the employer in connection with a layoff or a plant closure if that part is attributable to a week and the week occurs after an individual receives the payment, and it was used under the terms of a written agreement to compute the payment.

A person who accepts a layoff under an inverse seniority clause of a validly negotiated contract and otherwise meets the eligibility requirements is entitled to receive benefits in the same amount, under the same terms, and subject to the same conditions as any other unemployed person; however, this does not apply to a person who elects to retire in connection with a layoff or plant closure and receive pension, retirement, or annuity payments; except as otherwise provided, a person who (1) accepts an offer of payment or other compensation offered by an employer to avert or lessen the effect of a layoff or plant closure; and (2) is otherwise eligible is entitled to receive benefits in the same amount, under the same terms, and subject to the same conditions as any other unemployed person. (Applicable to initial claims filed for weeks that begin after March 14, 2008.)

Iowa

Financing. An accounting firm, unemployment insurance accounting firm, or other entity that demonstrates a continuous pattern of failing to participate in initial determinations to award benefits must be denied permission to represent any employers in unemployment insurance matters.

The penalty for each delinquent or insufficient report must not be less than $35. (Previously, it was not less than $10 for the first delinquent or insufficient report; not less than $25 for the second; and not less than $50 for subsequent.) An employer must pay all costs associated with a subpoena, including service fees and court costs, for investigations of an employer liability issue, to complete audits, secure reports, or assess contributions. Refusing or negligently failing to honor a subpoena must result in a penalty of $250.

Overpayments. Benefits paid to an individual and not received as the result of fraud or willful misrepresentation must not be recovered, if the employer did not participate in the initial determination and the overpayment occurred as a result of a subsequent reversal on appeal.

Kentucky

Administration. New requirements concerning the confidentiality and disclosure of certain unemployment compensation information and records have been established. A penalty for persons receiving unemployment compensation information and records who violate the confidentiality provision was established.

The receipt date for reports, contributions or payments, protests or appeals is the date it is delivered to the Department or the date of the postmark applied by the U.S. Postal Service or commercial postal service. Privately held postage meter dates will not be considered in determining the date of receipt. If the due date falls on a day the office of the Department or post office is closed, the due date will be the next day the office or post office is open.

Louisiana

Administration. The Department's name has been changed from the Department of Labor to the Louisiana Workforce Commission; the Secretary's title was changed from Secretary of Labor to Executive Director.

New requirements were established concerning the confidentiality and disclosure of certain employment data including disclosure for compiling statistics for performance and certain research purposes. New civil and criminal penalties for persons who violate such provisions also were established.

Financing. Procedure 3 has been revised and procedure 4 was added to the table that provides for the taxable wage base, the formula for computing benefits, and the maximum weekly benefit amount (MWBA) based upon the applied trust fund balance range as follows.

When the applied trust fund balance is

- equal to or greater than $1.15 billion, but less than $1.4 billion, the wage base is $7,000, the MWBA is $258, and the applicable benefit computation will be computed without the 7 and 5 percent discounts, multiplied by 1.05 and that

amount multiplied by 1.20.

- greater than $1.4 billion, the wage base is $7,000, the MWBA is $284, and the applicable benefit computation will be computed without the 7 and 5 percent discounts, multiplied by 1.05 and that amount multiplied by 1.32.

Each employer will be given a 10-percent contribution rate reduction if at the computation date in any year, the fund balance, including all monies in the benefit transfer account, exceeds $1.4 billion.

The benefits paid pursuant to specific executive orders and hurricane-related layoffs that are chargeable to employers' accounts and reimbursable must not be recouped. (Prior law required that the charges be deferred, without assessment of penalty and interest until July 1, 2008, to allow time for such benefit charges to be identified and quantified and for payment arrangements to be made through loans, grants, or State or Federal legislation.)

In the event that any employer pursuant to this provision was insured by private entities offering any form of insurances, bonds, certificates of deposit, or any other form of guarantee against unemployment claims chargeable to the employer's account, the State will have the right to recoup such funds from those private entities or their insurer for repayment of funds paid out of the unemployment compensation trust fund for any unemployment claims covered in this provision.

The provision was repealed authorizing the administrator upon request by the employing unit to negotiate payment terms for benefit charges assessed as a result of Hurricanes Katrina and Rita; specific executive orders specifying the payment terms without assessment of penalty and interest will be made quarterly for periods not to exceed 2 years, beginning July 1, 2008.

Monetary entitlement. The maximum weekly benefit amount increased from $258 to $284.

The duration of benefits changed from the lesser of 26 times the weekly benefit amount or 27 percent of wages in insured work to 26 times the weekly benefit amount (from 21 to 26 weeks to 26 weeks).

Maryland

Appeals. A Lower Appeals Division in the Department of Labor, Licensing, and Regulation, was established to hear and decide appeals from the determinations of the claims examiners conducted by hearing examiners.

A claimant or employing unit entitled to a notice of a determination or redetermination may appeal to the Lower Appeals Division within 15 days after mailing or delivery of such notice.

The decision of the hearing examiner is final unless an appeal is filed with the Board of Appeals within 15 days after the notice was mailed or delivered. The time of appeal may be extended for good cause. The Board of Appeals is required to hear and decide appeals from the decisions of the Lower Appeals Division and claims for benefits. Hearing examiners will not be appointed to the Board of Appeals, and hearings and appeals before the Board of Appeals will not be conducted by hearing examiners.

Financing. If authorized or directed by the U.S. Department of Labor, the Department may directly collect from employers the Federal unemployment insurance tax set forth in the Federal Unemployment Tax Act. These funds must be used only to administer programs and services designated for the unemployment insurance and employment services offices. Any agreement reached with the Federal government must be submitted to the Joint Committee on Unemployment Insurance Oversight. This act remains effective for 5 years, ending September 30, 2013.

Nonmonetary eligibility. It is good cause for an individual to voluntarily quit to follow a spouse if the spouse serves in the U.S. military or is a civilian employee of the military or of a Federal agency involved in military operations, and the spouse's employer requires a mandatory transfer to a new location.

Massachusetts

Financing. For calendar year 2008, the minimum experience rate is set at 1.12 percent, and the maximum rate is set at 10.96 percent (table D).

Minnesota

*Extensions and special program*s. Extra benefits are provided to eligible applicants laid off due to lack of work from the Ainsworth Lumber Company plant in Cook, Minnesota; eligibility conditions were established; the weekly amount of extra benefits is the same as the weekly regular benefit amount, and the maximum amount of extra benefits available is equal to 13 times the weekly benefit amount. The program expired on December 27, 2008 (effective May 30, 2008, and it applies retroactively from January 1, 2008.)

The Commission is required to accept initial and continued requests for unemployment benefits and pay such benefits to residents of Hubbard County who are employed as a technician or an inspector for Northwest Airlines and who stopped working because of a labor dispute between the Aircraft Mechanics Fraternal Association and Northwest Airlines (effective May 30, 2008, and it applies retroactively from August 21, 2005.)

Financing. Extra benefits paid will not be used in computing the experience rating of the Ainsworth Lumber Company (effective May 30, 2008, and it applies retroactively from January 1, 2008).

Mississippi

Monetary entitlement. The weekly maximum benefit amount increases from $210 to $230 for benefit years beginning on or after July 1, 2008, and to $235 for benefit years beginning on or after July 1, 2009. This provision is repealed July 1, 2010.

Missouri

Administration. A notice of each initial claim filed by an individual who establishes a benefit year must be promptly mailed to each base period employer, except to any contributing base period employer that paid such individual gross wages in the amount of $400 or less during such individual's base period.

Any notice of claim or notice of determination required to be mailed to an employer or claimant may be transmitted electronically if requested. The date the division transmits such notice of claim or notice of determination must be deemed the date of mailing for purposes of filing a protest to the notice or claim or filing an appeal concerning a notice of determination.

The law concerning the disclosure of confidential information obtained from any employing unit or individual was modified. Penalties were established for violating the disclosure provisions for confidential information.

Appeals. If the last employer or any base period employer files a written protest against the allowance of benefits based upon the refusal to accept suitable work when offered, either through the division or directly by such last or base period employer, and such protest is filed within 10 calendar days of the claimant's refusal of work, such employer must be deemed an interested party to any determination concerning the claimant's refusal of work until such time as the issue or issues raised by the protest are resolved by a determination or decision that has become final.

Any base period employer or any employing unit that employed the claimant since the beginning of the base period who files a written protest against the allowance of benefits based upon not being able to work or available for work must be deemed an interested party to any determination concerning the claimant's ability to work or availability for work until such time as the issue or issues raised by the protest are resolved by a determination or decision which has become final.

Financing. For calendar years 2009, 2010, and 2011, each employer liable for contributions, except employers with a contribution rate equal to zero, must pay an annual unemployment automation surcharge equal to 5 one-hundredths of 1 percent of such employer's total taxable wages for the 12-month period ending the preceding June 13. This percentage may be reduced to ensure that the total amount of surcharge due from all employers will not exceed $13 million annually. Each employer liable to pay such surcharge must be notified of the amount due by March 31 of each year, and such amount will be considered delinquent 30 days thereafter. Delinquent unemployment automation surcharge amounts may be collected in the manner provided and must be deposited in the unemployment automation fund.

For calendar years 2009, 2010, and 2011, the otherwise applicable unemployment contribution rate of each employer liable for contributions will be reduced by 5 one-hundredths of 1 percent, but will not be less than zero.

The Unemployment Automation Fund was created. It will consist of the unemployment automation surcharge money collected and such other State funds appropriated by the general assembly. Upon appropriation, it requires money in the fund to be used solely for the purpose of providing automated systems and the payment of associated costs to improve the administration of the State's unemployment insurance program.

Nonmonetary Eligibility. In order to be eligible for benefits, the claimant is required to make a claim for benefits within 14 days from the last day of the week that is being claimed. An extension from 14 to 28 days for good cause may be allowed.

A claimant is eligible for benefits if the claimant has reported to an employment office to participate in a reemployment assessment and reemployment services as directed by the deputy or designated staff of an employment office, unless the deputy determines that good cause exists for failure to participate and the claimant is ineligible for failing to report beginning on the first day of the week that the claimant was scheduled to report and ending on the last day of the week preceding the week during which the claimant does report in person.

A "war on terror veteran" is a Missouri resident who serves or has served in the military and is or was a member of the National Guard or a member of a U.S. Armed Forces Reserves unit who was officially domiciled in the State of Missouri immediately prior to deployment. (Previous law required that the person be a member of the Missouri National Guard.)

Overpayments. The method for recovering an overpayment for a war on terror veteran was changed by providing that the Division of Employment Security must pursue recovery of overpaid unemployment compensation benefits against any person receiving such overpaid benefits through billing, setoffs against State tax refunds, setoffs against Federal tax refunds to the extent permitted by Federal law, intercepts of lottery winnings, and collection efforts.

Nebraska

Financing. The law was amended to not charge the employer's experience account for benefits paid during a week when an individual was participating in training approved under the Federal Trade Act.

New Hampshire

Financing. The effective date was extended from July 1, 2007, to July 1, 2008, of the provision for the discount rate in the contribution rates based on the amounts in the unemployment fund on September 30 of the preceding calendar year, and of the provision that stipulated that the minimum contribution rate cannot be less than 0.10 percent.

Effective July 1, 2008, if the unemployment compensation trust fund balance is $200 million or more on September 30 of the preceding calendar year, and if the Commissioner of the Department of Employment Security determines that the health of the New Hampshire business environment and the security of existing jobs would be threatened by decreasing the discount rate from every employer's contribution rate, then the Commissioner may adjust the discount rate to 0.5 percent more than otherwise applicable. In addition, the term "discount rate" is defined to mean the amount to be subtracted from every employer's contribution rate. These provisions are repealed effective July 1, 2009.

Nonmonetary eligibility. The term "full-time work" is defined to mean work in employment of at least 37.5 hours per week. The term "part-time work" is defined to mean work in employment of at least 20 hours per week but less than 37.5 hours a week.

The benefit eligibility conditions were amended to provide that an unemployed individual will be eligible to receive benefits under the following conditions:

- if ready, willing, and able to accept and perform suitable full-time or part-time work on all of the shifts and during all of the hours for which there is a market for the services he or she offers and that he or she has exposed him- or herself to employment to the extent commensurate with the economic conditions and the efforts of a reasonably prudent person seeking work; and
- he or she is available for and seeking permanent, full- or part-time work for which he or she is qualified, provided that if availability is limited to part-time work, the claim for unemployment benefits is based on wages earned in part-time work.

The disqualification for benefits conditions were amended to replace the terms "work or full-time work" with "full-time or part-time work" in the provisions relating to labor standards in which no work will be deemed suitable and benefits will not be denied to any otherwise eligible individual for refusing to accept new full- or part-time work under certain conditions. An individual who is seeking only part-time work will be deemed to be partially unemployed only in any week during which the individual was employed for fewer than 20 hours. (Previously, the individual had to meet certain eligibility requirements related to part-time workers.) The provisions were repealed that limited eligibility of individuals seeking part-work to seeking part-time work for certain reasons.

New Jersey

Administration. The Division of Revenue in the Department of the Treasury is designated as the State government's centralized debt management agency. A State agency unable to collect a debt owed to the agency within 90 days of recording of the delinquency is required to transfer the delinquent account no later than the 91st day following the recording of the debt to the Division of Revenue. Each State agency or designee is required to provide an inventory for each fiscal year of the total debt owed to and collected by the agency, and debt owed to but uncollected by the agency, within 90 days of recording the delinquency.

Financing. The date for calculating the Unemployment Trust Fund Reserve Ratio was changed from March 31, 2008, to June 30, 2008. An amount of $260 million was appropriated to the Department from the General Fund for deposit in the unemployment compensation fund. The taxable wage base increases from $27,700 to $28,900 for calendar year 2009. The contribution rate on wages for governmental entities and instrumentalities electing to pay contributions remains at 0.5 percent for calendar year 2009.

Monetary entitlement. The maximum weekly benefit amount increases from $560 to $584 effective January 1, 2009. The amount needed to establish a base week remains at $143 per week for calendar year 2009.

Temporary disability insurance. The maximum weekly benefit amount for State plan benefits increases from $524 to $546 effective January 1, 2009. The taxable wage increases from $27,700 to $28,900 for calendar year 2009. The amount needed to establish a base week remains at $143 per week for calendar year 2009.

Nevada

Financing. A revised schedule of contribution rates with 18 classes that changes the range of reserve ratios for each class was created to be used to assign rates to eligible employers for calendar year 2009.

New York

Administration. New requirements were established concerning the confidentiality and disclosure of certain unemployment insurance information including requirements for informed consent, and provision for disclosure to law enforcement agencies, local social service districts, the Office of Vocational and Educational Services, and the Commission for the Blind and Visually Handicapped.

Nonmonetary eligibility. In addition to being allowed to elect to have Federal income tax deducted and withheld from unemployment benefits, individuals may elect to have Federal or State (or both) income tax deducted and withheld, and the Commissioner must deduct and withhold Federal or State (or both) income tax from benefits if the individual elects such withholding.

North Carolina

Financing. The language was deleted that provided that any nonprofit employer formerly paying contributions or an Indian tribe employing unit that had been paying contributions for at least 3 consecutive calendar years that elects and qualifies to change to a reimbursement basis may be relieved of paying the mandatory 1.0 percent of taxable wages if certain conditions are met based on the experience ratings of 1.7 or less, 2.7 but more than 1.7, and 2.7 or more.

Any nonprofit organization electing to make payments in lieu of contributions is required to secure such election by posting a surety bond from an insurance company duly licensed to conduct business in this State or obtain an irrevocable letter of credit with the Commission to insure the payments in lieu of contributions. Any surety bond posted must be in force for at least 2 calendar years and renewed with the approval of the Commission. The Commission is allowed to adopt rules to implement this requirement.

The language was deleted that provided that as of August 1, any credit balance remaining in the employer's account or Indian tribe employing unit's account (after all applicable postings) in excess of the allowable amounts for the 12 months ending on June 30 preceding the computation date must be refunded, and that any such refund must be made prior to February 1 following the computation date.

The language was deleted that provided that upon a change in election from reimbursement to contribution payments, or upon termination of coverage and after all applicable benefits paid based on wages paid prior to such change in election or termination of coverage have been charged, any credit balance in the account must be refunded to the employer or to the Indian tribe employing unit.

Oklahoma

Administration. The Oklahoma Security Commission, on or before December 31, 2008, must provide a method for employers to file the Employer's Quarterly Contributions and Wage Report for State unemployment taxes through the Internet, as well as a method to pay such taxes through an electronic payment system utilizing the Internet.

New legislation defines ther terms "reopened claim" and "continued claim series."

In addition, new legislation provides various methods of delivering the drug or alcohol testing policy to employees and persons offered employment.

The provision was deleted that required claims for exemptions and any other matter relating to the levy of unemployment compensation to be filed with 10 days of the date of service of the levy and instead provides that an order of exemption may relate back no more than 30 days before the filing of the claim for exemption and must extend no further than the expiration date or termination of the levy.

Appeals. The Board of Review must certify and file with the court a certified copy of the record of the case within 60 days of the date of service of the petition. (Previously, the case had to be recorded within 60 days of the filing of the petition.)

Financing. An Indian tribe or tribal unit electing to make payments in lieu of contributions must notify the Commission in writing before the last day of January of the calendar year in which the tribe wishes to begin making reimbursement payments. The Indian tribe will be liable for reimbursement payments in lieu of contributions if the Commission determines the Indian tribe is eligible to exercise its option.

Nonmonetary eligibility. The law clarified that when adjudicating a separation from employment in an initial claim or additional initial claim, disqualification continues for the full period of unemployment next ensuing after leaving work voluntarily without good cause connected to the work and until becoming reemployed and having earned wages equal to or in excess of 10 times the weekly benefit amount.

When adjudicating a separation from employment during a continued claim series, disqualification will be for the week of the occurrence of leaving work voluntarily without good cause connected to the work.

Promptly after notification of the claimant's separation from an employment obtained during a continued claim series, written notification must be given to the last separating employer. Notices to separating employers during a continued claim series must be given to the last employer in the claim week without regard to length of employment.

The provision concerning post-accident testing for drugs or alcohol that provides that no employee who tests positive for the presence of certain substances, alcohol, illegal drugs, or illegally used chemicals will be eligible for compensation, unless the employee proves by a preponderance of the evidence that the substances were not the proximate cause of the injury or accident, no longer applies to unemployment compensation.

South Carolina

Coverage. Services performed by a juvenile participating in the Department of Juvenile Justice's Youth Industries Program are excluded from coverage. Such a juvenile is not considered an employee of the State and is not eligible for unemployment compensation upon termination from the program.

Monetary entitlement. If the Division of Child Support is notified by the Commission that an obligor is receiving unemployment insurance benefits, the division must notify the court for the intercept of these benefits if a delinquency occurs and the obligator's case is a Title IV-D case.

Tennessee

Administration. New requirements concerning the confidentiality and disclosure of employment security records and reports and new penalties for violating the confidentiality and disclosure provisions are established.

Utah

Administration. An independent contractor data base was created for use in identifying when a person holds someone out as an independent contractor or engages in the perfor-

mance of work as an independent contractor not subject to an employer's right to control the person; it requires the data base to include a process to compare information in the data base to identify a worker who may be misclassified as an independent contractor, to promote employer compliance in making payments for unemployment insurance, and to reduce employer intentional misclassification of a worker as an independent contractor among other things; it creates an Independent Contractor Enforcement Council; it provides that the data base may be used and accessed by the Department of Workforce Services and the State Tax Commission; it provides that the council may study how to reduce costs resulting from misclassification of workers as independent contractors and extend outreach and education efforts regarding the nature and requirements of independent contractor status; and it provides for confidentiality of information in the data base. The Act is repealed July 1, 2013.

The Commissioner may not disclose information obtained from a professional employer organization except in aggregate form that does not identify an individual professional employer organization or client. The Commissioner is allowed to disclose information to a government entity if the information is required to perform the government entity's duties. Co-employer agencies must treat this information obtained as confidential unless disclosure is required under the unemployment insurance law or the Government Records Access and Management Act.

The confidentiality provisions have been modified to clarify the requirements to enter into a written agreement, and to provide to whom and for what purposes certain information will be disclosed.

Financing. The social contribution rate calculation was changed by rounding to three decimal places. The definition of "adequate reserve" (used to calculate the reserve factor) was changed to be between 18 and 24 months of benefits at the average of the five highest benefit cost rates in the last 25 years (previously defined as between 17 and 19 months).

New requirements for professional employer organizations were defined and established. A covered employee of the professional employer organization is considered an employee of the professional employer organization. The professional employer organization must

- pay contributions, penalty, or interest required on wages paid to covered employees;
- report and pay a required contribution to the unemployment compensation fund when due using the State employer account number and the contribution rate of the professional employer organization; and
- unless a client is otherwise eligible for experience rating, a client is treated as a new employer without a previous experience record beginning on the day that the agreement between the client and the professional employer organization terminates or the professional employer organization fails to submit a report or make a tax payment when it is due as required by the chapter.

Nonmonetary eligibility. Unemployed individuals are eligible to receive benefits if they have registered for work with the Department and acted in good faith effort to secure employment during each and every week for which the individual made a claim for benefits. Once unemployed individuals have registered for work, they no longer are required thereafter to continue to report at an employment office to be eligible to receive benefits.

Extensions and special programs. The Department may waive or alter either or both the requirements to make a claim for benefits and to register for work as to a disaster in Utah declared by the President of the United States or by the State's Governor after giving due consideration to factors directly associated with the disaster, including the following:

- the disaster's impact on employers and their ability to employ workers in the affected area in Utah;
- the disaster's impact on claimants and their ability to comply with filing requirements in the affected area in Utah; and
- the magnitude of the disaster and the anticipated time for recovery.

Vermont

Coverage. The definition of "wages" excludes foster care payments excluded from the definition of gross income under Title 26 of the Internal Revenue Code.

Extensions and special programs. Electronic submission of an employer's short-time compensation plan is now provided for, and an employer is now required to maintain records of the plan for a period of 3 years.

The requirement that individuals filing an initial claim for short-time compensation serve a waiting week was eliminated.

Virginia

Coverage. The definitions of "employer" and "employment" were changed to include services performed for an Indian tribe that resulted in unemployment insurance coverage of such services. The term "tribal units" is defined to include subdivisions, subsidiaries, or business enterprises wholly owned by an Indian tribe. Tribes are allowed to pay contributions or elect to make reimbursements on the same schedule as nonprofit organizations. An Indian tribe that elects to make reimbursements is required to file a surety bond or post a deposit. Failure to make required payments within 90 days will result in the loss of the option to make reimbursements. Reinstatement can be made after 1 year when failure is corrected. Failure to make required payments will cause loss of coverage of services performed for the tribe and cause the tribe to be liable for Federal Unemployment Tax Act taxes. The Commissioner will notify the Internal Revenue Service of any termination or reinstatement of coverage of services provided for a tribe. Extended benefits not reimbursed by the Federal government must be reimbursed by the tribe.

Extensions and special programs. An individual is required to have had during his or her base period 20 weeks of full-time insured employment (or the equivalent in insured wages) to be eligible to receive extended benefits. The term "or the equivalent in insured wages" is defined to mean more than 40 times the individual's most recent weekly benefit amount.

Monetary entitlement. For claims effective on or after July 6, 2008, but before July 5, 2009, the minimum weekly benefit amount is $54 and the maximum weekly benefit amount is $378; a total of $2,700 in the two high quarters of the base period is needed to qualify monetarily, and a minimum of $18,900.01 is required for the maximum weekly benefit amount.

For claims effective on or after July 5, 2009, the minimum weekly benefit amount is $60 and the maximum weekly benefit amount is $378; a total of $3,000 in the two high quarters of the base period is needed to qualify monetarily, and a minimum of $18,900.01 is required for the maximum weekly benefit amount.

Nonmonetary eligibility. The definition of "misconduct" was amended to include an employee's confirmed positive test for a nonprescribed controlled substance in which a test must have been a U.S. Department of Transportation-qualified drug screen conducted in accordance with the employer's bona fide drug policy.

The disqualification provision was amended such that, if in connection with an offer of suitable work, an individual has a confirmed positive test for a nonprescribed controlled substance, if the test is required as a condition of employment and is a U.S. Department of Transportation-qualified drug screen conducted in accordance with the employer's bona fide drug policy.

Washington

Coverage. The definition of "employment" has been amended to exclude services performed by independent contractors using the "ABC" test and other criteria.

Nonmonetary eligibility. An individual is not disqualified from benefits for leaving work to enter an apprenticeship program approved by the Washington State apprenticeship training council, and benefits are payable beginning Sunday of the week prior to the week active participation in such program begins.

Wisconsin

Administration. The Department must prescribe the manner and form for filing quarterly wage reports electronically, not only by using the Internet (first applicable with respect to reports required to be filed for the third quarter of 2008). An employer who elects to defer payment of its first quarter contributions must file contribution reports quarterly, unless excused (first applicable with respect to contributions payable for the first quarter of calendar year 2009).

The following types of employers must file certain reports electronically:

- employers of at least 25 employees (formerly 50) not using an employer agent must file electronic contribution reports in the manner and form prescribed by the Department (first applicable with respect to reports required to be filed for the third quarter of 2008);
- employers electing to defer payment of first quarter contributions must file the election electronically, and they must file their employment and wage reports electronically in the manner and form prescribed by the Department (first applicable with respect to contributions payable for the first quarter of 2009);
- an employer agent that prepares reports on behalf of less than 25 employers must file contribution reports electronically, unless the Department waives the requirement (first applicable with respect to reports required to be filed for the third quarter of 2008);
- delinquent employers of at least 25 employees (formerly 50) not using an employer agent must file quarterly reports electronically in the manner and form prescribed by the Department, unless excused from filing (first applicable with respect to reports required to be filed for the third quarter of 2008).

The language regarding the electronic filing requirements for employer agents that file those reports on behalf of 25 or more employers has been removed (first applicable with respect to reports required to be filed for the third quarter of 2008).

Each employer whose net total contributions paid or payable for any 12-month period ending on June 30 are at least $10,000 must pay all contributions by means of electronic funds transfer (beginning with the next calendar year), and the employer must continue these payments by such means, unless that requirement is waived. Each employer agent must pay all contributions on behalf of each employer that is represented by the agent by means of electronic funds transfer (first applicable with respect to contribution payments made after December 31, 2008).

The option of considering any report or payment from contributing employers to be timely if, when mailed, it is either postmarked no later than the due date or is received by the Department no later than 3 days after the due date was removed (first applicable with respect to reports required to be filed for the third quarter of 2008).

Appeals. In a hearing before an appeal tribunal, a Departmental record relating to benefit claims constitutes prima facie evidence and must be admissible to prove that an employer provided or failed to provide complete and correct information in a fact-finding investigation of the claim (first applicable with respect to appeals filed on April 6, 2008).

Financing. The provisions that require that benefits be charged unless benefits are erroneously paid without fault on the part of the employer are now permanent.

Except as otherwise specified, the employer's contribution rate will be 2.5 percent of its payroll (previously 2.7 percent) for each of the first 3 calendar years after becoming liable or electing contributory status in each of the following circumstances (applicable with respect to payrolls beginning on January 1, 2009):

- each time a contributing government unit elects or reelects contribution financing; or
- when a nonprofit organization elects reimbursement financing and the election is terminated; or
- if an Indian tribe or tribal unit terminates an election; or
- for contributing employers, except as otherwise provided, and except as additional contributions apply.

A revised experience rate tax table with four schedules—A, B, C, and D—was provided. The range of rates for the most favorable schedule is 0.0 percent to 8.5 percent and for the least favorable schedule is 0.07 percent to 8.5 percent (applicable with respect to payrolls beginning on January 1, 2009). A revised solvency tax table with four schedules—A, B, C, and D—was provided. The minimum solvency rate is 0.0 percent and the maximum solvency rate is 1.35 percent (applicable with respect to payrolls beginning on January 1, 2009).

Employers' solvency contribution payments are due on the same date that their quarterly contribution payments are due.

The law clarified that each professional employer organization that enters into an employee leasing agreement with a client during any calendar quarter must submit a report no later than the due date for payment of contributions (first applicable with respect to contributions payable for the third quarter of 2008).

The taxable wage base increases from $10,500 to $12,000 for calendar years 2009 and 2010, to $13,000 for calendar years 2011 and 2012, and to $14,000 for calendar years after 2012.

The period that contributing employers must pay an assessment to the administrative account was extended from each year prior to the year 2008 to each year prior to the year 2010.

The Department may electronically provide a means whereby an employer that files its employment and wage reports electronically may determine the amount of contributions due for payment by the employer for each quarter. If an employer that owes a payment of contributions electronically files its quarterly employment and wage reports as prescribed, the Department may require the employer to determine electronically the amount of contributions due for payment by the employer based on the employer's contribution rate for each quarter. In such a case, the employer is excused from filing contribution reports as otherwise required. Payments are due for each quarter at the close of the next month following the end of the applicable calendar quarter, except as otherwise authorized, or as the Department may assign a later due date.

Any employer delinquent in making any quarterly wage report must pay a tardy filing fee of $50 for each delinquent quarterly report. (Previously, the tardy fee was $25 for 1 to 100 employees and $75 for more than 100 employees.) In addition to the $50 fee, an employer or employer agent failing to file electronic reports in the manner and form prescribed may be assessed a penalty of $15 (previously $10). (This change is first applicable with respect to reports required to be filed for the third quarter of 2008.) The additional $15 tardy fee increases to $20 with respect to reports required to be filed for the third quarter of 2009.

In addition to the $50 tardy filing fee, an employer or employer agent failing to make re-

quired contributions by electronic funds transfer and paying contributions inconsistent with the law will be assessed a penalty of the greater of $50 or 0.5 percent of the total contributions paid by the employer or employer agent for the quarter in which the violation occurs. This penalty must be paid to the administrative account and may be used by the Department to make certain payments (first applicable with respect to contribution payments made after December 31, 2008).

Except as otherwise provided, an employer that has a first quarter contribution liability of $1,000 (previously $5,000) or more may elect to defer payment to later due dates beyond the established due date of not more than 60 percent of its first quarter contribution liability, and under certain conditions, without payment of interest (first applicable with respect to contributions payable for the first quarter of calendar year 2009.)

If an employer fails to electronically file its employment and wage report by a specified due date, then all unpaid contribution liability for the first quarter is delinquent, and interest thereon is payable from April 30 of the year in which the liability accrues. (This is first applicable with respect to contributions payable for the first quarter of calendar year 2009.)

Monetary entitlement. The provision was eliminated that limited an individual's maximum benefit amount to 10 times the weekly benefit amount in those instances where a parent is employed by a partnership or limited liability company that is treated as a partnership or by a corporation or limited liability company treated as a corporation, provided the partnership or corporation is owned by their child (applicable with respect to benefit years which begin on or after April 6, 2008).

For qualifying purposes, a claimant must have combined base period wages equal to at least 35 times (formerly 30) the claimant's weekly benefit rate to start a benefit year. The qualifying requirement of 4 times the weekly benefit rate in one or more quarters outside the highest quarter of the base period still applies (applicable with respect to benefit years which begin on or after April 6, 2008).

Beginning January 4, 2009, the minimum weekly benefit amount increases from $53 to $54, and the maximum weekly benefit amount increases from $355 to $363. The minimum high quarter wages required for the minimum weekly benefit amount increases from $1,325 to $1,350 beginning January 4, 2009. The minimum base period wages required for the minimum weekly benefit amount increases from $1,590 to $1,890 beginning January 4, 2009. The minimum high quarter wages required for the maximum weekly benefit amount increases from $8,875 to $9,075 beginning January 4, 2009. The minimum base period wages required for the maximum weekly benefit amount increases from $10,650 to $12,705 beginning January 4, 2009.

All amounts forfeited by employing units who aid and abet or attempt to aid and abet claimants in acts of concealment and administrative assessments collected from persons making a false statement or representation in order to obtain benefits in the name of another person must be credited to the administrative account (applicable with respect to specific determinations issued on or after April 6, 2008).

When a claimant is ineligible to receive benefits for any week for concealing wages, the provision disregarding the first $30 of wages and reducing the weekly benefit payment by 67 percent will not apply (applicable with respect to specific determinations issued on or after April 6, 2008)

The law clarified that an individual will not be disqualified or have a reduction in benefits due solely to time spent in specified training.

Nonmonetary eligibility. If a claimant is absent from work with a current employer for 16 hours or less in a given week (including the first week of an absence resulting from a leave of absence, or the week in which a suspension or termination occurs) because the claimant was unable to work or unavailable for work, the claimant may be eligible for some benefits for that week under the benefit reduction formula. However, if a claimant is absent from work with a current employer for any of these reasons for more than 16 hours in a given week, the claimant is ineligible for any benefits for that week. A claimant remains eligible for benefits while the claimant is enrolled in certain employment related training. (This is applicable with respect to specific determinations issued on or after April 6, 2008.)

Except as provided in the case of an employee that is absent from work for 16 hours or less, if an employee's employment is suspended by the employee or the employee's employer or an employee is terminated by the employee's employer, due to the employee's unavailability for work or inability to perform suitable work otherwise available with the employee's employer, or if the employee is on a leave of absence, the employee is ineligible for benefits while the employee is unable to work or unavailable for work (applicable with respect to specific determinations issued on or after April 6, 2008).

The provision was appealed that provided that the employee's eligibility for benefits for a partial week will be reduced by the amount of wages that the employee could have earned in work had leave not been granted or had the suspension or termination not occurred.

If an employee is not disqualified for being discharged for failure to notify the employer of an absenteeism or tardiness, the employee may be disqualified for being discharged under the misconduct connected with the employee's work provision.

The provisions concerning a discharge for failure to notify the employer of absenteeism or tardiness by repealing the effective dates are now permanent.

Overpayments. The provisions were modified regarding fraudulent claims by providing that a claimant must forfeit the following amount of benefits and be disqualified from receiving benefits if a claimant in filing (1) an application for benefits or claim for any week conceals any eligibility material fact or (2) a claim for any week conceals any wages earned in or paid or payable for that week:

- an amount equal to the claimant's weekly benefit rate for the week for which the claim is made for each single act of concealment occurring before the date of the first determination of concealment;
- an amount 3 times the claimant's benefit rate for the week in which the claim is made for each single act of concealment occurring after the date of the first determination of concealment in which a penalty is applied under the first bullet point but, on or before the date of the first determination of concealment in which a penalty is applied; and
- an amount 5 times the claimant's benefit rate for the week in which the claim is made for each single act of concealment occurring after the date of the first determination of concealment in which a penalty is applied under the second bullet point.

Formerly, the claimant had to forfeit not less than 25 percent of not more than 4 times the claimant's benefit rate which results in no overpayment, or in the case of an overpayment of less than 50 percent of the benefit rate of not less than 1 or more than 4 times the claimant's benefit rate when the concealment results in an overpayment of 50 percent or more of the benefit rate. (The above provisions are applicable with respect to specific determinations issued on or after April 6, 2008.)

The provision was repealed that stated that any forfeiture amount by a claimant of less than $1 will be rounded up to the nearest whole dollar (applicable with respect to specific determinations issued on or after April 6, 2008).

Language was added to provide that any employing unit that attempts to aid and abet a claimant in committing an act of concealment may be penalized by having to forfeit an amount equal to the amount of the benefits improperly received due to the concealment, and additional penalties will be imposed as indicated (applicable with respect to specific determinations issued on or after April 6, 2008).

Any employing unit that aids and abets a claimant in committing or attempts to aid and abet a claimant in committing an act of concealment must pay additional penalties by forfeiting an amount as follows:

- $500 for each single act of concealment occurring before the date of the first determination of concealment;
- $1,000 for each single act of concealment occurring after the date of the first determination that the employing unit has so acted and for which a penalty was applied under the first bullet point, but on or before the date of the first determination that the employing unit has so acted in which a penalty is applied; and
- $1,500 for each single act of concealment occurring after the date of the first determination that the employing unit has so acted and for which a penalty was applied under the preceding second bullet point.

The preceding provisions are applicable with respect to specific determinations issued on or after April 6, 2008.

The overpayment provision was modified regarding persons making a false statement or representation to obtain benefits in the name of another person by changing the administrative assessment amount that may be assessed from an administrative assessment in an additional amount equal to not more than 50 percent of the amount of benefits obtained to an administrative assessment in an additional amount equal to the amount of benefits obtained (applicable with respect to specific determinations issued on or after April 6, 2008).

Job quality—a "history of the present"

Demanding work: The paradox of job quality in the affluent economy. By Francis Green, Princeton, NJ, Princeton University Press, 2007, 256 pp., $24.95 /paperback; $57.50/ cloth.

The "job quality debate" is nothing new, and during a recession, it is even less popular a topic. But in Demanding Work, economics professor Francis Green gives us a comprehensive new look at the issues. He summarizes both the data analyses and theoretical background behind a number of international attempts at measuring job quality. We may not have a one-size-fits-all job quality index, but we do have a wealth of data from large social surveys. Green asserts that despite whatever biases may exist with social surveys, we can now isolate those effects and evaluate true quality change over time. So, now that we have collected so much data, do we find trends of declining job quality?

Contrary to some media reports that might suggest otherwise, a very mixed picture of job quality has emerged. While job insecurity (independent of the business cycle) has not worsened, other measures, such as worker autonomy, have declined, and work has intensified for many employees. What is more perplexing is that some quality factors have deteriorated while selected economic indicators have improved. The author presents evidence from a wide range of surveys which "lend an authoritative counterweight to the cult of the vignette, the nice or shocking story, which is too often the sole evidential method of popular or journalistic social science."

How we interpret the data, explains Green, is how we construct a "history of the present." He leads the reader along an interdisciplinary approach to assessing job quality, blending elements of economics, sociology, and psychology, while presenting the work of Nobel Prize economist Amartya Sen and other researchers. Green offers clear, thorough explanations, while examining differing viewpoints (usually with objectivity).

The author discusses skill measurement and explains various theories of the changing demand for skills. Green points out that beyond the job shifts that have occurred along with the increased use of technology, "low-tech" production jobs still make up a large part of the "knowledge economy." Nevertheless, hard-to-detail effects of evolving technologies do have implications for skill demands, and Green notes that the full effect is often dependent on an organization's communication structure and how well information is diffused, along with management practices.

In a discussion about working hours and work effort, Green observes that "part of the expressed concern from the time balance pressures" fail to differentiate between household and individual allocation of time. Average households are working more, but individuals, on average, are not working longer.

What then, are the units of effort, and how would we measure them? Green contends that beyond quantifying these units, we need to put them into the larger context, while remembering that organizational efficiency and individual performance may or may not be related. "One of the most frequent generic mistakes in economic commentary," claims the author, is that productivity gains equal efficiency gains. Although a direct measure of effort may be impossible, the author explains that it is feasible to measure relative effort and effort change.

Green touches on occupational stress and its emergence as a political and social issue in the 1990's. "...The work hazard that has risen the most, across many countries, is stress and its related manifestations of ill health." He reminds the reader, "Stress is only the extreme manifestation of increased pressures at work."

A British study shows a pattern of work intensification followed by stability of work effort throughout industries between 1992 and 2001. Interpreting these findings, Green notes the dilemma reconciling quantification difficulties with a factor's importance. He bemoans the fact that economists prefer not to deal with anything other than "hard" data, but he admits the evidence of work intensification presents an "incomplete statistical picture."

The evidence Green collected points to one other determinant of job quality—worker discretion over labor processes—changing over time. Whereas some would expect wider participation and more worker influence in today's environment, trends indicate declining discretion. He suggests this may be due partly to increased subcontracting and bureaucratic control. "The understanding of workers' discretion—its dependence on managerial culture, its relationship to modern technologies, and its importance to workers—needs further development across all the social sciences."

The job quality picture is incomplete without a consideration of pay. The author touches on wage theory and examines average wage growth as a potential indicator. He notes that the United States manufacturing wage in 1970 led other countries, but by 2000 this was no longer the case. More significant is the "modern

disappointment" of growing wage inequality, as measured by the ratio of wages in the 90th percentile to those in the 10th percentile. Despite overall economic growth during much of the 1970's and 1980's, the United States experienced a stagnation of average wages coupled with an increase in wage dispersion. Green claims, "It is self-evident that a rising dispersion of wages implies that job quality is becoming more unequal (unless balanced by an egalitarian trend in the other elements of work)." Green investigates three sources of change—growth of manufacturing in low wage, developing nations; technological change; and in the United States, a deceleration in growth of college-educated labor.

How does job security play a role in quality measurement? The data indicate that job security has "moved in accordance with the macroeconomic and labor market environment in recent decades, but exhibit no clear long-term secular trend." In short, it is clear that insecurity is not a prime source of declining job quality.

Social surveys have found that "The average job satisfaction of nations is generally either stationary or falling." Variation exists among European Union countries with regard to trends in well-being. Deterioration occurred in Britain and Germany, but less clear patterns emerge elsewhere. This mixed picture, along with the subjectivity involved, may lead some social scientists and mainstream economists to dismiss these findings as not indicative of declining job quality. The author proceeds to delineate potential objections, and he offers convincing responses to many of them.

With some major aspects of the quality of work life improving and others deteriorating, "no overall verdict about changing quality can be made without making judgments about the relative value of those aspects." Green asserts, however, that "Changes in job satisfaction over time within representative populations are a plausible guide" to gauging trends in well-being. Determinants of well-being can be "classified into aspects of any individual's personality, aspects of her/his job and the match between the job and the individual." What emerges from a number of studies, however, is the "remarkably large impact of the declining discretion and work intensification" among jobs.

Green devotes a chapter to summarizing results and outlining policy implications of deficient job quality, such as absenteeism and lowered productivity. He warns that national averages that sum the experiences of all workers in a national economy may cloud the picture. "There are enough cases of divergence among different sectors to warn against oversimplifying the verdict." And, despite having data from many sources around the world, many series are geographically "sketchy." According to the author, "The most complete picture has been constructed for Britain." An editor of the British Journal of Industrial Relations, Green concludes that the quality of work life is indeed strained. "What is emphasized by this analysis is that, whatever the impact on performance, the taste for reducing workers' control over their daily tasks has had a very considerable effect on their well-being. The lesson is that, for the benefit of working people, there needs to be less intervention and control from above, and more discretion and self-determination from below even within the confines of a job." This argument shapes much of his concluding chapter.

Green includes appendixes where he summarizes multivariate analyses behind the study results. An additional data set appendix identifies and describes major sources of data analyzed, such as the British Household Panel Study (BHPS). To his credit, the author was selective in his choice of sources, which is consistent with his concern for quality. Per Green: "Good-quality surveys, with support from administrative data, enable us to settle many of the intriguing issues about job quality in the modern era." After reading the thorough presentation in Demanding Work, however, this reviewer was left wondering if those job quality issues were truly settled.

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Professional employer organizations

In the early 1980s, a new type of company became a significant part of the economy: the professional employer organization (PEO). This type of company helps other firms manage their employees' benefits, process payrolls, comply with regulations, and handle other human resources management issues. Economists have learned some important facts about the use of PEOs, but many unanswered questions remain about the PEO industry, a sector that grew by 386 percent from 1992 to 2002. In an effort to dig deeper, Britton Lombardi and Yukako Ono have written an article entitled "Professional employer organizations: What are they, who uses them, and why should we care?" (*Economic Perspectives*, Federal Reserve Bank of Chicago, fourth quarter 2008).

A PEO typically takes human resources employees from its client companies and places them on its own payroll; the PEO then "leases" the companies' own employees back to them. This can cause problems in calculating changes in the sizes of companies and industries. For example, employment in manufacturing reportedly decreased by 4.1 percent from 1989 to 2000, but it has been estimated that manufacturing employment would have grown by 1.4 percent if the manufacturing employees on PEO payrolls had been included.

Using data from the Census Bureau, Lombardi and Ono find that 4.6 percent of transportation industry employees work for PEOs, making transportation the industry with the highest concentration of PEO employees. Among all the U.S. States, Florida has the highest percentage of leased employees—3.6 percent.

On the whole, larger manufacturing plants are more likely to use PEO services than are smaller plants. Plants where there is a greater likelihood of work-related illnesses and injuries are slightly more prone to using PEOs than are safer plants. Newly built plants are much more likely to use PEOs than older plants, probably because it is usually more important for new plants to focus on their core activity to ensure their survival. Firms that are more diversified—across States and/or industries—also use PEO services more, probably because greater diversification leads to greater difficulty in complying with regulations. As PEOs do more and more business, Lombardi and Ono believe it will become increasingly important to find the best ways to incorporate leased employees into labor statistics.

China and India: two paths to prosperity

Both China and India have experienced rapid economic growth in the last several decades. In 1980, annual per capita income was $556 in China and $917 in India (2007 dollars). By 2006, China's annual per capita income had increased to $4,766 and India's had risen to $2,534. The growth has been especially pronounced since 1995: China's income increased 8.4 percent per year since then, while India's increased by about 5 percent per year during the same period. In a recent study of these two emerging economic powerhouses ("China and India: Two Paths to Economic Power," *Economic Letter*, Federal Reserve Bank of Dallas, August 2008), economists W. Michael Cox and Richard Alm compare the different strategies employed by the two nations on their way to rapid economic development.

The general change in strategy for both countries involved opening their markets to foreign trade and investment and encouraging more private enterprise. For its part, China took what the authors call the "traditional route." Following the earlier model provided by Japan and South Korea, China became a center for low-wage manufacturing of goods for export (for example, clothing, toys, and electronics). India, by contrast, recognized that it would have difficulty competing with China and instead used its large English-speaking labor force to focus on exporting services—by, for example, establishing international call centers and data-processing operations for multinational corporations.

Although both countries have achieved rapid and sustained economic growth, the figures cited earlier suggest that China's manufacture-for-export strategy has been more successful so far. But Cox and Alm argue that the wealthiest nations in the world "tend to concentrate employment and production in services." Historically, nations have moved toward a more service-oriented economy relatively late in their development. But India took advantage of the global economy and new technologies such as the Internet and telecommunications to create a niche for providing high-tech services to clients around the world. Thus, in the long term, India's strategy might be more sustainable than China's. As the authors explain, to continue their development, China and India will both have to "shift their economies toward producing the more sophisticated goods and services associated with higher incomes." □

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Notes on Current Labor Statistics

This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: series on labor force; employment; unemployment; labor compensation; consumer, producer, and international prices; productivity; international comparisons; and injury and illness statistics. In the notes that follow, the data in each group of tables are briefly described; key definitions are given; notes on the data are set forth; and sources of additional information are cited.

General notes

The following notes apply to several tables in this section:

Seasonal adjustment. Certain monthly and quarterly data are adjusted to eliminate the effect on the data of such factors as climatic conditions, industry production schedules, opening and closing of schools, holiday buying periods, and vacation practices, which might prevent short-term evaluation of the statistical series. Tables containing data that have been adjusted are identified as "seasonally adjusted." (All other data are not seasonally adjusted.) Seasonal effects are estimated on the basis of current and past experiences. When new seasonal factors are computed each year, revisions may affect seasonally adjusted data for several preceding years.

Seasonally adjusted data appear in tables 1–14, 17–21, 48, and 52. Seasonally adjusted labor force data in tables 1 and 4–9 and seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 are revised in the March 2007 *Review.* A brief explanation of the seasonal adjustment methodology appears in "Notes on the data."

Revisions in the productivity data in table 54 are usually introduced in the September issue. Seasonally adjusted indexes and percent changes from month-to-month and quarter-to-quarter are published for numerous Consumer and Producer Price Index series. However, seasonally adjusted indexes are not published for the U.S. average All-Items CPI. Only seasonally adjusted percent changes are available for this series.

Adjustments for price changes. Some data—such as the "real" earnings shown in table 14—are adjusted to eliminate the effect of changes in price. These adjustments are made by dividing current-dollar values by the Consumer Price Index or the appropriate component of the index, then multiplying by 100. For example, given a current hourly wage rate of $3 and a current price index number of 150, where 1982 = 100, the hourly rate expressed in 1982 dollars is $2 ($3/150 x 100 = $2). The $2 (or any other resulting values) are described as "real," "constant," or "1982" dollars.

Sources of information

Data that supplement the tables in this section are published by the Bureau in a variety of sources. Definitions of each series and notes on the data are contained in later sections of these Notes describing each set of data. For detailed descriptions of each data series, see *BLS Handbook of Methods*, Bulletin 2490. Users also may wish to consult *Major Programs of the Bureau of Labor Statistics*, Report 919. News releases provide the latest statistical information published by the Bureau; the major recurring releases are published according to the schedule appearing on the back cover of this issue.

More information about labor force, employment, and unemployment data and the household and establishment surveys underlying the data are available in the Bureau's monthly publication, *Employment and Earnings.* Historical unadjusted and seasonally adjusted data from the household survey are available on the Internet:

www.bls.gov/cps/

Historically comparable unadjusted and seasonally adjusted data from the establishment survey also are available on the Internet:

www.bls.gov/ces/

Additional information on labor force data for areas below the national level are provided in the BLS annual report, *Geographic Profile of Employment and Unemployment.*

For a comprehensive discussion of the Employment Cost Index, see *Employment Cost Indexes and Levels, 1975–95,* BLS Bulletin 2466. The most recent data from the Employee Benefits Survey appear in the following Bureau of Labor Statistics bulletins: *Employee Benefits in Medium and Large Firms; Employee Benefits in Small Private Establishments;* and *Employee Benefits in State and Local Governments*.

More detailed data on consumer and producer prices are published in the monthly periodicals, *The CPI Detailed Report* and *Producer Price Indexes*. For an overview of the 1998 revision of the CPI, see the December 1996 issue of the *Monthly Labor Review*. Additional data on international prices appear in monthly news releases.

Listings of industries for which productivity indexes are available may be found on the Internet:

www.bls.gov/lpc/

For additional information on international comparisons data, see *International Comparisons of Unemployment*, Bulletin 1979.

Detailed data on the occupational injury and illness series are published in *Occupational Injuries and Illnesses in the United States, by Industry,* a BLS annual bulletin.

Finally, the *Monthly Labor Review* carries analytical articles on annual and longer term developments in labor force, employment, and unemployment; employee compensation and collective bargaining; prices; productivity; international comparisons; and injury and illness data.

Symbols

n.e.c. = not elsewhere classified.
n.e.s. = not elsewhere specified.
p = preliminary. To increase the timeliness of some series, preliminary figures are issued based on representative but incomplete returns.
r = revised. Generally, this revision reflects the availability of later data, but also may reflect other adjustments.

Comparative Indicators

(Tables 1–3)

Comparative indicators tables provide an overview and comparison of major BLS statistical series. Consequently, although many of the included series are available monthly, all measures in these comparative tables are presented quarterly and annually.

Labor market indicators include employment measures from two major surveys and information on rates of change in compensation provided by the Employment Cost Index (ECI) program. The labor force participation rate, the employment-population ratio, and unemployment rates for major demographic groups based on the Current Population ("household") Survey are presented, while measures of employment and average weekly hours by major industry sector are given using nonfarm payroll data. The Employment Cost Index (compensation), by major sector and by bargaining status, is chosen from a variety of BLS compensation and wage measures because it provides a comprehensive measure of employer costs for hiring labor, not just outlays for wages, and it is not affected by employment shifts among occupations and industries.

Data on **changes in compensation, prices, and productivity** are presented in table 2. Measures of rates of change of compensation

and wages from the Employment Cost Index program are provided for all civilian nonfarm workers (excluding Federal and household workers) and for all private nonfarm workers. Measures of changes in consumer prices for all urban consumers; producer prices by stage of processing; overall prices by stage of processing; and overall export and import price indexes are given. Measures of productivity (output per hour of all persons) are provided for major sectors.

Alternative measures of wage and compensation rates of change, which reflect the overall trend in labor costs, are summarized in table 3. Differences in concepts and scope, related to the specific purposes of the series, contribute to the variation in changes among the individual measures.

Notes on the data

Definitions of each series and notes on the data are contained in later sections of these notes describing each set of data.

Employment and Unemployment Data

(Tables 1; 4–29)

Household survey data

Description of the series

Employment data in this section are obtained from the Current Population Survey, a program of personal interviews conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. The sample consists of about 60,000 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

Definitions

Employed persons include (1) all those who worked for pay any time during the week which includes the 12th day of the month or who worked unpaid for 15 hours or more in a family-operated enterprise and (2) those who were temporarily absent from their regular jobs because of illness, vacation, industrial dispute, or similar reasons. A person working at more than one job is counted only in the job at which he or she worked the greatest number of hours.

Unemployed persons are those who did not work during the survey week, but were available for work except for temporary illness and had looked for jobs within the preceding 4 weeks. Persons who did not look for work because they were on layoff are also counted among the unemployed. **The unemployment rate** represents the number unemployed as a percent of the civilian labor force.

The **civilian labor force** consists of all employed or unemployed persons in the civilian noninstitutional population. Persons **not in the labor force** are those not classified as employed or unemployed. This group includes discouraged workers, defined as persons who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but are not currently looking, because they believe there are no jobs available or there are none for which they would qualify. The **civilian noninstitutional population** comprises all persons 16 years of age and older who are not inmates of penal or mental institutions, sanitariums, or homes for the aged, infirm, or needy. The **civilian labor force participation** rate is the proportion of the civilian noninstitutional population that is in the labor force. The **employment-population ratio** is employment as a percent of the civilian noninstitutional population.

Notes on the data

From time to time, and especially after a decennial census, adjustments are made in the Current Population Survey figures to correct for estimating errors during the intercensal years. These adjustments affect the comparability of historical data. A description of these adjustments and their effect on the various data series appears in the Explanatory Notes of *Employment and Earnings*. For a discussion of changes introduced in January 2003, see "Revisions to the Current Population Survey Effective in January 2003" in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at **www.bls.gov/cps/rvcps03.pdf**).

Effective in January 2003, BLS began using the X-12 ARIMA seasonal adjustment program to seasonally adjust national labor force data. This program replaced the X-11 ARIMA program which had been used since January 1980. See "Revision of Seasonally Adjusted Labor Force Series in 2003," in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at **www.bls.gov/cps/cpsrs.pdf**) for a discussion of the introduction of the use of X-12 ARIMA for seasonal adjustment of the labor force data and the effects that it had on the data.

At the beginning of each calendar year, historical seasonally adjusted data usually are revised, and projected seasonal adjustment factors are calculated for use during the January–June period. The historical seasonally adjusted data usually are revised for only the most recent 5 years. In July, new seasonal adjustment factors, which incorporate the experience through June, are produced for the July–December period, but no revisions are made in the historical data.

FOR ADDITIONAL INFORMATION on national household survey data, contact the Division of Labor Force Statistics: (202) 691–6378.

Establishment survey data

Description of the series

Employment, hours, and earnings data in this section are compiled from payroll records reported monthly on a voluntary basis to the Bureau of Labor Statistics and its cooperating State agencies by about 160,000 businesses and government agencies, which represent approximately 400,000 individual worksites and represent all industries except agriculture. The active CES sample covers approximately one-third of all nonfarm payroll workers. Industries are classified in accordance with the 2002 North American Industry Classification System. In most industries, the sampling probabilities are based on the size of the establishment; most large establishments are therefore in the sample. (An establishment is not necessarily a firm; it may be a branch plant, for example, or warehouse.) Self-employed persons and others not on a regular civilian payroll are outside the scope of the survey because they are excluded from establishment records. This largely accounts for the difference in employment figures between the household and establishment surveys.

Definitions

An **establishment** is an economic unit which produces goods or services (such as a factory or store) at a single location and is engaged in one type of economic activity.

Employed persons are all persons who received pay (including holiday and sick pay) for any part of the payroll period including the 12th day of the month. Persons holding more than one job (about 5 percent of all persons in the labor force) are counted in each establishment which reports them.

Production workers in the goods-producing industries cover employees, up through the level of working supervisors, who engage directly in the manufacture or construction of the establishment's product. In private service-providing industries, data are collected for nonsupervisory workers, which include most employees except those in executive,

managerial, and supervisory positions. Those workers mentioned in tables 11–16 include production workers in manufacturing and natural resources and mining; construction workers in construction; and nonsupervisory workers in all private service-providing industries. Production and nonsupervisory workers account for about four-fifths of the total employment on private nonagricultural payrolls.

Earnings are the payments production or nonsupervisory workers receive during the survey period, including premium pay for overtime or late-shift work but excluding irregular bonuses and other special payments. **Real earnings** are earnings adjusted to reflect the effects of changes in consumer prices. The deflator for this series is derived from the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

Hours represent the average weekly hours of production or nonsupervisory workers for which pay was received, and are different from standard or scheduled hours. **Overtime hours** represent the portion of average weekly hours which was in excess of regular hours and for which overtime premiums were paid.

The **Diffusion Index** represents the percent of industries in which employment was rising over the indicated period, plus one-half of the industries with unchanged employment; 50 percent indicates an equal balance between industries with increasing and decreasing employment. In line with Bureau practice, data for the 1-, 3-, and 6-month spans are seasonally adjusted, while those for the 12-month span are unadjusted. Table 17 provides an index on private nonfarm employment based on 278 industries, and a manufacturing index based on 84 industries. These indexes are useful for measuring the dispersion of economic gains or losses and are also economic indicators.

Notes on the data

Establishment survey data are annually adjusted to comprehensive counts of employment (called "benchmarks"). The March 2003 benchmark was introduced in February 2004 with the release of data for January 2004, published in the March 2004 issue of the *Review.* With the release in June 2003, CES completed a conversion from the Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS) and completed the transition from its original quota sample design to a probability-based sample design. The industry-coding update included reconstruction of historical estimates in order to preserve time series for data users. Normally 5 years of seasonally adjusted data are revised with each benchmark revision. However, with this release, the entire new time series history for all CES data series were re-seasonally adjusted due to the NAICS conversion, which resulted in the revision of all CES time series.

Also in June 2003, the CES program introduced concurrent seasonal adjustment for the national establishment data. Under this methodology, the first preliminary estimates for the current reference month and the revised estimates for the 2 prior months will be updated with concurrent factors with each new release of data. Concurrent seasonal adjustment incorporates all available data, including first preliminary estimates for the most current month, in the adjustment process. For additional information on all of the changes introduced in June 2003, see the June 2003 issue of *Employment and Earnings* and "Recent changes in the national Current Employment Statistics survey," *Monthly Labor Review,* June 2003, pp. 3–13.

Revisions in State data (table 11) occurred with the publication of January 2003 data. For information on the revisions for the State data, see the March and May 2003 issues of *Employment and Earnings*, and "Recent changes in the State and Metropolitan Area CES survey," *Monthly Labor Review*, June 2003, pp. 14–19.

Beginning in June 1996, the BLS uses the X-12-ARIMA methodology to seasonally adjust establishment survey data. This procedure, developed by the Bureau of the Census, controls for the effect of varying survey intervals (also known as the 4- versus 5-week effect), thereby providing improved measurement of over-the-month changes and underlying economic trends. Revisions of data, usually for the most recent 5-year period, are made once a year coincident with the benchmark revisions.

In the establishment survey, estimates for the most recent 2 months are based on incomplete returns and are published as preliminary in the tables (12–17 in the *Review).* When all returns have been received, the estimates are revised and published as "final" (prior to any benchmark revisions) in the third month of their appearance. Thus, December data are published as preliminary in January and February and as final in March. For the same reasons, quarterly establishment data (table 1) are preliminary for the first 2 months of publication and final in the third month. Fourth-quarter data are published as preliminary in January and February and as final in March.

FOR ADDITIONAL INFORMATION on establishment survey data, contact the Division of Current Employment Statistics: (202) 691–6555.

Unemployment data by State

Description of the series

Data presented in this section are obtained from the Local Area Unemployment Statistics (LAUS) program, which is conducted in cooperation with State employment security agencies.

Monthly estimates of the labor force, employment, and unemployment for States and sub-State areas are a key indicator of local economic conditions, and form the basis for determining the eligibility of an area for benefits under Federal economic assistance programs such as the Job Training Partnership Act. Seasonally adjusted unemployment rates are presented in table 10. Insofar as possible, the concepts and definitions underlying these data are those used in the national estimates obtained from the CPS.

Notes on the data

Data refer to State of residence. Monthly data for all States and the District of Columbia are derived using standardized procedures established by BLS. Once a year, estimates are revised to new population controls, usually with publication of January estimates, and benchmarked to annual average CPS levels.

FOR ADDITIONAL INFORMATION on data in this series, call (202) 691–6392 (table 10) or (202) 691–6559 (table 11).

Quarterly Census of Employment and Wages

Description of the series

Employment, wage, and establishment data in this section are derived from the quarterly tax reports submitted to State employment security agencies by private and State and local government employers subject to State unemployment insurance (UI) laws and from Federal, agencies subject to the Unemployment Compensation for Federal Employees (UCFE) program. Each quarter, State agencies edit and process the data and send the information to the Bureau of Labor Statistics.

The Quarterly Census of Employment and Wages (QCEW) data, also referred as ES-202 data, are the most complete enumeration of employment and wage information by industry at the national, State, metropolitan area, and county levels. They have broad economic significance in evaluating labor

market trends and major industry developments.

Definitions

In general, the Quarterly Census of Employment and Wages monthly employment data represent the number of **covered workers** who worked during, or received pay for, the pay period that included the 12th day of the month. **Covered private industry employment** includes most corporate officials, executives, supervisory personnel, professionals, clerical workers, wage earners, piece workers, and part-time workers. It excludes proprietors, the unincorporated self-employed, unpaid family members, and certain farm and domestic workers. Certain types of nonprofit employers, such as religious organizations, are given a choice of coverage or exclusion in a number of States. Workers in these organizations are, therefore, reported to a limited degree.

Persons on paid sick leave, paid holiday, paid vacation, and the like, are included. Persons on the payroll of more than one firm during the period are counted by each UI-subject employer if they meet the employment definition noted earlier. The employment count excludes workers who earned no wages during the entire applicable pay period because of work stoppages, temporary layoffs, illness, or unpaid vacations.

Federal employment data are based on reports of monthly employment and quarterly wages submitted each quarter to State agencies for all Federal installations with employees covered by the Unemployment Compensation for Federal Employees (UCFE) program, except for certain national security agencies, which are omitted for security reasons. Employment for all Federal agencies for any given month is based on the number of persons who worked during or received pay for the pay period that included the 12th of the month.

An **establishment** is an economic unit, such as a farm, mine, factory, or store, that produces goods or provides services. It is typically at a single physical location and engaged in one, or predominantly one, type of economic activity for which a single industrial classification may be applied. Occasionally, a single physical location encompasses two or more distinct and significant activities. Each activity should be reported as a separate establishment if separate records are kept and the various activities are classified under different NAICS industries.

Most employers have only one establishment; thus, the establishment is the predominant reporting unit or statistical entity for reporting employment and wages data. Most employers, including State and local governments who operate more than one establishment in a State, file a Multiple Worksite Report each quarter, in addition to their quarterly UI report. The Multiple Worksite Report is used to collect separate employment and wage data for each of the employer's establishments, which are not detailed on the UI report. Some very small multi-establishment employers do not file a Multiple Worksite Report. When the total employment in an employer's secondary establishments (all establishments other than the largest) is 10 or fewer, the employer generally will file a consolidated report for all establishments. Also, some employers either cannot or will not report at the establishment level and thus aggregate establishments into one consolidated unit, or possibly several units, though not at the establishment level.

For the Federal Government, the reporting unit is the **installation**: a single location at which a department, agency, or other government body has civilian employees. Federal agencies follow slightly different criteria than do private employers when breaking down their reports by installation. They are permitted to combine as a single statewide unit: 1) all installations with 10 or fewer workers, and 2) all installations that have a combined total in the State of fewer than 50 workers. Also, when there are fewer than 25 workers in all secondary installations in a State, the secondary installations may be combined and reported with the major installation. Last, if a Federal agency has fewer than five employees in a State, the agency headquarters office (regional office, district office) serving each State may consolidate the employment and wages data for that State with the data reported to the State in which the headquarters is located. As a result of these reporting rules, the number of reporting units is always larger than the number of employers (or government agencies) but smaller than the number of actual establishments (or installations).

Data reported for the first quarter are tabulated into **size** categories ranging from worksites of very small size to those with 1,000 employees or more. The size category is determined by the establishment's March employment level. It is important to note that each establishment of a multi-establishment firm is tabulated separately into the appropriate size category. The total employment level of the reporting multi-establishment firm is not used in the size tabulation.

Covered employers in most States report total **wages** paid during the calendar quarter, regardless of when the services were performed. A few State laws, however, specify that wages be reported for, or based on the period during which services are performed rather than the period during which compensation is paid. Under most State laws or regulations, wages include bonuses, stock options, the cash value of meals and lodging, tips and other gratuities, and, in some States, employer contributions to certain deferred compensation plans such as 401(k) plans.

Covered employer contributions for old-age, survivors, and disability insurance (OASDI), health insurance, unemployment insurance, workers' compensation, and private pension and welfare funds are not reported as wages. Employee contributions for the same purposes, however, as well as money withheld for income taxes, union dues, and so forth, are reported even though they are deducted from the worker's gross pay.

Wages of covered Federal workers represent the gross amount of all payrolls for all pay periods ending within the quarter. This includes cash allowances, the cash equivalent of any type of remuneration, severance pay, withholding taxes, and retirement deductions. Federal employee remuneration generally covers the same types of services as for workers in private industry.

Average annual wage per employee for any given industry are computed by dividing total annual wages by annual average employment. A further division by 52 yields average weekly wages per employee. Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year or may work for more than one employer at a time.

Average weekly or annual wage is affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying and low-paying occupations. When average pay levels between States and industries are compared, these factors should be taken into consideration. For example, industries characterized by high proportions of part-time workers will show average wage levels appreciably less than the weekly pay levels of regular full-time employees in these industries. The opposite effect characterizes industries with low proportions of part-time workers, or industries that typically schedule heavy weekend and overtime work. Average wage data also may be influenced by work stoppages, labor turnover rates, retroactive payments, seasonal factors, bonus payments, and so on.

Notes on the data

Beginning with the release of data for 2001, publications presenting data from the Covered Employment and Wages program have switched to the 2002 version of the North

American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to difference in NAICS and Standard Industrial Classification (SIC) structures, industry data for 2001 is not comparable to the SIC-based data for earlier years.

Effective January 2001, the program began assigning Indian Tribal Councils and related establishments to local government ownership. This BLS action was in response to a change in Federal law dealing with the way Indian Tribes are treated under the Federal Unemployment Tax Act. This law requires federally recognized Indian Tribes to be treated similarly to State and local governments. In the past, the Covered Employment and Wage (CEW) program coded Indian Tribal Councils and related establishments in the private sector. As a result of the new law, CEW data reflects significant shifts in employment and wages between the private sector and local government from 2000 to 2001. Data also reflect industry changes. Those accounts previously assigned to civic and social organizations were assigned to tribal governments. There were no required industry changes for related establishments owned by these Tribal Councils. These tribal business establishments continued to be coded according to the economic activity of that entity.

To insure the highest possible quality of data, State employment security agencies verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter. For these reasons, some data, especially at more detailed geographic levels, may not be strictly comparable with earlier years.

County definitions are assigned according to Federal Information Processing Standards Publications as issued by the National Institute of Standards and Technology. Areas shown as counties include those designated as independent cities in some jurisdictions and, in Alaska, those areas designated by the Census Bureau where counties have not been created. County data also are presented for the New England States for comparative purposes, even though townships are the more common designation used in New England (and New Jersey).

The Office of Management and Budget (OMB) defines metropolitan areas for use in Federal statistical activities and updates these definitions as needed. Data in this table use metropolitan area criteria established by OMB in definitions issued June 30, 1999 (OMB Bulletin No. 99-04). These definitions reflect information obtained from the 1990 Decennial Census and the 1998 U.S. Census Bureau population estimate. A complete list of metropolitan area definitions is available from the National Technical Information Service (NTIS), Document Sales, 5205 Port Royal Road, Springfield, Va. 22161, telephone 1-800-553-6847.

OMB defines metropolitan areas in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. New England data in this table, however, are based on a county concept defined by OMB as New England County Metropolitan Areas (NECMA) because county-level data are the most detailed available from the Quarterly Census of Employment and Wages. The NECMA is a county-based alternative to the city- and town-based metropolitan areas in New England. The NECMA for a Metropolitan Statistical Area (MSA) include: (1) the county containing the first-named city in that MSA title (this county may include the first-named cities of other MSA, and (2) each additional county having at least half its population in the MSA in which first-named cities are in the county identified in step 1. The NECMA is officially defined areas that are meant to be used by statistical programs that cannot use the regular metropolitan area definitions in New England.

For additional information on the covered employment and wage data, contact the Division of Administrative Statistics and Labor Turnover at (202) 691–6567.

Job Openings and Labor Turnover Survey

Description of the series

Data for the **Job Openings and Labor Turnover Survey** (JOLTS) are collected and compiled from a sample of 16,000 business establishments. Each month, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as Federal, State, and local government entities in the 50 States and the District of Columbia. The JOLTS sample design is a random sample drawn from a universe of more than eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to State unemployment insurance (UI) laws and Federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates then are computed from the adjusted levels.

The monthly JOLTS data series begin with December 2000. Not seasonally adjusted data on job openings, hires, total separations, quits, layoffs and discharges, and other separations levels and rates are available for the total nonfarm sector, 16 private industry divisions and 2 government divisions based on the North American Industry Classification System (NAICS), and four geographic regions. Seasonally adjusted data on job openings, hires, total separations, and quits levels and rates are available for the total nonfarm sector, selected industry sectors, and four geographic regions.

Definitions

Establishments submit **job openings** in-for-mation for the last business day of the reference month. A job opening requires that (1) a specific position exists and there is work available for that position; and (2) work could start within 30 days regardless of whether a suitable candidate is found; and (3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings, and multiplying that quotient by 100.

Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees and full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment, and multiplying that quotient by 100.

Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment, and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

Notes on the data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supple-mental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The Federal Government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the Federal Government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the Federal Government time series.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Because the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: (1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and (2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

FOR ADDITIONAL INFORMATION on the Job Openings and Labor Turnover Survey, contact the Division of Administrative Statistics and Labor Turnover at (202) 961–5870.

Compensation and Wage Data

(Tables 1–3; 30–37)

The National Compensation Survey (NCS) produces a variety of compensation data. These include: The Employment Cost Index (ECI) and NCS benefit measures of the incidence and provisions of selected employee benefit plans. Selected samples of these measures appear in the following tables. NCS also compiles data on occupational wages and the Employer Costs for Employee Compensation (ECEC).

Employment Cost Index

Description of the series

The **Employment Cost Index** (ECI) is a quarterly measure of the rate of change in compensation per hour worked and includes wages, salaries, and employer costs of employee benefits. It is a Laspeyres Index that uses fixed employment weights to measure change in labor costs free from the influence of employment shifts among occupations and industries.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding private households, and the public sector excluding the Federal government. Data are collected each quarter for the pay period including the 12th day of March, June, September, and December.

Sample establishments are classified by industry categories based on the 2002 North American Classification System (NAICS). Within a sample establishment, specific job categories are selected and classified into about 800 occupations according to the 2000 Standard Occupational Classification (SOC) System. Individual occupations are com-

bined to represent one of ten intermediate aggregations, such as professional and related occupations, or one of five higher level aggregations, such as management, professional, and related occupations.

Fixed employment weights are used each quarter to calculate the most aggregate series—civilian, private, and State and local government. These fixed weights are also used to derive all of the industry and occupational series indexes. Beginning with the March 2006 estimates, 2002 fixed employment weights from the Bureau's Occupational Employment Statistics survey were introduced. From March 1995 to December 2005, 1990 employment counts were used. These fixed weights ensure that changes in these indexes reflect only changes in compensation, not employment shifts among industries or occupations with different levels of wages and compensation. For the series based on bargaining status, census region and division, and metropolitan area status, fixed employment data are not available. 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 with those for aggregate, occupational, and industry series.

Definitions

Total compensation costs include wages, salaries, and the employer's costs for employee benefits.

Wages and salaries consist of earnings before payroll deductions, including production bonuses, incentive earnings, commissions, and cost-of-living adjustments.

Benefits include the cost to employers for paid leave, supplemental pay (including nonproduction bonuses), insurance, retirement and savings plans, and legally required benefits (such as Social Security, workers' compensation, and unemployment insurance).

Excluded from wages and salaries and employee benefits are such items as payment-in-kind, free room and board, and tips.

Notes on the data

The ECI data in these tables reflect the con-version to the 2002 North American Industry Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. ECI series based on NAICS and SOC became the official BLS estimates starting in March 2006.

The ECI for changes in wages and salaries in the private nonfarm economy was published beginning in 1975. Changes in total compensation cost—wages and salaries and benefits combined—were published beginning in 1980. The series of changes in wages and salaries and for total compensation in the State and local government sector and in the civilian nonfarm economy (excluding Federal employees) were published beginning in 1981. Historical indexes (December 2005=100) are available on the Internet: **www.bls.gov/ect/**

ADDITIONAL INFORMATION on the Employment Cost Index is available at **www.bls.gov/ncs/ect/home.htm** or by telephone at (202) 691–6199.

National Compensation Survey Benefit Measures

Description of the series

NCS benefit measures of employee benefits are published in two separate reports. The annual summary provides data on the incidence of (access to and participation in) selected benefits and provisions of paid holidays and vacations, life insurance plans, and other selected benefit programs. Data on percentages of establishments offering major employee benefits, and on the employer and employee shares of contributions to medical care premiums also are presented. Selected benefit data appear in the following tables. A second publication, published later, contains more detailed information about health and retirement plans.

Definitions

Employer-provided benefits are benefits that are financed either wholly or partly by the employer. They may be sponsored by a union or other third party, as long as there is some employer financing. However, some benefits that are fully paid for by the employee also are included. For example, long-term care insurance paid entirely by the employee are included because the guarantee of insurability and availability at group premium rates are considered a benefit.

Employees are considered as having **access** to a benefit plan if it is available for their use. For example, if an employee is permitted to participate in a medical care plan offered by the employer, but the employee declines to do so, he or she is placed in the category with those having access to medical care.

Employees in contributory plans are considered as **participating** in an insurance or retirement plan if they have paid required contributions and fulfilled any applicable service requirement. Employees in noncontributory plans are counted as participating regardless of whether they have fulfilled the service requirements.

Defined benefit pension plans use predetermined formulas to calculate a retirement benefit (if any), and obligate the employer to provide those benefits. Benefits are generally based on salary, years of service, or both.

Defined contribution plans generally specify the level of employer and employee contributions to a plan, but not the formula for determining eventual benefits. Instead, individual accounts are set up for participants, and benefits are based on amounts credited to these accounts.

Tax-deferred savings plans are a type of defined contribution plan that allow participants to contribute a portion of their salary to an employer-sponsored plan and defer income taxes until withdrawal.

Flexible benefit plans allow employees to choose among several benefits, such as life insurance, medical care, and vacation days, and among several levels of coverage within a given benefit.

Notes on the data

ADDITIONAL INFORMATION ON THE NCS benefit measures is available at **www.bls.gov/ncs/ebs/home.htm** or by telephone at (202) 691–6199.

Work stoppages

Description of the series

Data on work stoppages measure the number and duration of major strikes or lockouts (involving 1,000 workers or more) occurring during the month (or year), the number of workers involved, and the amount of work time lost because of stoppage. These data are presented in table 37.

Data are largely from a variety of published sources and cover only establishments directly involved in a stoppage. They do not measure the indirect or secondary effect of stoppages on other establishments whose employees are idle owing to material shortages or lack of service.

Definitions

Number of stoppages: The number of strikes and lockouts involving 1,000 workers or more and lasting a full shift or longer.

Workers involved: The number of workers directly involved in the stoppage.

Number of days idle: The aggregate

number of workdays lost by workers involved in the stoppages.

Days of idleness as a percent of estimated working time: Aggregate workdays lost as a percent of the aggregate number of standard workdays in the period multiplied by total employment in the period.

Notes on the data

This series is not comparable with the one terminated in 1981 that covered strikes involving six workers or more.

ADDITIONAL INFORMATION on work stop-pages data is available at **www. bls. gov/cba/home.htm** or by telephone at (202) 691–6199.

Price Data

(Tables 2; 38–46)

Price data are gathered by the Bureau of Labor Statistics from retail and primary markets in the United States. Price indexes are given in relation to a base period—December 2003 = 100 for many Producer Price Indexes (unless otherwise noted), 1982–84 = 100 for many Consumer Price Indexes (unless otherwise noted), and 1990 = 100 for International Price Indexes.

Consumer Price Indexes

Description of the series

The **Consumer Price Index** (CPI) is a measure of the average change in the prices paid by urban consumers for a fixed market basket of goods and services. The CPI is calculated monthly for two population groups, one consisting only of urban households whose primary source of income is derived from the employment of wage earners and clerical workers, and the other consisting of all urban households. The wage earner index (CPI-W) is a continuation of the historic index that was introduced well over a half-century ago for use in wage negotiations. As new uses were developed for the CPI in recent years, the need for a broader and more representative index became apparent. The all-urban consumer index (CPI-U), introduced in 1978, is representative of the 1993–95 buying habits of about 87 percent of the noninstitutional population of the United States at that time, compared with 32 percent represented in the CPI-W. In addition to wage earners and clerical workers, the CPI-U covers professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees, and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, fuel, drugs, transportation fares, doctors' and dentists' fees, and other goods and services that people buy for day-to-day living. The quantity and quality of these items are kept essentially unchanged between major revisions so that only price changes will be measured. All taxes directly associated with the purchase and use of items are included in the index.

Data collected from more than 23,000 retail establishments and 5,800 housing units in 87 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 14 major urban centers are presented in table 39. The areas listed are as indicated in footnote 1 to the table. The area indexes measure only the average change in prices for each area since the base period, and do not indicate differences in the level of prices among cities.

Notes on the data

In January 1983, the Bureau changed the way in which homeownership costs are meaured for the CPI-U. A rental equivalence method replaced the asset-price approach to homeownership costs for that series. In January 1985, the same change was made in the CPI-W. The central purpose of the change was to separate shelter costs from the investment component of homeownership so that the index would reflect only the cost of shelter services provided by owner-occupied homes. An updated CPI-U and CPI-W were introduced with release of the January 1987 and January 1998 data.

FOR ADDITIONAL INFORMATION, contact the Division of Prices and Price Indexes: (202) 691–7000.

Producer Price Indexes

Description of the series

Producer Price Indexes (PPI) measure average changes in prices received by domestic producers of commodities in all stages of processing. The sample used for calculating these indexes currently contains about 3,200 commodities and about 80,000 quotations per month, selected to represent the movement of prices of all commodities produced in the manufacturing; agriculture, forestry, and fishing; mining; and gas and electricity and public utilities sectors. The stage-of-processing structure of PPI organizes products by class of buyer and degree of fabrication (that is, finished goods, intermediate goods, and crude materials). The traditional commodity structure of PPI organizes products by similarity of end use or material composition. The industry and product structure of PPI organizes data in accordance with the 2002 North American Industry Classification System and product codes developed by the U.S. Census Bureau.

To the extent possible, prices used in calculating Producer Price Indexes apply to the first significant commercial transaction in the United States from the production or central marketing point. Price data are generally collected monthly, primarily by mail questionnaire. Most prices are obtained directly from producing companies on a voluntary and confidential basis. Prices generally are reported for the Tuesday of the week containing the 13th day of the month.

Since January 1992, price changes for the various commodities have been averaged together with implicit quantity weights representing their importance in the total net selling value of all commodities as of 1987. The detailed data are aggregated to obtain indexes for stage-of-processing groupings, commodity groupings, durability-of-product groupings, and a number of special composite groups. All Producer Price Index data are subject to revision 4 months after original publication.

FOR ADDITIONAL INFORMATION, contact the Division of Industrial Prices and Price Indexes: (202) 691–7705.

International Price Indexes

Description of the series

The **International Price Program** produces monthly and quarterly export and import price indexes for nonmilitary goods and services traded between the United States and the rest of the world. The export price index provides a measure of price change for all products sold by U.S. residents to foreign buyers. ("Residents" is defined as in the national income accounts; it includes corporations, businesses, and individuals, but does not require the organizations to be U.S. owned nor the individuals to have U.S. citizenship.) The import price index provides a measure of price change for goods purchased from other countries by U.S. residents.

The product universe for both the import and export indexes includes raw materials, agricultural products, semifinished manufactures, and finished manufactures, including both capital and consumer goods. Price data for these items are collected primarily by mail questionnaire. In nearly all cases, the data are collected directly from the exporter or importer, although in a few cases, prices are obtained from other sources.

To the extent possible, the data gathered refer to prices at the U.S. border for exports and at either the foreign border or the U.S.

border for imports. For nearly all products, the prices refer to transactions completed during the first week of the month. Survey respondents are asked to indicate all discounts, allowances, and rebates applicable to the reported prices, so that the price used in the calculation of the indexes is the actual price for which the product was bought or sold.

In addition to general indexes of prices for U.S. exports and imports, indexes are also published for detailed product categories of exports and imports. These categories are defined according to the five-digit level of detail for the Bureau of Economic Analysis End-use Classification, the three-digit level for the Standard International Trade Classification (SITC), and the four-digit level of detail for the Harmonized System. Aggregate import indexes by country or region of origin are also available.

BLS publishes indexes for selected categories of internationally traded services, calculated on an international basis and on a balance-of-payments basis.

Notes on the data

The export and import price indexes are weighted indexes of the Laspeyres type. The trade weights currently used to compute both indexes relate to 2000.

Because a price index depends on the same items being priced from period to period, it is necessary to recognize when a product's specifications or terms of transaction have been modified. For this reason, the Bureau's questionnaire requests detailed descriptions of the physical and functional characteristics of the products being priced, as well as information on the number of units bought or sold, discounts, credit terms, packaging, class of buyer or seller, and so forth. When there are changes in either the specifications or terms of transaction of a product, the dollar value of each change is deleted from the total price change to obtain the "pure" change. Once this value is determined, a linking procedure is employed which allows for the continued repricing of the item.

FOR ADDITIONAL INFORMATION, contact the Division of International Prices: (202) 691–7155.

Productivity Data

(Tables 2; 47–50)

Business and major sectors

Description of the series

The productivity measures relate real output to real input. As such, they encompass a family of measures which include single-factor input measures, such as output per hour, output per unit of labor input, or output per unit of capital input, as well as measures of multifactor productivity (output per unit of combined labor and capital inputs). The Bureau indexes show the change in output relative to changes in the various inputs. The measures cover the business, nonfarm business, manufacturing, and nonfinancial corporate sectors.

Corresponding indexes of hourly compensation, unit labor costs, unit nonlabor payments, and prices are also provided.

Definitions

Output per hour of all persons (labor productivity) is the quantity of goods and services produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the quantity of goods and services produced per unit of capital services input. **Multifactor productivity** is the quantity of goods and services produced per combined inputs. For private business and private nonfarm business, inputs include labor and capital units. For manufacturing, inputs include labor, capital, energy, nonenergy materials, and purchased business services.

Compensation per hour is total compensation divided by hours at work. Total compensation equals the wages and salaries of employees plus employers' contributions for social insurance and private benefit plans, plus an estimate of these payments for the self-employed (except for nonfinancial corporations in which there are no self-employed). **Real compensation per hour** is compensation per hour deflated by the change in the Consumer Price Index for All Urban Consumers.

Unit labor costs are the labor compensation costs expended in the production of a unit of output and are derived by dividing compensation by output. **Unit nonlabor payments** include profits, depreciation, interest, and indirect taxes per unit of output. They are computed by subtracting compensation of all persons from current-dollar value of output and dividing by output.

Unit nonlabor costs contain all the components of unit nonlabor payments except unit profits.

Unit profits include corporate profits with inventory valuation and capital consumption adjustments per unit of output.

Hours of all persons are the total hours at work of payroll workers, self-employed persons, and unpaid family workers.

Labor inputs are hours of all persons adjusted for the effects of changes in the education and experience of the labor force.

Capital services are the flow of services from the capital stock used in production. It is developed from measures of the net stock of physical assets—equipment, structures, land, and inventories—weighted by rental prices for each type of asset.

Combined units of labor and capital inputs are derived by combining changes in labor and capital input with weights which represent each component's share of total cost. Combined units of labor, capital, energy, materials, and purchased business services are similarly derived by combining changes in each input with weights that represent each input's share of total costs. The indexes for each input and for combined units are based on changing weights which are averages of the shares in the current and preceding year (the Tornquist index-number formula).

Notes on the data

Business sector output is an annually-weighted index constructed by excluding from real gross domestic product (GDP) the following outputs: general government, nonprofit institutions, paid employees of private households, and the rental value of owner-occupied dwellings. Nonfarm business also excludes farming. Private business and private nonfarm business further exclude government enterprises. The measures are supplied by the U.S. Department of Commerce's Bureau of Economic Analysis. Annual estimates of manufacturing sectoral output are produced by the Bureau of Labor Statistics. Quarterly manufacturing output indexes from the Federal Reserve Board are adjusted to these annual output measures by the BLS. Compensation data are developed from data of the Bureau of Economic Analysis and the Bureau of Labor Statistics. Hours data are developed from data of the Bureau of Labor Statistics.

The productivity and associated cost measures in tables 47–50 describe the relationship between output in real terms and the labor and capital inputs involved in its production. They show the changes from period to period in the amount of goods and services produced per unit of input.

Although these measures relate output to hours and capital services, they do not measure the contributions of labor, capital, or any other specific factor of production. Rather, they reflect the joint effect of many influences, including changes in technology; shifts in the composition of the labor force; capital investment; level of output; changes in the utilization of capacity, energy, material, and research and development; the organi-

zation of production; managerial skill; and characteristics and efforts of the work force.

FOR ADDITIONAL INFORMATION on this productivity series, contact the Division of Productivity Research: (202) 691–5606.

Industry productivity measures

Description of the series

The BLS industry productivity indexes measure the relationship between output and inputs for selected industries and industry groups, and thus reflect trends in industry efficiency over time. Industry measures include labor productivity, multifactor productivity, compensation, and unit labor costs.

The industry measures differ in methodology and data sources from the productivity measures for the major sectors because the industry measures are developed independently of the National Income and Product Accounts framework used for the major sector measures.

Definitions

Output per hour is derived by dividing an index of industry output by an index of labor input. For most industries, **output** indexes are derived from data on the value of industry output adjusted for price change. For the remaining industries, output indexes are derived from data on the physical quantity of production.

The **labor input** series is based on the hours of all workers or, in the case of some transportation industries, on the number of employees. For most industries, the series consists of the hours of all employees. For some trade and services industries, the series also includes the hours of partners, proprietors, and unpaid family workers.

Unit labor costs represent the labor compensation costs per unit of output produced, and are derived by dividing an index of labor compensation by an index of output. **Labor compensation** includes payroll as well as supplemental payments, including both legally required expenditures and payments for voluntary programs.

Multifactor productivity is derived by dividing an index of industry output by an index of combined inputs consumed in producing that output. **Combined inputs** include capital, labor, and intermediate purchases. The measure of **capital input** represents the flow of services from the capital stock used in production. It is developed from measures of the net stock of physical assets—equipment, structures, land, and inventories. The measure of **intermediate purchases** is a combination of purchased materials, services, fuels, and electricity.

Notes on the data

The industry measures are compiled from data produced by the Bureau of Labor Statistics and the Census Bureau, with additional data supplied by other government agencies, trade associations, and other sources.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Industry Productivity Studies: (202) 691–5618, or visit the Web site at: **www.bls.gov/lpc/home.htm**

International Comparisons

(Tables 51–53)

Labor force and unemployment

Description of the series

Tables 51 and 52 present comparative measures of the labor force, employment, and unemployment approximating U.S. concepts for the United States, Canada, Australia, Japan, and six European countries. The Bureau adjusts the figures for these selected countries, for all known major definitional differences, to the extent that data to prepare adjustments are available. Although precise comparability may not be achieved, these adjusted figures provide a better basis for international comparisons than the figures regularly published by each country. For further information on adjustments and comparability issues, see Constance Sorrentino, "International unemployment rates: how comparable are they?" *Monthly Labor Review,* June 2000, pp. 3–20, available on the Internet at **www.bls.gov/opub/mlr/2000/06/art1full.pdf**.

Definitions

For the principal U.S. definitions of the labor force, employment, and unemployment, see the Notes section on Employment and Unemployment Data: Household survey data.

Notes on the data

Foreign country data are adjusted as closely as possible to the U.S. definitions. Primary areas of adjustment address conceptual differences in upper age limits and definitions of employment and unemployment, provided that reliable data are available to make these adjustments. Adjustments are made where applicable to include employed and unemployed persons above upper age limits; some European countries do not include persons older than age 64 in their labor force measures, because a large portion of this population has retired. Adjustments are made to exclude active duty military from employment figures, although a small number of career military may be included in some European countries. Adjustments are made to exclude unpaid family workers who worked fewer than 15 hours per week from employment figures; U.S. concepts do not include them in employment, whereas most foreign countries include all unpaid family workers regardless of the number of hours worked. Adjustments are made to include full-time students seeking work and available for work as unemployed when they are classified as not in the labor force.

Where possible, lower age limits are based on the age at which compulsory schooling ends in each country, rather than based on the U.S. standard of 16. Lower age limits have ranged between 13 and 16 over the years covered; currently, the lower age limits are either 15 or 16 in all 10 countries.

Some adjustments for comparability are not made because data are unavailable for adjustment purposes. For example, no adjustments to unemployment are usually made for deviations from U.S. concepts in the treatment of persons waiting to start a new job or passive job seekers. These conceptual differences have little impact on the measures. Furthermore, BLS studies have concluded that no adjustments should be made for persons on layoff who are counted as employed in some countries because of their strong job attachment as evidenced by, for example, payment of salary or the existence of a recall date. In the United States, persons on layoff have weaker job attachment and are classified as unemployed.

The annual labor force measures are obtained from monthly, quarterly, or continuous household surveys and may be calculated as averages of monthly or quarterly data. Quarterly and monthly unemployment rates are based on household surveys. For some countries, they are calculated by applying annual adjustment factors to current published data and, therefore, are less precise indicators of unemployment under U.S. concepts than the annual figures. The labor force measures may have breaks in series over time due to changes in surveys, sources, or estimation methods. Breaks are noted in data tables.

For up-to-date information on adjustments and breaks in series, see the Technical

Notes of *Comparative Civilian Labor Force Statistics, 10 Countries*, on the Internet at **www.bls.gov/fls/flscomparelf.htm**, and the Notes of *Unemployment rates in 10 countries, civilian labor force basis, approximating U.S. concepts, seasonally adjusted*, on the Internet at **www.bls.gov/fls/flsjec.pdf**.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 691–5654 or **flshelp@bls.gov.**

Manufacturing productivity and labor costs

Description of the series

Table 53 presents comparative indexes of manufacturing output per hour (labor productivity), output, total hours, compensation per hour, and unit labor costs for the United States, Australia, Canada, Japan, the Republic of Korea, Taiwan, and 10 European countries. These measures are trend comparisons—that is, series that measure changes over time—rather than level comparisons. BLS does *not* recommend using these series for level comparisons because of technical problems.

BLS constructs the comparative indexes from three basic aggregate measures—output, total labor hours, and total compensation. The hours and compensation measures refer to employees (wage and salary earners) in Belgium and Taiwan. For all other economies, the measures refer to all employed persons, including employees, self-employed persons, and unpaid family workers.

The data for recent years are based on the United Nations System of National Accounts 1993 (SNA 93). Manufacturing is generally defined according to the International Standard Industrial Classification (ISIC). However, the measures for France include parts of mining as well. For the United States and Canada, it is defined according to the North American Industry Classification System (NAICS 97).

Definitions

Output. For most economies, the output measures are real value added in manufacturing from national accounts. However, output for Japan prior to 1970 and for the Netherlands prior to 1960 are indexes of industrial production. The manufacturing value added measures for the United Kingdom are essentially identical to their indexes of industrial production.

For United States, the output measure for the manufacturing sector is a chain-weighted index of real gross product originating (deflated value added) produced by the Bureau of Economic Analysis of the U.S. Department of Commerce. Most of the other economies now also use chain-weighted as opposed to a fixed-year weights that are periodically updated.

To preserve the comparability of the U.S. measures with those of other economies, BLS uses gross product originating in manufacturing for the United States. The gross product originating series differs from the manufacturing output series that BLS publishes in its quarterly news releases on U.S. productivity and costs (and that underlies the measures that appear in tables 48 and 50 in this section). The quarterly measures are on a "sectoral output" basis, rather than a value-added basis. Sectoral output is gross output less intrasector transactions.

Total hours refer to hours worked in all economies. The measures are developed from statistics of manufacturing employment and average hours. For most other economies, recent years' aggregate hours series are obtained from national statistical offices, usually from national accounts. However, for some economies and for earlier years, BLS calculates the aggregate hours series using employment figures published with the national accounts, or other comprehensive employment series, and data on average hours worked.

Hourly compensation is total compensation divided by total hours. Total compensation includes all payments in cash or in-kind made directly to employees plus employer expenditures for legally required insurance programs and contractual and private benefit plans. For Australia, Canada, France, and Sweden, compensation is increased to account for important taxes on payroll or employment. For the United Kingdom, compensation is reduced between 1967 and 1991 to account for subsidies.

Labor productivity is defined as real output per hour worked. Although the labor productivity measure presented in this release relates output to the hours worked of persons employed in manufacturing, it does not measure the specific contributions of labor as a single factor of production. Rather, it reflects the joint effects of many influences, including new technology, capital investment, capacity utilization, energy use, and managerial skills, as well as the skills and efforts of the workforce.

Unit labor costs are defined as the cost of labor input required to produce one unit of output. They are computed as compensation in nominal terms divided by real output. Unit labor costs can also be computed by dividing hourly compensation by output per hour, that is, by labor productivity.

Notes on the data

The measures for recent years may be based on current indicators of manufacturing output (such as industrial production indexes), employment, average hours, and hourly compensation until national accounts and other statistics used for the long-term measures become available.

FOR ADDITIONAL INFORMATION on this series, go to **http://www.bls.gov/news.release/prod4.toc.htm** or contact the Division of Foreign Labor Statistics at (202) 691–5654.

Occupational Injury and Illness Data

(Tables 54–55)

Survey of Occupational Injuries and Illnesses

Description of the series

The Survey of Occupational Injuries and Illnesses collects data from employers about their workers' job-related nonfatal injuries and illnesses. The information that employers provide is based on records that they maintain under the Occupational Safety and Health Act of 1970. Self-employed individuals, farms with fewer than 11 employees, employers regulated by other Federal safety and health laws, and Federal, State, and local government agencies are excluded from the survey.

The survey is a Federal-State cooperative program with an independent sample selected for each participating State. A stratified random sample with a Neyman allocation is selected to represent all private industries in the State. The survey is stratified by Standard Industrial Classification and size of employment.

Definitions

Under the Occupational Safety and Health Act, employers maintain records of nonfatal work-related injuries and illnesses that involve one or more of the following: loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment other than first aid.

Occupational injury is any injury such as a cut, fracture, sprain, or amputation that results from a work-related event or a single, instantaneous exposure in the work environment.

Occupational illness is an abnormal

condition or disorder, other than one resulting from an occupational injury, caused by exposure to factors associated with employment. It includes acute and chronic illnesses or disease which may be caused by inhalation, absorption, ingestion, or direct contact.

Lost workday injuries and illnesses are cases that involve days away from work, or days of restricted work activity, or both.

Lost workdays include the number of workdays (consecutive or not) on which the employee was either away from work or at work in some restricted capacity, or both, because of an occupational injury or illness. BLS measures of the number and incidence rate of lost workdays were discontinued beginning with the 1993 survey. The number of days away from work or days of restricted work activity does not include the day of injury or onset of illness or any days on which the employee would not have worked, such as a Federal holiday, even though able to work.

Incidence rates are computed as the number of injuries and/or illnesses or lost work days per 100 full-time workers.

Notes on the data

The definitions of occupational injuries and illnesses are from *Recordkeeping Guidelines for Occupational Injuries and Illnesses* (U.S. Department of Labor, Bureau of Labor Statistics, September 1986).

Estimates are made for industries and employment size classes for total recordable cases, lost workday cases, days away from work cases, and nonfatal cases without lost workdays. These data also are shown separately for injuries. Illness data are available for seven categories: occupational skin diseases or disorders, dust diseases of the lungs, respiratory conditions due to toxic agents, poisoning (systemic effects of toxic agents), disorders due to physical agents (other than toxic materials), disorders associated with repeated trauma, and all other occupational illnesses.

The survey continues to measure the number of new work-related illness cases which are recognized, diagnosed, and reported during the year. Some conditions, for example, long-term latent illnesses caused by exposure to carcinogens, often are difficult to relate to the workplace and are not adequately recognized and reported. These long-term latent illnesses are believed to be understated in the survey's illness measure. In contrast, the overwhelming majority of the reported new illnesses are those which are easier to directly relate to workplace activity (for example, contact dermatitis and carpal tunnel syndrome).

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses per 100 equivalent full-time workers. For this purpose, 200,000 employee hours represent 100 employee years (2,000 hours per employee). Full detail on the available measures is presented in the annual bulletin, *Occupational Injuries and Illnesses: Counts, Rates, and Characteristics.*

Comparable data for more than 40 States and territories are available from the BLS Office of Safety, Health and Working Conditions. Many of these States publish data on State and local government employees in addition to private industry data.

Mining and railroad data are furnished to BLS by the Mine Safety and Health Administration and the Federal Railroad Administration. Data from these organizations are included in both the national and State data published annually.

With the 1992 survey, BLS began publishing details on serious, nonfatal incidents resulting in days away from work. Included are some major characteristics of the injured and ill workers, such as occupation, age, gender, race, and length of service, as well as the circumstances of their injuries and illnesses (nature of the disabling condition, part of body affected, event and exposure, and the source directly producing the condition). In general, these data are available nationwide for detailed industries and for individual States at more aggregated industry levels.

FOR ADDITIONAL INFORMATION on occupational injuries and illnesses, contact the Office of Occupational Safety, Health and Working Conditions at (202) 691–6180, or access the Internet at: **www.bls. gov/iif/**

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries compiles a complete roster of fatal job-related injuries, including detailed data about the fatally injured workers and the fatal events. The program collects and cross checks fatality information from multiple sources, including death certificates, State and Federal workers' compensation reports, Occupational Safety and Health Administration and Mine Safety and Health Administration records, medical examiner and autopsy reports, media accounts, State motor vehicle fatality records, and follow-up questionnaires to employers.

In addition to private wage and salary workers, the self-employed, family members, and Federal, State, and local government workers are covered by the program. To be included in the fatality census, the decedent must have been employed (that is working for pay, compensation, or profit) at the time of the event, engaged in a legal work activity, or present at the site of the incident as a requirement of his or her job.

Definition

A fatal work injury is any intentional or unintentional wound or damage to the body resulting in death from acute exposure to energy, such as heat or electricity, or kinetic energy from a crash, or from the absence of such essentials as heat or oxygen caused by a specific event or incident or series of events within a single workday or shift. Fatalities that occur during a person's commute to or from work are excluded from the census, as well as work-related illnesses,which can be difficult to identify due to long latency periods.

Notes on the data

Twenty-eight data elements are collected, coded, and tabulated in the fatality program, including information about the fatally injured worker, the fatal incident, and the machinery or equipment involved. Summary worker demographic data and event characteristics are included in a national news release that is available about 8 months after the end of the reference year. The Census of Fatal Occupational Injuries was initiated in 1992 as a joint Federal-State effort. Most States issue summary information at the time of the national news release.

FOR ADDITIONAL INFORMATION on the Census of Fatal Occupational Injuries contact the BLS Office of Safety, Health, and Working Conditions at (202) 691–6175, or the Internet at: **www.bls.gov/iif/**

1. Labor market indicators

Selected indicators	2006	2007	2006		2007				2008		
			III	IV	I	II	III	IV	I	II	III
Employment data											
Employment status of the civilian noninstitutional population (household survey):[1]											
Labor force participation rate	66.2	66.0	66.2	66.3	66.2	66.0	66.0	66.0	66.0	66.1	66.1
Employment-population ratio	63.1	63.0	63.1	63.4	63.2	63.0	62.9	62.8	62.7	62.6	62.2
Unemployment rate	4.6	4.6	4.7	4.4	4.5	4.5	4.7	4.8	4.9	5.3	6.0
Men	4.6	4.7	4.6	4.5	4.6	4.6	4.8	4.9	5.0	5.5	6.4
16 to 24 years	11.2	11.6	11.4	11.0	10.8	11.5	11.8	12.2	12.7	13.3	14.6
25 years and older	3.5	3.6	3.5	3.3	3.6	3.5	3.6	3.7	3.8	4.2	5.0
Women	4.6	4.5	4.7	4.4	4.4	4.4	4.6	4.7	4.8	5.1	5.5
16 to 24 years	9.7	9.4	10.1	9.7	9.0	9.0	9.8	9.9	10.0	11.0	11.7
25 years and older	3.7	3.6	3.8	3.5	3.5	3.6	3.7	3.8	3.9	4.1	4.5
Employment, nonfarm (payroll data), in thousands:[1]											
Total nonfarm	136,086	137,626	136,528	136,982	137,310	137,625	137,837	138,078	137,831	137,617	137,318
Total private	114,113	115,423	114,472	114,899	115,167	115,423	115,610	115,759	115,454	115,154	114,776
Goods-producing	22,531	22,221	22,564	22,436	22,362	22,267	22,138	21,976	21,737	21,491	21,303
Manufacturing	14,155	13,883	14,138	14,033	13,953	13,890	13,822	13,772	13,644	13,527	13,380
Service-providing	113,556	115,405	113,964	114,546	114,948	115,358	115,699	116,102	116,094	116,126	116,015
Average hours:											
Total private	33.9	33.8	33.8	33.9	33.9	33.9	33.8	33.8	33.8	33.7	33.6
Manufacturing	41.1	41.2	41.3	41.1	41.2	41.4	41.4	41.1	41.2	41.0	40.7
Overtime	4.4	4.2	4.4	4.2	4.1	4.1	4.2	4.0	4.0	3.8	3.6
Employment Cost Index[1, 2, 3]											
Total compensation:											
Civilian nonfarm[4]	3.3	3.3	1.1	.6	.9	.8	1.0	.6	.8	.7	.8
Private nonfarm	3.2	3.0	.8	.7	.8	.9	.8	.6	.9	.7	.6
Goods-producing[5]	2.5	2.4	.7	.5	.4	1.0	.5	.6	1.0	.7	.4
Service-providing[5]	3.4	3.2	.9	.7	.9	.9	.9	.6	.9	.7	.6
State and local government	4.1	4.1	2.3	.9	1.0	.6	1.8	.7	.5	.5	1.7
Workers by bargaining status (private nonfarm):											
Union	3.0	2.0	.6	.6	-.3	1.2	.5	.7	.8	.8	.7
Nonunion	3.2	3.2	.9	.6	1.0	.9	.8	.6	.9	.7	.6

[1] Quarterly data seasonally adjusted.

[2] Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.

[3] The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

[4] Excludes Federal and private household workers.

[5] Goods-producing industries include mining, construction, and manufacturing. Service-providing industries include all other private sector industries.

NOTE: Beginning in January 2003, household survey data reflect revised population controls. Nonfarm data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC based data.

2. Annual and quarterly percent changes in compensation, prices, and productivity

Selected measures	2006	2007	2006		2007				2008		
			III	IV	I	II	III	IV	I	II	III
Compensation data[1, 2, 3]											
Employment Cost Index—compensation:											
Civilian nonfarm	3.3	3.3	1.1	0.6	0.9	0.8	1.0	0.6	0.8	0.7	0.8
Private nonfarm	3.2	3.0	.8	.7	.8	.9	.8	.6	.9	.7	.6
Employment Cost Index—wages and salaries:											
Civilian nonfarm	3.2	3.4	1.1	.6	1.1	.7	1.0	.7	.8	.7	.8
Private nonfarm	3.2	3.3	.8	.7	1.1	.8	.9	.6	.9	.7	.6
Price data[1]											
Consumer Price Index (All Urban Consumers): All Items	3.2	2.8	.0	-.5	1.8	1.5	.1	.7	1.7	2.5	.0
Producer Price Index:											
Finished goods	3.0	3.9	-.9	.1	2.2	1.9	.1	1.8	2.8	4.2	-.3
Finished consumer goods	3.5	4.5	-1.3	-.2	2.8	2.5	.2	1.9	3.4	5.3	-.6
Capital equipment	1.6	1.8	.0	1.3	.3	-.1	-.1	1.2	.7	.6	1.0
Intermediate materials, supplies, and components	6.5	4.0	-.4	-.8	1.5	3.2	.1	2.0	5.0	6.7	.9
Crude materials	1.4	12.2	1.2	4.0	5.7	3.8	-2.4	11.9	14.5	16.4	-15.5
Productivity data[4]											
Output per hour of all persons:											
Business sector	.9	1.5	-2.0	.2	-.1	5.0	6.2	.1	2.3	3.7	1.3
Nonfarm business sector	1.0	1.4	-2.1	.2	.0	4.1	5.8	.8	2.6	3.6	1.1
Nonfinancial corporations[5]	2.1	.9	2.7	-2.6	.4	3.4	1.8	1.9	-.2	8.6	-

[1] Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter. Compensation and price data are not seasonally adjusted, and the price data are not compounded.

[2] Excludes Federal and private household workers.

[3] The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

[4] Annual rates of change are computed by comparing annual averages. Quarterly percent changes reflect annual rates of change in quarterly indexes. The data are seasonally adjusted.

[5] Output per hour of all employees.

3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—				
	2007		2008			2007		2008		
	III	IV	I	II	III	III	IV	I	II	III
Average hourly compensation: [1]										
All persons, business sector	3.6	4.4	3.6	3.8	4.7	4.8	3.7	3.4	3.9	4.1
All persons, nonfarm business sector	3.3	5.3	3.8	3.5	4.7	4.5	3.6	3.3	4.0	4.3
Employment Cost Index—compensation: [2]										
Civilian nonfarm[3]	1.0	.6	.8	.7	.8	3.3	3.3	3.3	3.1	2.9
Private nonfarm	.8	.6	.9	.7	.6	3.1	3.0	3.2	3.0	2.8
Union	.5	.7	.8	.8	.7	2.0	2.0	3.1	2.7	2.9
Nonunion	.8	.6	.9	.7	.6	3.2	3.2	3.2	3.0	2.8
State and local government	1.8	.7	.5	.5	1.7	4.3	4.1	3.6	3.5	3.4
Employment Cost Index—wages and salaries: [2]										
Civilian nonfarm[3]	1.0	.7	.8	.7	.8	3.3	3.4	3.2	3.2	3.1
Private nonfarm	.9	.6	.9	.7	.6	3.4	3.3	3.2	3.1	2.9
Union	.7	.3	.8	1.1	.7	2.7	2.3	2.6	2.9	2.9
Nonunion	.9	.7	.9	.7	.6	3.4	3.5	3.3	3.2	3.0
State and local government	1.7	.7	.6	.5	1.8	3.5	3.5	3.5	3.4	3.5

[1] Seasonally adjusted. "Quarterly average" is percent change from a quarter ago, at an annual rate.

[2] The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

[3] Excludes Federal and private household workers.

4. Employment status of the population, by sex, age, race, and Hispanic origin, monthly data seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Civilian noninstitutional population[1]	228,815	231,867	232,939	233,156	232,616	232,809	232,995	233,198	233,405	233,627	233,864	234,107	234,360	234,612	234,828
Civilian labor force	151,428	153,124	153,828	153,866	153,824	153,374	153,784	153,957	154,534	154,390	154,603	154,853	154,732	155,038	154,616
Participation rate	66.2	66.0	66.0	66.0	66.1	65.9	66.0	66.0	66.2	66.1	66.1	66.1	66.0	66.1	65.8
Employed	144,427	146,047	146,647	146,211	146,248	145,993	145,969	146,331	146,046	145,891	145,819	145,477	145,255	144,958	144,285
Employment-population ratio[2]	63.1	63.0	63.0	62.7	62.9	62.7	62.6	62.7	62.6	62.4	62.4	62.1	62.0	61.8	61.4
Unemployed	7,001	7,078	7,181	7,655	7,576	7,381	7,815	7,626	8,487	8,499	8,784	9,376	9,477	10,080	10,331
Unemployment rate	4.6	4.6	4.7	5.0	4.9	4.8	5.1	5.0	5.5	5.5	5.7	6.1	6.1	6.5	6.7
Not in the labor force	77,387	78,743	79,111	79,290	78,792	79,436	79,211	79,241	78,871	79,237	79,261	79,253	79,628	79,575	80,212
Men, 20 years and over															
Civilian noninstitutional population[1]	102,145	103,555	104,087	104,197	103,866	103,961	104,052	104,152	104,258	104,371	104,490	104,613	104,741	104,869	104,978
Civilian labor force	77,562	78,596	79,075	79,004	78,864	78,748	78,838	78,776	78,878	79,037	79,327	79,318	79,444	79,451	79,316
Participation rate	75.9	75.9	76.0	75.8	75.9	75.7	75.8	75.6	75.7	75.7	75.9	75.8	75.8	75.8	75.6
Employed	74,431	75,337	75,834	75,499	75,427	75,362	75,197	75,148	75,001	74,998	75,094	74,866	74,631	74,441	74,138
Employment-population ratio[2]	72.9	72.8	72.9	72.5	72.6	72.5	72.3	72.2	71.9	71.9	71.9	71.6	71.3	71.0	70.6
Unemployed	3,131	3,259	3,240	3,505	3,437	3,386	3,641	3,628	3,877	4,038	4,234	4,452	4,813	5,010	5,178
Unemployment rate	4.0	4.1	4.1	4.4	4.4	4.3	4.6	4.6	4.9	5.1	5.3	5.6	6.1	6.3	6.5
Not in the labor force	24,584	24,959	25,012	25,193	25,002	25,213	25,214	25,376	25,380	25,334	25,163	25,295	25,298	25,418	25,662
Women, 20 years and over															
Civilian noninstitutional population[1]	109,992	111,330	111,805	111,903	111,739	111,822	111,902	111,990	112,083	112,183	112,290	112,401	112,518	112,633	112,731
Civilian labor force	66,585	67,516	67,776	67,866	67,982	67,816	68,159	68,176	68,390	68,446	68,303	68,672	68,423	68,757	68,749
Participation rate	60.5	60.6	60.6	60.6	60.8	60.6	60.9	60.9	61.0	61.0	60.8	61.1	60.8	61.0	61.0
Employed	63,834	64,799	64,980	64,912	65,098	64,950	65,055	65,260	65,138	65,238	65,167	65,047	65,072	65,090	64,935
Employment-population ratio[2]	58.0	58.2	58.1	58.0	58.3	58.1	58.1	58.3	58.1	58.2	58.0	57.9	57.8	57.8	57.6
Unemployed	2,751	2,718	2,796	2,954	2,885	2,865	3,104	2,916	3,252	3,208	3,135	3,625	3,351	3,666	3,815
Unemployment rate	4.1	4.0	4.1	4.4	4.2	4.2	4.6	4.3	4.8	4.7	4.6	5.3	4.9	5.3	5.5
Not in the labor force	43,407	43,814	44,029	44,037	43,756	44,006	43,743	43,814	43,693	43,737	43,988	43,729	44,094	43,877	43,982
Both sexes, 16 to 19 years															
Civilian noninstitutional population[1]	16,678	16,982	17,048	17,056	17,012	17,027	17,041	17,056	17,064	17,073	17,084	17,092	17,101	17,110	17,118
Civilian labor force	7,281	7,012	6,977	6,996	6,978	6,810	6,787	7,005	7,266	6,907	6,973	6,863	6,865	6,830	6,550
Participation rate	43.7	41.3	40.9	41.0	41.0	40.0	39.8	41.1	42.6	40.5	40.8	40.2	40.1	39.9	38.3
Employed	6,162	5,911	5,832	5,801	5,724	5,681	5,717	5,923	5,907	5,655	5,558	5,563	5,552	5,427	5,212
Employment-population ratio[2]	36.9	34.8	34.2	34.0	33.6	33.4	33.5	34.7	34.6	33.1	32.5	32.6	32.5	31.7	30.4
Unemployed	1,119	1,101	1,145	1,196	1,254	1,130	1,070	1,082	1,358	1,253	1,415	1,299	1,313	1,404	1,338
Unemployment rate	15.4	15.7	16.4	17.1	18.0	16.6	15.8	15.4	18.7	18.1	20.3	18.9	19.1	20.6	20.4
Not in the labor force	9,397	9,970	10,071	10,059	10,034	10,216	10,254	10,051	9,798	10,166	10,110	10,229	10,236	10,279	10,568
White[3]															
Civilian noninstitutional population[1]	186,264	188,253	188,956	189,093	188,787	188,906	189,019	189,147	189,281	189,428	189,587	189,747	189,916	190,085	190,221
Civilian labor force	123,834	124,935	125,430	125,460	125,340	124,940	125,190	125,171	125,762	125,704	125,971	125,981	125,955	126,388	126,029
Participation rate	66.5	66.4	66.4	66.3	66.4	66.1	66.2	66.2	66.4	66.4	66.4	66.4	66.3	66.5	66.3
Employed	118,833	119,792	120,194	119,889	119,858	119,534	119,574	119,667	119,661	119,518	119,542	119,222	119,180	118,893	118,338
Employment-population ratio[2]	63.8	63.6	63.6	63.4	63.5	63.3	63.3	63.3	63.2	63.1	63.1	62.8	62.8	62.5	62.2
Unemployed	5,002	5,143	5,235	5,571	5,482	5,406	5,616	5,504	6,101	6,186	6,428	6,760	6,775	7,495	7,691
Unemployment rate	4.0	4.1	4.2	4.4	4.4	4.3	4.5	4.4	4.9	4.9	5.1	5.4	5.4	5.9	6.1
Not in the labor force	62,429	63,319	63,526	63,633	63,447	63,966	63,829	63,975	63,519	63,724	63,616	63,766	63,961	63,697	64,193
Black or African American[3]															
Civilian noninstitutional population[1]	27,007	27,485	27,666	27,704	27,640	27,675	27,709	27,746	27,780	27,816	27,854	27,896	27,939	27,982	28,021
Civilian labor force	17,314	17,496	17,453	17,538	17,713	17,632	17,702	17,753	17,742	17,716	17,767	17,973	17,737	17,793	17,710
Participation rate	64.1	63.7	63.1	63.3	64.1	63.7	63.9	64.0	63.9	63.7	63.8	64.4	63.5	63.6	63.2
Employed	15,765	16,051	15,980	15,961	16,090	16,169	16,116	16,234	16,029	16,085	16,040	16,074	15,714	15,810	15,718
Employment-population ratio[2]	58.4	58.4	57.8	57.6	58.2	58.4	58.2	58.5	57.7	57.8	57.6	57.6	56.2	56.5	56.1
Unemployed	1,549	1,445	1,473	1,577	1,623	1,463	1,586	1,520	1,713	1,632	1,726	1,899	2,023	1,983	1,992
Unemployment rate	8.9	8.3	8.4	9.0	9.2	8.3	9.0	8.6	9.7	9.2	9.7	10.6	11.4	11.1	11.2
Not in the labor force	9,693	9,989	10,212	10,165	9,927	10,043	10,007	9,992	10,038	10,100	10,088	9,923	10,202	10,190	10,311

See footnotes at end of table.

4. Continued—Employment status of the population, by sex, age, race, and Hispanic origin, monthly data seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Hispanic or Latino ethnicity															
Civilian noninstitutional population[1]	30,103	31,383	31,809	31,903	31,643	31,732	31,820	31,911	31,998	32,087	32,179	32,273	32,369	32,465	32,558
Civilian labor force	20,694	21,602	21,872	21,888	21,698	21,755	21,775	21,917	22,102	22,131	22,071	22,226	22,258	22,236	22,078
Participation rate	68.7	68.8	68.8	68.6	68.6	68.6	68.4	68.7	69.1	69.0	68.6	68.9	68.8	68.5	67.8
Employed	19,613	20,382	20,623	20,517	20,320	20,401	20,269	20,404	20,573	20,420	20,435	20,452	20,531	20,268	20,187
Employment-population ratio[2]	65.2	64.9	64.8	64.3	64.2	64.3	63.7	63.9	64.3	63.6	63.5	63.4	63.4	62.4	62.0
Unemployed	1,081	1,220	1,249	1,371	1,378	1,354	1,507	1,512	1,529	1,711	1,636	1,774	1,727	1,967	1,891
Unemployment rate	5.2	5.6	5.7	6.3	6.3	6.2	6.9	6.9	6.9	7.7	7.4	8.0	7.8	8.8	8.6
Not in the labor force	9,409	9,781	9,938	10,016	9,946	9,977	10,045	9,994	9,896	9,956	10,108	10,048	10,111	10,229	10,480

[1] The population figures are not seasonally adjusted.

[2] Civilian employment as a percent of the civilian noninstitutional population.

[3] Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white and black or African American) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

5. Selected employment indicators, monthly data seasonally adjusted

[In thousands]

Selected categories	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Employed, 16 years and older	144,427	146,047	146,647	146,211	146,248	145,993	145,969	146,331	146,046	145,891	145,819	145,477	145,255	144,958	144,285
Men	77,502	78,254	78,604	78,260	78,157	78,113	77,948	78,038	77,954	77,794	77,823	77,632	77,396	77,108	76,672
Women	66,925	67,792	68,043	67,951	68,091	67,880	68,021	68,293	68,092	68,097	67,996	67,845	67,860	67,850	67,613
Married men, spouse present	45,700	46,314	46,339	46,213	46,063	46,136	45,961	45,964	45,862	45,911	46,120	45,829	45,958	45,870	45,705
Married women, spouse present	35,272	35,832	35,689	35,565	35,536	35,648	35,749	36,177	36,171	36,270	36,185	36,055	35,913	35,633	35,657
Persons at work part time[1]															
All industries:															
Part time for economic reasons	4,162	4,401	4,513	4,665	4,769	4,884	4,914	5,220	5,233	5,416	5,724	5,718	6,055	6,700	7,321
Slack work or business conditions	2,658	2,877	3,008	3,174	3,247	3,291	3,323	3,558	3,595	3,816	4,194	4,112	4,232	4,733	5,426
Could only find part-time work	1,189	1,210	1,223	1,236	1,163	1,222	1,362	1,323	1,281	1,336	1,286	1,362	1,516	1,491	1,572
Part time for noneconomic reasons	19,591	19,756	19,539	19,526	19,613	19,348	19,409	19,809	19,428	19,496	19,406	19,712	19,371	19,147	18,880
Nonagricultural industries:															
Part time for economic reasons	4,071	4,317	4,453	4,577	4,677	4,790	4,797	5,125	5,164	5,308	5,599	5,641	5,941	6,485	7,200
Slack work or business conditions	2,596	2,827	2,981	3,120	3,174	3,231	3,238	3,513	3,531	3,744	4,156	4,032	4,121	4,690	5,313
Could only find part-time work	1,178	1,199	1,205	1,219	1,149	1,216	1,354	1,331	1,288	1,328	1,277	1,350	1,537	1,481	1,570
Part time for noneconomic reasons	19,237	19,419	19,224	19,225	19,296	19,019	19,072	19,456	19,047	19,106	19,051	19,281	19,033	18,889	18,598

[1] Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

6. Selected unemployment indicators, monthly data seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Characteristic															
Total, 16 years and older	4.6	4.6	4.7	5.0	4.9	4.8	5.1	5.0	5.5	5.5	5.7	6.1	6.1	6.5	6.7
Both sexes, 16 to 19 years	15.4	15.7	16.4	17.1	18.0	16.6	15.8	15.4	18.7	18.1	20.3	18.9	19.1	20.6	20.4
Men, 20 years and older	4.0	4.1	4.1	4.4	4.4	4.3	4.6	4.6	4.9	5.1	5.3	5.6	6.1	6.3	6.5
Women, 20 years and older	4.1	4.0	4.1	4.4	4.2	4.2	4.6	4.3	4.8	4.7	4.6	5.3	4.9	5.3	5.5
White, total [1]	4.0	4.1	4.2	4.4	4.4	4.3	4.5	4.4	4.9	4.9	5.1	5.4	5.4	5.9	6.1
Both sexes, 16 to 19 years	13.2	13.9	14.7	14.4	15.6	14.4	13.2	13.8	16.4	16.6	19.0	17.2	17.4	18.5	18.4
Men, 16 to 19 years	14.6	15.7	17.8	16.8	19.0	17.1	14.7	15.2	17.7	17.8	22.2	19.2	19.4	22.4	21.5
Women, 16 to 19 years	11.7	12.1	11.8	12.1	12.3	11.8	11.7	12.4	14.9	15.3	15.6	15.0	15.2	14.4	15.2
Men, 20 years and older	3.5	3.7	3.7	3.9	3.9	3.9	4.1	4.1	4.4	4.5	4.7	4.9	5.3	5.7	6.0
Women, 20 years and older	3.6	3.6	3.7	4.0	3.8	3.8	4.1	3.7	4.1	4.2	4.1	4.7	4.2	4.9	5.0
Black or African American, total [1]	8.9	8.3	8.4	9.0	9.2	8.3	9.0	8.6	9.7	9.2	9.7	10.6	11.4	11.1	11.2
Both sexes, 16 to 19 years	29.1	29.4	29.7	34.7	35.7	31.7	31.3	24.5	32.3	29.6	32.0	28.8	29.4	32.4	32.3
Men, 16 to 19 years	32.7	33.8	34.6	39.5	41.3	32.6	38.9	27.9	40.1	35.5	38.0	29.2	32.6	36.8	42.1
Women, 16 to 19 years	25.9	25.3	24.9	30.1	28.5	30.9	25.4	21.9	25.2	23.9	26.5	28.3	26.3	27.3	23.2
Men, 20 years and older	8.3	7.9	7.9	8.4	8.3	7.9	8.4	8.4	8.9	9.3	10.0	10.3	11.9	11.6	11.9
Women, 20 years and older	7.5	6.7	7.0	7.0	7.3	6.5	7.5	7.4	8.2	7.4	7.5	9.1	9.3	8.8	9.0
Hispanic or Latino ethnicity	5.2	5.6	5.7	6.3	6.3	6.2	6.9	6.9	6.9	7.7	7.4	8.0	7.8	8.8	8.6
Married men, spouse present	2.4	2.5	2.6	2.7	2.7	2.7	2.8	2.8	2.9	3.0	3.2	3.5	3.8	4.1	4.1
Married women, spouse present	2.9	2.8	3.0	3.1	3.1	3.1	3.3	3.0	3.1	3.3	3.3	3.7	3.5	4.2	4.2
Full-time workers	4.5	4.6	4.6	4.9	4.8	4.8	5.0	5.0	5.5	5.5	5.7	6.2	6.2	6.7	6.9
Part-time workers	5.1	4.9	5.0	5.6	5.4	5.0	5.3	4.9	5.5	5.4	5.5	5.7	5.9	5.7	5.8
Educational attainment [2]															
Less than a high school diploma	6.8	7.1	7.6	7.6	7.7	7.3	8.2	7.8	8.3	8.7	8.5	9.6	9.6	10.3	10.5
High school graduates, no college [3]	4.3	4.4	4.5	4.7	4.6	4.7	5.1	5.0	5.2	5.1	5.2	5.7	6.3	6.3	6.8
Some college or associate degree	3.6	3.6	3.3	3.7	3.6	3.7	3.8	3.9	4.3	4.2	4.5	4.8	5.0	5.2	5.5
Bachelor's degree and higher [4]	2.0	2.0	2.2	2.2	2.1	2.1	2.1	2.1	2.2	2.3	2.4	2.7	2.5	3.1	3.1

[1] Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

[2] Data refer to persons 25 years and older.

7. Duration of unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks	2,614	2,542	2,633	2,793	2,634	2,639	2,767	2,484	3,244	2,712	2,835	3,235	2,853	3,065	3,251
5 to 14 weeks	2,121	2,232	2,157	2,330	2,396	2,396	2,525	2,495	2,469	2,999	2,823	2,821	3,051	3,003	3,091
15 weeks and over	2,266	2,303	2,398	2,520	2,503	2,377	2,400	2,626	2,773	2,916	3,118	3,402	3,607	4,062	3,963
15 to 26 weeks	1,031	1,061	1,014	1,182	1,124	1,079	1,118	1,272	1,223	1,328	1,440	1,561	1,598	1,805	1,757
27 weeks and over	1,235	1,243	1,384	1,338	1,380	1,299	1,282	1,353	1,550	1,587	1,678	1,841	2,008	2,257	2,206
Mean duration, in weeks	16.8	16.8	17.2	16.6	17.5	16.8	16.2	16.9	16.6	17.5	17.1	17.4	18.4	19.7	18.8
Median duration, in weeks	8.3	8.5	8.7	8.4	8.8	8.4	8.1	9.3	8.3	10.0	9.7	9.2	10.2	10.6	10.0

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

8. Unemployed persons by reason for unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Reason for unemployment	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers[1]	3,321	3,515	3,609	3,857	3,796	3,854	4,154	4,014	4,282	4,370	4,407	4,824	5,171	5,719	6,072
On temporary layoff	921	976	979	975	1,040	971	1,056	1,099	1,113	1,077	1,037	1,266	1,407	1,340	1,395
Not on temporary layoff	2,400	2,539	2,630	2,882	2,756	2,883	3,098	2,915	3,169	3,292	3,370	3,559	3,764	4,379	4,677
Job leavers	827	793	783	798	830	769	781	850	870	833	861	999	974	940	935
Reentrants	2,237	2,142	2,160	2,343	2,201	2,112	2,117	2,134	2,460	2,498	2,705	2,652	2,555	2,623	2,636
New entrants	616	627	669	697	667	648	681	624	828	748	811	820	822	828	759
Percent of unemployed															
Job losers[1]	47.4	49.7	50.0	50.1	50.7	52.2	53.7	52.7	50.7	51.7	50.2	51.9	54.3	56.6	58.4
On temporary layoff	13.2	13.8	13.6	12.7	13.9	13.2	13.7	14.4	13.2	12.7	11.8	13.6	14.8	13.3	13.4
Not on temporary layoff	34.3	35.9	36.4	37.5	36.8	39.0	40.1	38.2	37.5	39.0	38.4	38.3	39.5	43.3	45.0
Job leavers	11.8	11.2	10.8	10.4	11.1	10.4	10.1	11.2	10.3	9.9	9.8	10.7	10.2	9.3	9.0
Reentrants	32.0	30.3	29.9	30.4	29.4	28.6	27.4	28.0	29.1	29.6	30.8	28.5	26.8	25.9	25.3
New entrants	8.8	8.9	9.3	9.1	8.9	8.8	8.8	8.2	9.8	8.9	9.2	8.8	8.6	8.2	7.3
Percent of civilian labor force															
Job losers[1]	2.2	2.3	2.3	2.5	2.5	2.5	2.7	2.6	2.8	2.8	2.9	3.1	3.3	3.7	3.9
Job leavers	.5	.5	.5	.5	.5	.5	.5	.6	.6	.5	.6	.6	.6	.6	.6
Reentrants	1.5	1.4	1.4	1.5	1.4	1.4	1.4	1.4	1.6	1.6	1.7	1.7	1.7	1.7	1.7
New entrants	.4	.4	.4	.5	.4	.4	.4	.4	.5	.5	.5	.5	.5	.5	.5

[1] Includes persons who completed temporary jobs.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

9. Unemployment rates by sex and age, monthly data seasonally adjusted

[Civilian workers]

Sex and age	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and older	4.6	4.6	4.7	5.0	4.9	4.8	5.1	5.0	5.5	5.5	5.7	6.1	6.1	6.5	6.7
16 to 24 years	10.5	10.5	10.7	11.8	11.7	11.3	11.3	11.0	13.0	12.6	13.4	13.1	13.2	13.7	13.8
16 to 19 years	15.4	15.7	16.4	17.1	18.0	16.6	15.8	15.4	18.7	18.1	20.3	18.9	19.1	20.6	20.4
16 to 17 years	17.2	17.5	19.0	19.6	20.4	18.3	18.6	19.7	21.2	23.3	24.9	22.1	21.6	22.9	23.8
18 to 19 years	14.1	14.5	14.4	15.4	15.9	15.5	14.0	13.2	17.5	15.6	17.3	17.1	17.6	18.3	18.3
20 to 24 years	8.2	8.2	8.0	9.4	8.7	8.9	9.3	8.9	10.4	10.1	10.2	10.5	10.5	10.6	10.9
25 years and older	3.6	3.6	3.7	3.9	3.8	3.8	4.0	3.9	4.1	4.3	4.4	4.9	5.0	5.3	5.5
25 to 54 years	3.8	3.7	3.8	4.1	3.9	3.9	4.2	4.2	4.4	4.5	4.6	5.1	5.2	5.5	5.8
55 years and older	3.0	3.1	3.0	3.2	3.2	3.2	3.4	3.0	3.3	3.3	3.6	4.1	4.1	4.5	4.7
Men, 16 years and older	4.6	4.7	4.7	5.1	5.1	4.9	5.2	5.1	5.6	5.7	6.1	6.3	6.7	7.1	7.2
16 to 24 years	11.2	11.6	11.8	12.8	13.1	12.5	12.5	12.0	14.1	13.8	15.2	14.3	14.4	16.4	16.0
16 to 19 years	16.9	17.6	19.5	19.8	21.8	18.7	17.8	16.9	20.7	19.9	23.4	20.7	21.0	24.5	24.1
16 to 17 years	18.6	19.4	21.4	22.1	24.0	20.5	22.0	22.2	23.3	26.2	29.4	24.0	23.0	26.9	28.8
18 to 19 years	15.7	16.5	17.8	18.4	19.5	18.0	15.2	14.5	19.6	17.1	19.9	18.6	20.1	21.6	21.2
20 to 24 years	8.7	8.9	8.6	9.8	9.4	9.9	10.3	9.9	11.0	11.2	11.6	11.5	11.5	12.8	12.6
25 years and older	3.5	3.6	3.6	3.8	3.8	3.7	4.0	4.0	4.2	4.3	4.6	5.0	5.5	5.5	5.9
25 to 54 years	3.6	3.7	3.7	4.0	4.0	3.8	4.1	4.3	4.4	4.6	4.9	5.2	5.8	5.7	6.1
55 years and older	3.0	3.2	3.1	3.2	3.2	3.2	3.3	3.0	3.4	3.4	3.7	4.2	4.4	4.6	5.1
Women, 16 years and older	4.6	4.5	4.6	4.9	4.7	4.7	5.0	4.8	5.3	5.2	5.2	5.8	5.5	5.8	6.0
16 to 24 years	9.7	9.4	9.4	10.7	10.1	9.9	10.0	9.8	11.9	11.2	11.4	11.9	11.9	10.7	11.4
16 to 19 years	13.8	13.8	13.4	14.4	14.2	14.5	13.8	14.0	16.6	16.3	17.1	17.1	17.1	16.3	16.6
16 to 17 years	15.9	15.7	17.1	17.3	17.2	16.2	15.5	17.5	19.0	20.3	20.4	20.2	20.3	19.1	19.4
18 t0 19 years	12.4	12.5	10.7	12.3	12.1	12.8	12.8	11.8	15.2	13.9	14.6	15.6	14.8	14.6	15.0
20 to 24 years	7.6	7.3	7.4	8.8	8.0	7.7	8.1	7.7	9.6	8.8	8.7	9.4	9.4	8.1	9.1
25 years and older	3.7	3.6	3.8	3.9	3.8	3.8	4.1	3.9	4.1	4.2	4.2	4.8	4.4	5.1	5.2
25 to 54 years	3.9	3.8	4.0	4.1	3.9	4.0	4.2	4.0	4.4	4.4	4.3	5.0	4.6	5.2	5.4
55 years and older[1]	2.9	3.0	2.8	2.9	3.4	3.3	3.4	2.8	2.8	3.4	4.3	4.5	3.9	4.3	4.3

[1] Data are not seasonally adjusted.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

10. Unemployment rates by State, seasonally adjusted

State	Oct. 2007	Sept. 2008[p]	Oct. 2008[p]	State	Oct. 2007	Sept. 2008[p]	Oct. 2008[p]
Alabama	3.5	5.3	5.5	Missouri	5.4	6.5	6.5
Alaska	6.2	6.7	7.2	Montana	3.2	4.6	4.8
Arizona	3.9	5.9	6.1	Nebraska	3.1	3.6	3.7
Arkansas	5.5	4.9	5.4	Nevada	5.1	7.2	7.7
California	5.7	7.7	8.2	New Hampshire	3.3	4.1	4.1
Colorado	3.9	5.2	5.7	New Jersey	4.2	5.8	6.0
Connecticut	4.8	6.1	6.5	New Mexico	3.3	4.0	4.3
Delaware	3.5	4.8	5.3	New York	4.6	5.8	5.7
District of Columbia	5.7	7.0	7.3	North Carolina	4.7	6.9	7.1
Florida	4.3	6.6	7.0	North Dakota	3.2	3.6	3.4
Georgia	4.5	6.4	6.9	Ohio	5.7	7.2	7.3
Hawaii	2.8	4.5	4.6	Oklahoma	4.3	3.8	4.3
Idaho	2.7	5.0	5.3	Oregon	5.4	6.4	7.2
Illinois	5.3	6.9	7.3	Pennsylvania	4.4	5.7	5.8
Indiana	4.5	6.2	6.4	Rhode Island	5.1	8.8	9.3
Iowa	3.8	4.2	4.4	South Carolina	6.0	7.3	7.9
Kansas	4.0	4.8	4.9	South Dakota	2.9	3.2	3.2
Kentucky	5.4	7.1	6.8	Tennessee	5.0	7.2	7.0
Louisiana	3.6	5.2	5.6	Texas	4.3	5.1	5.6
Maine	4.9	5.6	5.7	Utah	2.8	3.5	3.5
Maryland	3.6	4.6	4.9	Vermont	3.9	5.2	5.2
Massachusetts	4.3	5.3	5.5	Virginia	3.2	4.3	4.4
Michigan	7.5	8.7	9.3	Washington	4.6	5.7	6.3
Minnesota	4.6	5.9	5.9	West Virginia	4.7	4.4	4.6
Mississippi	6.3	7.8	7.2	Wisconsin	4.8	5.0	5.1
				Wyoming	2.9	3.3	3.3

[p] = preliminary

11. Employment of workers on nonfarm payrolls by State, seasonally adjusted

State	Oct. 2007	Sept. 2008[p]	Oct. 2008[p]	State	Oct. 2007	Sept. 2008[p]	Oct. 2008[p]
Alabama	2,186,252	2,169,709	2,171,989	Missouri	3,041,909	3,010,217	3,028,232
Alaska	353,073	359,987	360,492	Montana	502,039	507,302	506,995
Arizona	3,048,582	3,134,758	3,149,685	Nebraska	987,564	999,914	999,184
Arkansas	1,369,790	1,379,507	1,385,435	Nevada	1,348,757	1,409,309	1,416,858
California	18,253,532	18,497,504	18,581,769	New Hampshire	738,784	746,299	744,431
Colorado	2,729,228	2,749,371	2,753,346	New Jersey	4,460,266	4,540,221	4,552,678
Connecticut	1,876,708	1,898,783	1,910,687	New Mexico	945,079	958,034	961,564
Delaware	444,211	446,360	447,690	New York	9,530,678	9,652,732	9,660,219
District of Columbia	326,633	332,322	329,551	North Carolina	4,530,643	4,577,528	4,588,475
Florida	9,208,198	9,344,301	9,365,608	North Dakota	366,871	374,266	372,134
Georgia	4,841,797	4,894,137	4,894,407	Ohio	5,984,116	6,000,391	5,989,173
Hawaii	647,313	667,453	665,289	Oklahoma	1,734,365	1,757,738	1,769,772
Idaho	756,873	759,393	759,585	Oregon	1,936,063	1,961,581	1,970,869
Illinois	6,731,106	6,707,818	6,642,367	Pennsylvania	6,289,310	6,444,916	6,447,029
Indiana	3,206,083	3,252,500	3,246,463	Rhode Island	577,274	572,769	570,453
Iowa	1,664,827	1,685,033	1,682,570	South Carolina	2,145,025	2,158,704	2,169,776
Kansas	1,481,122	1,501,233	1,501,718	South Dakota	443,953	447,367	447,026
Kentucky	2,044,641	2,047,438	2,045,114	Tennessee	3,052,716	3,049,201	3,045,902
Louisiana	2,003,314	2,053,649	2,061,993	Texas	11,532,143	11,787,861	11,815,195
Maine	705,437	711,686	710,939	Utah	1,376,230	1,387,620	1,383,957
Maryland	2,987,408	3,002,538	3,000,803	Vermont	352,934	353,165	356,261
Massachusetts	3,404,587	3,413,637	3,423,049	Virginia	4,076,293	4,142,322	4,150,664
Michigan	5,004,846	4,926,617	4,930,328	Washington	3,440,169	3,500,752	3,515,574
Minnesota	2,931,351	2,941,781	2,942,082	West Virginia	810,601	808,517	810,116
Mississippi	1,322,080	1,327,154	1,316,825	Wisconsin	3,089,491	3,089,362	3,088,991
				Wyoming	288,695	293,576	293,765

NOTE: Some data in this table may differ from data published elsewhere because of the continual updating of the database.

[p] = preliminary

12. Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL NONFARM	136,086	137,623	138,037	138,078	138,002	137,919	137,831	137,764	137,717	137,617	137,550	137,423	137,020	136,700	136,167
TOTAL PRIVATE	114,113	115,420	115,759	115,745	115,666	115,557	115,454	115,363	115,264	115,154	115,048	114,909	114,525	114,163	113,623
GOODS-PRODUCING	22,531	22,221	22,049	21,976	21,907	21,816	21,737	21,628	21,577	21,491	21,437	21,367	21,250	21,083	20,920
Natural resources and mining	684	723	735	739	744	744	750	752	760	768	777	788	795	796	800
Logging	64.4	60.8	59.9	60.6	60.7	60.2	60.1	60.8	59.5	57.3	57.7	58.1	58.9	59.5	60.8
Mining	619.7	662.1	675.0	677.9	683.2	684.0	689.7	690.9	700.6	710.2	719.4	729.6	736.2	736.3	738.9
Oil and gas extraction	134.5	146.0	152.3	153.1	154.5	153.8	155.2	154.2	158.3	160.1	162.4	164.1	165.8	166.1	167.0
Mining, except oil and gas[1]	220.3	224.5	226.0	225.2	227.0	225.7	226.2	225.8	229.6	230.9	231.3	233.8	234.1	234.6	234.9
Coal mining	78.0	77.6	78.7	78.3	78.6	78.7	79.2	79.3	80.5	81.3	81.2	83.5	84.4	85.2	86.1
Support activities for mining	264.9	291.6	296.7	299.6	301.7	304.5	308.3	310.9	312.7	319.2	325.7	331.7	336.3	335.6	337.0
Construction	7,691	7,614	7,520	7,465	7,426	7,382	7,343	7,284	7,246	7,196	7,173	7,153	7,098	7,034	6,952
Construction of buildings	1,804.9	1,761.0	1,716.4	1,702.4	1,690.2	1,673.0	1,668.2	1,648.2	1,634.9	1,621.5	1,618.3	1,612.8	1,592.1	1,577.2	1,557.9
Heavy and civil engineering	985.1	1,001.2	999.0	993.8	984.6	977.6	976.9	967.4	965.3	959.5	955.5	952.8	943.6	934.3	922.3
Speciality trade contractors	4,901.1	4,851.9	4,804.8	4,768.4	4,750.8	4,731.8	4,697.5	4,668.0	4,645.6	4,615.1	4,598.7	4,587.8	4,562.5	4,522.0	4,471.8
Manufacturing	14,155	13,884	13,794	13,772	13,737	13,690	13,644	13,592	13,571	13,527	13,487	13,426	13,357	13,253	13,168
Production workers	10,137	9,979	9,944	9,933	9,922	9,879	9,847	9,799	9,784	9,738	9,692	9,636	9,572	9,466	9,383
Durable goods	8,981	8,816	8,763	8,739	8,718	8,685	8,652	8,607	8,594	8,564	8,541	8,482	8,433	8,349	8,287
Production workers	6,355	6,257	6,242	6,220	6,214	6,182	6,152	6,112	6,100	6,064	6,033	5,980	5,930	5,844	5,783
Wood products	558.8	519.7	509.0	507.2	503.5	498.6	492.9	490.9	482.4	477.3	473.3	467.6	462.2	454.8	446.1
Nonmetallic mineral products	509.6	503.4	499.5	496.4	494.4	492.2	487.7	486.3	482.1	479.3	476.6	475.8	471.0	471.6	463.6
Primary metals	464.0	456.0	452.6	452.2	452.3	451.4	451.3	450.1	448.7	446.8	446.0	443.0	442.7	440.9	434.1
Fabricated metal products	1,553.1	1,563.3	1,565.6	1,562.7	1,560.9	1,557.1	1,556.9	1,544.1	1,544.2	1,537.1	1,531.8	1,534.3	1,524.2	1,511.0	1,495.7
Machinery	1,183.2	1,188.2	1,189.9	1,191.0	1,193.8	1,191.7	1,195.1	1,193.1	1,195.1	1,194.4	1,196.5	1,193.0	1,187.2	1,182.9	1,171.9
Computer and electronic products[1]	1,307.5	1,271.9	1,260.5	1,257.6	1,256.3	1,251.9	1,254.1	1,253.8	1,250.1	1,247.1	1,246.1	1,247.4	1,245.5	1,239.6	1,232.6
Computer and peripheral equipment	196.2	186.9	185.5	185.4	184.9	185.9	186.0	186.7	186.2	184.6	185.1	185.4	185.3	184.9	183.7
Communications equipment	136.2	128.6	129.5	129.0	129.5	128.7	129.4	130.9	130.4	131.8	130.8	131.2	131.7	131.9	131.3
Semiconductors and electronic components	457.9	444.5	437.0	434.9	433.5	429.7	428.7	426.7	424.2	422.1	423.2	423.4	422.1	419.1	415.4
Electronic instruments	444.5	444.0	443.0	443.7	444.3	442.9	446.2	445.7	445.6	444.9	444.1	444.7	444.5	442.4	441.2
Electrical equipment and appliances	432.7	427.2	426.6	423.8	421.6	420.8	419.9	421.5	422.1	422.0	422.4	419.4	416.8	416.0	412.8
Transportation equipment	1,768.9	1,710.9	1,693.5	1,684.7	1,678.1	1,672.0	1,651.1	1,630.6	1,636.8	1,631.9	1,624.8	1,584.0	1,572.2	1,531.3	1,540.1
Furniture and related products	560.1	534.5	527.0	523.8	520.4	516.0	511.2	506.4	503.5	499.5	495.6	487.4	482.4	472.0	465.4
Miscellaneous manufacturing	643.7	641.0	638.8	639.9	636.4	633.3	632.0	630.2	629.1	628.8	627.7	630.1	628.9	629.2	624.9
Nondurable goods	5,174	5,068	5,031	5,033	5,019	5,005	4,992	4,985	4,977	4,963	4,946	4,944	4,924	4,904	4,881
Production workers	3,782	3,723	3,702	3,713	3,708	3,697	3,695	3,687	3,684	3,674	3,659	3,656	3,642	3,622	3,600
Food manufacturing	1,479.4	1,481.3	1,477.9	1,486.3	1,483.2	1,482.7	1,477.0	1,473.8	1,473.5	1,472.4	1,469.8	1,474.0	1,476.7	1,480.1	1,484.2
Beverages and tobacco products	194.2	195.7	194.3	192.0	191.1	189.3	190.8	193.3	193.7	192.5	192.2	191.3	191.3	189.1	190.5
Textile mills	195.0	169.9	164.9	163.0	162.0	161.4	158.7	156.4	155.1	152.2	149.9	150.6	148.3	146.7	142.0
Textile product mills	166.7	158.4	157.2	155.7	154.0	153.0	153.3	152.2	151.0	149.3	148.7	147.9	147.9	147.0	145.8
Apparel	232.4	213.0	206.4	204.8	202.0	200.6	198.1	198.0	196.6	196.4	195.9	196.1	193.1	189.6	188.1
Leather and allied products	36.8	33.9	34.1	33.7	34.5	33.5	33.5	33.9	33.7	34.6	33.9	35.1	35.0	34.4	34.0
Paper and paper products	470.5	460.6	458.6	460.3	459.0	457.8	457.9	458.4	458.1	456.6	454.9	453.4	449.8	448.0	446.0
Printing and related support activities	634.4	624.2	622.0	619.5	620.1	614.6	614.2	611.7	607.3	601.9	598.9	599.2	595.2	590.2	584.9
Petroleum and coal products	113.2	113.4	112.1	111.7	112.2	112.5	112.2	112.2	113.4	113.8	114.6	114.1	114.2	114.1	114.8
Chemicals	865.9	862.9	860.5	862.0	861.2	861.0	860.5	861.3	861.6	859.8	857.1	855.4	852.5	852.0	851.0
Plastics and rubber products	785.5	754.0	743.0	744.2	739.7	738.7	735.6	734.1	732.8	733.9	730.2	726.4	720.0	712.4	700.0
SERVICE-PROVIDING	113,556	115,402	115,988	116,102	116,095	116,103	116,094	116,136	116,140	116,126	116,113	116,056	115,770	115,617	115,247
PRIVATE SERVICE-PROVIDING	91,582	93,199	93,710	93,769	93,759	93,741	93,717	93,735	93,687	93,663	93,611	93,542	93,275	93,080	92,703
Trade, transportation, and utilities	26,276	26,608	26,693	26,658	26,631	26,579	26,552	26,496	26,451	26,431	26,393	26,346	26,225	26,124	25,977
Wholesale trade	5,904.5	6,028.3	6,075.0	6,072.9	6,067.3	6,057.6	6,054.3	6,043.9	6,038.4	6,034.6	6,017.6	6,007.1	5,999.5	5,975.1	5,949.9
Durable goods	3,074.8	3,130.7	3,152.4	3,145.0	3,138.0	3,127.3	3,127.8	3,118.1	3,109.8	3,103.6	3,094.3	3,084.9	3,080.1	3,061.1	3,044.9
Nondurable goods	2,041.3	2,069.3	2,086.6	2,089.3	2,090.9	2,088.4	2,087.5	2,086.9	2,089.3	2,088.4	2,078.4	2,075.2	2,070.0	2,066.9	2,060.8
Electronic markets and agents and brokers	788.5	828.4	836.0	838.6	838.4	841.9	839.0	838.9	839.3	842.6	844.9	847.0	849.4	847.1	844.2
Retail trade	15,353.3	15,490.7	15,513.1	15,487.8	15,472.2	15,428.8	15,401.4	15,355.7	15,331.8	15,324.2	15,302.4	15,274.7	15,199.1	15,136.9	15,045.6
Motor vehicles and parts dealers[1]	1,909.7	1,913.1	1,911.0	1,909.3	1,910.2	1,905.1	1,901.5	1,897.6	1,892.9	1,883.3	1,870.6	1,853.2	1,837.4	1,811.9	1,784.8
Automobile dealers	1,246.7	1,245.3	1,244.9	1,244.6	1,244.0	1,236.2	1,233.7	1,228.8	1,224.2	1,215.2	1,204.3	1,189.6	1,177.1	1,153.6	1,129.4
Furniture and home furnishings stores	586.9	581.0	584.9	584.5	579.9	575.9	570.6	569.0	568.5	568.9	569.2	566.4	561.7	556.8	547.0
Electronics and appliance stores	541.1	543.7	542.6	540.4	534.3	533.6	535.0	534.7	539.3	534.9	535.2	535.3	530.3	527.7	521.0

See notes at end of table.

12. Continued—Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted
[In thousands]

Industry	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Building material and garden supply stores	1,324.1	1,305.3	1,279.9	1,271.6	1,266.0	1,258.5	1,250.8	1,240.5	1,240.3	1,238.2	1,230.1	1,237.0	1,235.9	1,232.9	1,224.5
Food and beverage stores	2,821.1	2,848.5	2,871.9	2,871.9	2,880.1	2,885.7	2,890.1	2,882.4	2,880.7	2,879.2	2,879.5	2,871.5	2,863.2	2,866.3	2,859.9
Health and personal care stores	961.1	988.6	998.6	999.9	1,000.6	993.5	993.9	993.4	990.9	990.4	990.0	985.1	984.4	981.9	976.9
Gasoline stations	864.1	861.2	859.1	850.5	853.8	854.2	852.6	847.4	841.2	844.4	841.3	839.8	834.2	834.8	834.5
Clothing and clothing accessories stores	1,450.9	1,500.4	1,524.5	1,508.6	1,498.2	1,496.3	1,498.9	1,495.4	1,494.5	1,494.8	1,494.8	1,495.8	1,482.9	1,477.4	1,459.8
Sporting goods, hobby, book, and music stores	645.5	658.2	664.0	661.6	667.2	661.9	658.6	651.5	653.2	654.5	649.3	659.5	650.1	649.7	639.0
General merchandise stores[1]	2,935.0	2,984.6	2,968.2	2,976.7	2,971.1	2,955.7	2,943.9	2,939.0	2,928.5	2,939.6	2,948.4	2,941.1	2,929.8	2,909.0	2,915.2
Department stores	1,557.2	1,576.7	1,560.6	1,568.4	1,564.3	1,543.3	1,534.3	1,528.1	1,514.7	1,516.3	1,517.2	1,507.0	1,494.2	1,476.0	1,472.5
Miscellaneous store retailers	881.0	868.7	868.3	866.3	869.4	865.3	862.8	863.3	860.8	858.9	857.4	856.4	855.5	856.9	850.8
Nonstore retailers	432.8	437.6	440.1	446.5	441.4	443.1	442.7	441.5	441.0	437.1	436.6	433.6	433.7	431.6	432.2
Transportation and warehousing	4,469.6	4,536.0	4,549.0	4,539.9	4,534.5	4,535.5	4,537.7	4,538.3	4,524.1	4,514.0	4,513.6	4,505.1	4,465.9	4,448.8	4,417.3
Air transportation	487.0	492.6	503.0	502.1	504.7	508.2	507.5	504.5	501.3	497.6	495.2	490.9	487.4	485.3	485.3
Rail transportation	227.5	234.4	233.8	232.5	233.8	233.7	233.7	233.5	233.0	230.0	232.1	230.6	229.2	229.4	229.9
Water transportation	62.7	64.3	65.0	64.4	63.8	62.5	61.6	62.3	61.3	61.8	61.9	60.7	60.3	59.7	58.7
Truck transportation	1,435.8	1,441.2	1,428.7	1,423.1	1,422.5	1,417.4	1,420.4	1,415.2	1,409.8	1,400.1	1,398.3	1,400.1	1,387.3	1,381.0	1,369.3
Transit and ground passenger transportation	399.3	410.0	411.5	411.8	411.9	413.5	412.9	418.3	412.9	416.4	417.1	416.5	408.2	407.1	405.0
Pipeline transportation	38.7	40.1	40.6	40.8	40.6	40.9	41.2	41.3	42.2	42.8	43.3	43.0	43.7	43.9	44.2
Scenic and sightseeing transportation	27.5	29.4	30.9	31.3	31.0	31.5	31.7	31.3	31.1	31.3	30.6	30.9	29.5	29.1	27.3
Support activities for transportation	570.6	582.9	589.2	587.1	584.9	585.9	586.3	588.2	587.1	587.0	590.3	590.8	587.2	586.6	581.1
Couriers and messengers	582.4	582.5	584.4	588.1	585.5	586.0	585.3	585.0	587.2	587.7	586.5	585.8	580.2	576.1	568.2
Warehousing and storage	638.1	658.7	661.9	658.7	655.8	655.9	657.1	658.7	658.2	659.3	658.3	655.8	652.9	650.6	648.3
Utilities	548.5	553.4	555.5	557.1	557.1	557.0	558.2	557.7	557.1	558.1	559.8	559.2	560.8	563.0	563.8
Information	3,038	3,029	3,022	3,018	3,014	3,016	3,013	3,007	3,002	2,997	2,988	2,984	2,978	2,972	2,953
Publishing industries, except Internet	902.4	898.2	892.2	889.7	889.2	886.8	882.9	882.8	879.7	877.0	873.0	870.4	867.0	864.5	856.0
Motion picture and sound recording industries	375.7	380.0	376.3	376.3	372.9	380.1	383.0	382.5	380.9	382.0	379.1	379.4	379.4	383.1	379.2
Broadcasting, except Internet.	328.3	326.4	325.0	321.9	323.0	322.1	322.5	320.8	321.2	319.6	320.4	318.4	317.7	318.5	318.1
Internet publishing and broadcasting															
Telecommunications	1,047.6	1,028.3	1,026.4	1,026.8	1,025.3	1,022.0	1,020.1	1,018.0	1,017.7	1,018.9	1,016.1	1,016.0	1,014.4	1,007.0	1,001.2
ISPs, search portals, and data processing	263.2	270.5	272.6	273.5	273.0	274.2	272.3	272.2	272.1	269.8	268.3	268.0	267.4	266.6	265.2
Other information services	120.8	125.7	129.5	129.3	130.5	131.2	131.9	130.7	130.1	130.0	130.8	131.7	131.7	132.6	132.9
Financial activities	8,328	8,308	8,260	8,252	8,244	8,231	8,231	8,229	8,226	8,213	8,206	8,196	8,173	8,142	8,110
Finance and insurance	6,156.0	6,146.6	6,115.5	6,111.2	6,106.2	6,102.2	6,103.4	6,103.8	6,098.8	6,088.0	6,081.1	6,075.1	6,062.2	6,043.5	6,023.8
Monetary authorities—central bank	21.2	21.1	20.7	20.7	20.7	20.9	20.9	21.1	21.0	20.9	20.9	20.8	20.9	20.5	20.7
Credit intermediation and related activities[1]	2,924.9	2,881.6	2,834.3	2,829.2	2,825.0	2,820.4	2,811.8	2,807.9	2,800.5	2,794.0	2,788.6	2,784.7	2,785.3	2,770.9	2,755.2
Depository credit intermediation[1]	1,802.0	1,822.5	1,823.4	1,824.6	1,821.5	1,823.3	1,821.6	1,822.9	1,820.6	1,818.1	1,815.3	1,813.2	1,808.9	1,804.7	1,799.9
Commercial banking	1,322.9	1,345.8	1,344.7	1,345.9	1,342.2	1,344.9	1,343.4	1,344.2	1,343.4	1,343.1	1,340.9	1,339.4	1,337.2	1,334.3	1,331.5
Securities, commodity contracts, investments	818.3	847.9	856.9	856.7	859.2	862.5	865.8	867.2	866.6	866.0	860.6	860.9	851.5	845.9	843.3
Insurance carriers and related activities	2,303.7	2,308.1	2,315.6	2,316.8	2,313.9	2,311.1	2,318.4	2,319.7	2,323.2	2,319.2	2,323.2	2,320.3	2,316.2	2,317.4	2,315.9
Funds, trusts, and other financial vehicles	87.9	87.8	88.0	87.8	87.4	87.3	86.5	87.9	87.5	87.9	87.8	88.4	88.3	88.8	88.7
Real estate and rental and leasing	2,172.5	2,161.7	2,144.7	2,140.6	2,138.0	2,128.6	2,127.8	2,124.9	2,127.3	2,125.1	2,125.3	2,121.3	2,110.7	2,098.8	2,086.4
Real estate	1,499.0	1,491.9	1,477.1	1,476.4	1,471.4	1,466.0	1,465.0	1,465.7	1,466.4	1,466.2	1,463.7	1,465.6	1,457.9	1,454.6	1,451.6
Rental and leasing services	645.5	640.3	637.4	633.6	635.2	631.0	631.1	627.4	629.5	627.2	629.3	623.8	620.6	612.4	603.0
Lessors of nonfinancial intangible assets	28.1	29.5	30.2	30.6	31.4	31.6	31.7	31.8	31.4	31.7	32.3	31.9	32.2	31.8	31.8
Professional and business services	17,566	17,962	18,079	18,131	18,101	18,073	18,014	18,031	17,982	17,927	17,904	17,854	17,789	17,726	17,590
Professional and technical services[1]	7,356.7	7,662.0	7,784.8	7,820.5	7,819.2	7,829.2	7,823.5	7,845.6	7,839.1	7,850.3	7,855.4	7,859.5	7,860.8	7,872.9	7,855.5
Legal services	1,173.2	1,176.4	1,175.2	1,173.9	1,173.0	1,174.9	1,172.6	1,172.5	1,172.2	1,171.3	1,168.8	1,166.6	1,166.2	1,165.7	1,163.5
Accounting and bookkeeping services	889.0	947.2	979.4	993.3	992.3	991.9	983.3	986.1	973.8	978.0	976.3	977.7	975.3	976.2	974.5
Architectural and engineering services	1,385.7	1,436.0	1,453.9	1,460.4	1,460.5	1,463.0	1,461.8	1,464.9	1,464.9	1,466.2	1,466.0	1,464.2	1,457.0	1,452.3	1,442.3

See notes at end of table

12. Continued—Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

[In thousands]

Industry	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
Computer systems design and related services	1,284.6	1,359.8	1,387.5	1,391.4	1,391.6	1,393.5	1,391.3	1,403.9	1,408.9	1,411.7	1,419.7	1,424.5	1,427.4	1,433.2	1,435.9
Management and technical consulting services	886.4	952.8	985.1	994.3	989.2	992.7	997.0	1,001.3	1,006.9	1,014.6	1,019.0	1,019.8	1,029.6	1,031.9	1,033.3
Management of companies and enterprises	1,810.9	1,846.0	1,850.0	1,847.8	1,845.5	1,844.7	1,839.7	1,841.0	1,836.4	1,837.8	1,830.2	1,832.1	1,823.7	1,820.9	1,814.8
Administrative and waste services	8,398.3	8,453.6	8,444.1	8,462.8	8,436.2	8,398.6	8,351.2	8,344.4	8,306.0	8,239.2	8,218.1	8,162.7	8,104.6	8,031.7	7,919.9
Administrative and support services[1]	8,050.2	8,096.7	8,081.4	8,099.3	8,070.8	8,036.1	7,987.3	7,978.9	7,939.8	7,873.5	7,852.3	7,793.5	7,735.8	7,660.6	7,549.1
Employment services[1]	3,680.9	3,600.9	3,563.9	3,566.9	3,562.1	3,531.6	3,483.7	3,462.2	3,421.8	3,363.3	3,339.9	3,285.8	3,236.2	3,173.0	3,072.3
Temporary help services	2,637.4	2,605.1	2,583.7	2,578.5	2,574.6	2,536.8	2,506.0	2,487.1	2,451.6	2,415.3	2,391.6	2,353.5	2,308.6	2,263.4	2,185.2
Business support services	792.9	805.5	798.9	803.7	797.4	796.6	794.1	792.8	789.2	785.2	786.2	785.6	787.7	787.4	787.2
Services to buildings and dwellings	1,801.4	1,851.2	1,861.1	1,872.0	1,861.3	1,859.7	1,857.3	1,864.6	1,865.9	1,867.4	1,864.4	1,861.8	1,855.9	1,848.5	1,841.9
Waste management and remediation services	348.1	356.9	362.7	363.5	365.4	362.5	363.9	365.5	366.2	365.7	365.8	369.2	368.8	371.1	370.8
Educational and health services	17,826	18,327	18,522	18,568	18,617	18,665	18,709	18,757	18,820	18,891	18,935	18,997	18,993	19,021	19,073
Educational services	2,900.9	2,949.1	2,975.5	2,984.5	3,003.4	3,009.6	3,018.6	3,030.5	3,047.3	3,099.2	3,111.6	3,126.6	3,082.3	3,072.7	3,082.5
Health care and social assistance	14,925.3	15,377.6	15,546.7	15,583.2	15,613.6	15,655.0	15,690.5	15,726.1	15,772.4	15,791.3	15,823.3	15,870.8	15,910.5	15,948.2	15,990.7
Ambulatory health care services[1]	5,285.8	5,477.1	5,554.8	5,566.0	5,581.7	5,600.0	5,612.5	5,632.8	5,649.9	5,667.7	5,693.2	5,703.8	5,721.1	5,732.0	5,746.1
Offices of physicians	2,147.8	2,204.0	2,232.2	2,235.6	2,240.8	2,248.2	2,251.7	2,259.6	2,265.2	2,273.1	2,281.1	2,282.7	2,289.7	2,295.0	2,301.1
Outpatient care centers	492.6	507.1	511.0	513.0	511.5	512.0	511.9	514.9	516.6	516.7	520.3	522.2	519.9	522.6	524.5
Home health care services	865.6	913.3	929.1	930.9	934.7	939.5	943.3	946.1	951.0	954.5	960.8	963.4	967.0	969.6	973.5
Hospitals	4,423.4	4,517.3	4,558.8	4,572.4	4,579.3	4,592.8	4,606.4	4,616.2	4,635.0	4,642.9	4,653.5	4,669.1	4,677.0	4,689.0	4,698.1
Nursing and residential care facilities[1]	2,892.5	2,952.0	2,967.5	2,971.2	2,974.6	2,979.9	2,983.4	2,987.3	2,989.8	2,987.7	2,986.4	2,990.5	2,989.9	2,995.7	3,006.3
Nursing care facilities	1,581.4	1,600.8	1,605.9	1,608.2	1,608.8	1,613.3	1,609.6	1,610.7	1,612.1	1,608.9	1,606.5	1,607.4	1,603.5	1,606.1	1,609.2
Social assistance[1]	2,323.5	2,431.2	2,465.6	2,473.6	2,478.0	2,482.3	2,488.2	2,489.8	2,497.7	2,493.0	2,490.2	2,507.4	2,522.5	2,531.5	2,540.2
Child day care services	818.3	849.2	856.7	857.1	859.2	858.6	861.8	858.1	860.2	848.8	842.2	850.5	861.5	862.4	865.0
Leisure and hospitality	13,110	13,474	13,628	13,635	13,644	13,660	13,676	13,690	13,679	13,679	13,655	13,639	13,587	13,562	13,486
Arts, entertainment, and recreation	1,928.5	1,977.5	2,001.4	2,010.3	2,016.1	2,019.1	2,025.7	2,021.1	2,013.1	2,011.7	1,999.5	2,004.0	1,988.7	1,988.6	1,967.6
Performing arts and spectator sports	398.5	412.4	426.4	429.9	429.5	431.0	433.9	436.4	434.7	438.0	433.1	432.9	427.6	428.8	420.9
Museums, historical sites, zoos, and parks	123.8	130.2	131.6	131.5	132.6	131.7	133.4	132.6	133.9	132.7	132.1	131.7	130.3	129.7	129.7
Amusements, gambling, and recreation	1,406.3	1,434.9	1,443.4	1,448.9	1,454.0	1,456.4	1,458.4	1,452.1	1,444.5	1,441.0	1,434.3	1,439.4	1,430.8	1,430.1	1,417.0
Accommodations and food services	11,181.1	11,496.3	11,626.8	11,624.7	11,628.0	11,640.7	11,650.7	11,668.7	11,665.8	11,667.4	11,655.6	11,634.6	11,598.3	11,572.9	11,518.7
Accommodations	1,832.1	1,856.4	1,870.3	1,858.1	1,854.9	1,854.4	1,849.4	1,853.0	1,849.0	1,843.4	1,835.8	1,824.9	1,810.6	1,797.8	1,761.2
Food services and drinking places	9,349.0	9,639.9	9,756.5	9,766.6	9,773.1	9,786.3	9,801.3	9,815.7	9,816.8	9,824.0	9,819.8	9,809.7	9,787.7	9,775.1	9,757.5
Other services	5,438	5,491	5,506	5,507	5,508	5,517	5,522	5,525	5,527	5,525	5,530	5,526	5,530	5,533	5,514
Repair and maintenance	1,248.5	1,257.0	1,258.0	1,255.5	1,252.9	1,255.2	1,254.8	1,254.0	1,251.7	1,245.6	1,243.8	1,233.9	1,232.7	1,228.4	1,217.7
Personal and laundry services	1,288.4	1,305.2	1,309.7	1,306.9	1,306.6	1,306.4	1,308.5	1,309.9	1,310.6	1,312.8	1,315.1	1,318.5	1,319.4	1,314.8	1,308.8
Membership associations and organizations	2,901.2	2,928.8	2,938.0	2,944.4	2,948.9	2,955.6	2,959.0	2,961.4	2,964.3	2,966.5	2,970.8	2,973.6	2,977.5	2,989.6	2,987.3
Government	21,974	22,203	22,278	22,333	22,336	22,362	22,377	22,401	22,453	22,463	22,502	22,514	22,495	22,537	22,544
Federal	2,732	2,727	2,728	2,735	2,717	2,725	2,726	2,734	2,740	2,744	2,750	2,748	2,750	2,769	2,769
Federal, except U.S. Postal Service	1,962.6	1,964.6	1,966.7	1,972.3	1,977.3	1,982.9	1,986.6	1,996.0	2,006.5	2,013.1	2,018.6	2,025.2	2,033.6	2,053.8	2,059.4
U.S. Postal Service	769.7	762.3	761.7	763.1	739.7	741.6	739.1	737.9	733.3	731.0	731.5	722.4	716.8	715.3	709.7
State	5,075	5,125	5,131	5,153	5,159	5,158	5,157	5,170	5,174	5,179	5,193	5,210	5,206	5,209	5,215
Education	2,292.5	2,318.4	2,314.3	2,332.5	2,335.1	2,332.9	2,332.9	2,340.8	2,344.4	2,354.3	2,366.7	2,378.8	2,378.8	2,377.4	2,382.8
Other State government	2,782.0	2,806.6	2,816.5	2,820.9	2,824.0	2,824.9	2,823.8	2,829.1	2,829.7	2,824.9	2,826.5	2,831.2	2,826.7	2,831.2	2,832.2
Local	14,167	14,351	14,419	14,445	14,460	14,479	14,494	14,497	14,539	14,540	14,559	14,556	14,539	14,559	14,560
Education	7,913.0	7,976.6	7,999.6	8,016.5	8,018.0	8,031.9	8,035.7	8,032.1	8,060.0	8,053.2	8,072.5	8,058.6	8,043.7	8,062.3	8,058.1
Other local government	6,253.8	6,374.5	6,419.2	6,428.2	6,441.5	6,447.5	6,457.8	6,465.0	6,479.2	6,486.8	6,486.5	6,497.4	6,495.1	6,497.0	6,502.3

[1] Includes other industries not shown separately.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

p = preliminary.

13. Average weekly hours of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE	33.9	33.8	33.8	33.8	33.7	33.7	33.8	33.8	33.7	33.7	33.7	33.7	33.6	33.6	33.5
GOODS-PRODUCING	40.5	40.6	40.7	40.5	40.4	40.4	40.5	40.4	40.2	40.3	40.3	40.3	39.9	39.9	39.6
Natural resources and mining	45.6	45.9	46.2	45.8	45.7	45.7	46.2	44.9	44.6	45.0	44.8	45.3	44.5	44.6	44.1
Construction	39.0	39.0	39.1	39.0	38.8	38.7	38.9	38.9	38.5	38.7	38.7	38.7	38.4	38.2	37.8
Manufacturing	41.1	41.2	41.3	41.1	41.1	41.1	41.2	41.0	41.0	41.0	41.0	40.9	40.5	40.5	40.3
Overtime hours	4.4	4.2	4.1	4.0	4.0	4.0	4.0	4.0	3.9	3.8	3.8	3.7	3.5	3.5	3.3
Durable goods	41.4	41.5	41.5	41.3	41.4	41.4	41.5	41.3	41.2	41.2	41.3	41.2	40.7	40.7	40.5
Overtime hours	4.4	4.2	4.1	4.0	4.1	4.1	4.0	4.0	3.9	3.8	3.8	3.7	3.5	3.5	3.2
Wood products	39.8	39.4	39.0	39.2	39.0	39.0	38.7	38.8	39.1	39.3	39.0	38.9	38.4	38.1	38.2
Nonmetallic mineral products	43.0	42.3	42.9	41.5	42.2	42.1	43.1	42.2	42.3	42.1	42.5	42.3	42.0	42.0	41.6
Primary metals	43.6	42.9	42.7	42.2	42.5	42.4	42.9	42.4	42.2	42.5	42.4	42.7	42.1	41.9	41.3
Fabricated metal products	41.4	41.6	41.7	41.6	41.6	41.7	41.7	41.6	41.4	41.2	41.2	41.3	41.0	40.9	40.6
Machinery	42.4	42.6	42.9	42.9	43.1	43.0	42.7	42.5	42.1	42.1	42.1	42.7	42.2	42.0	41.6
Computer and electronic products	40.5	40.6	40.9	40.5	40.4	40.5	41.0	41.1	41.2	41.2	41.1	41.0	40.9	40.8	41.2
Electrical equipment and appliances	41.0	41.2	41.2	41.6	41.4	41.1	41.3	41.1	41.1	41.0	40.9	41.0	41.0	40.5	40.2
Transportation equipment	42.7	42.8	42.6	42.1	42.6	42.9	42.3	42.3	42.1	42.2	42.6	41.8	40.8	41.3	40.9
Furniture and related products	38.8	39.2	38.9	39.1	38.3	38.2	38.7	38.7	38.8	39.0	38.3	38.1	37.5	37.5	37.3
Miscellaneous manufacturing	38.7	38.9	38.8	38.8	39.0	38.8	39.3	39.3	39.2	39.2	39.1	39.5	38.8	38.8	38.8
Nondurable goods	40.6	40.8	40.9	40.8	40.6	40.6	40.7	40.5	40.5	40.5	40.5	40.4	40.2	40.3	40.1
Overtime hours	4.4	4.1	4.1	4.0	3.9	3.9	3.9	3.9	3.8	3.8	3.7	3.7	3.6	3.6	3.5
Food manufacturing	40.1	40.7	40.6	40.4	40.5	40.6	40.7	40.8	40.8	40.6	40.5	40.5	40.4	40.5	40.4
Beverage and tobacco products	40.8	40.8	40.5	40.8	40.5	40.1	40.4	39.6	39.7	39.0	38.9	38.2	38.2	37.8	37.5
Textile mills	40.6	40.3	39.9	40.2	38.7	38.8	38.8	38.4	39.0	38.9	39.4	39.5	39.0	38.4	38.2
Textile product mills	39.8	39.7	39.1	39.9	38.6	39.3	39.3	38.3	38.7	39.1	39.2	38.8	38.2	38.0	37.9
Apparel	36.5	37.2	36.9	37.5	36.7	36.8	36.7	36.6	36.0	36.4	37.0	36.4	36.0	36.0	36.3
Leather and allied products	38.9	38.1	38.1	39.1	38.2	38.2	38.7	38.6	38.7	38.5	38.4	37.6	37.5	36.9	36.2
Paper and paper products	42.9	43.2	43.7	44.0	44.0	43.9	43.6	43.3	42.5	42.7	42.6	43.0	42.4	42.3	41.6
Printing and related support activities	39.2	39.1	39.0	38.8	38.4	38.2	38.6	38.5	38.5	38.1	38.0	38.3	38.3	38.5	38.4
Petroleum and coal products	45.0	44.2	43.8	44.0	43.8	43.6	43.5	43.2	44.2	44.4	45.4	45.5	45.3	45.2	44.8
Chemicals	42.5	41.9	42.1	41.5	41.6	41.4	41.9	41.3	41.3	41.8	41.9	41.5	41.3	41.5	41.3
Plastics and rubber products	40.6	41.3	42.1	41.4	41.1	41.2	41.1	41.0	41.0	41.1	41.3	41.0	40.8	40.7	40.6
PRIVATE SERVICE-PROVIDING	32.5	32.4	32.4	32.4	32.4	32.3	32.4	32.4	32.4	32.4	32.3	32.4	32.3	32.3	32.3
Trade, transportation, and utilities	33.4	33.3	33.3	33.3	33.4	33.3	33.4	33.4	33.3	33.3	33.2	33.2	33.2	33.1	32.9
Wholesale trade	38.0	38.2	38.1	38.3	38.4	38.2	38.4	38.3	38.3	38.3	38.4	38.3	38.1	38.2	38.1
Retail trade	30.5	30.2	30.2	30.1	30.2	30.1	30.2	30.2	30.1	30.1	30.0	30.0	30.1	29.9	29.8
Transportation and warehousing	36.9	36.9	36.8	36.8	36.6	36.7	36.7	36.7	36.5	36.5	36.4	36.4	36.3	36.2	35.9
Utilities	41.4	42.4	42.5	42.8	43.1	42.8	43.3	42.6	42.4	42.8	42.4	42.2	42.6	42.3	42.4
Information	36.6	36.5	36.2	36.3	36.3	36.2	36.6	36.5	36.6	36.6	36.7	36.8	36.9	36.9	37.0
Financial activities	35.7	35.9	35.8	35.8	35.8	35.8	35.8	35.9	36.0	35.9	35.7	36.1	36.0	36.0	36.0
Professional and business services	34.6	34.8	34.7	34.8	34.7	34.6	34.8	34.8	34.8	34.8	34.8	34.9	34.8	35.0	35.0
Education and health services	32.5	32.6	32.6	32.6	32.6	32.6	32.7	32.6	32.7	32.6	32.6	32.6	32.5	32.5	32.5
Leisure and hospitality	25.7	25.5	25.3	25.3	25.3	25.3	25.3	25.4	25.3	25.3	25.2	25.2	25.2	25.1	25.1
Other services	30.9	30.9	30.9	30.8	30.8	30.8	30.9	30.8	30.8	30.8	30.8	30.9	30.8	30.8	30.8

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
p = preliminary.

14. Average hourly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE															
Current dollars	$16.76	$17.42	$17.64	$17.70	$17.75	$17.81	$17.87	$17.89	$17.95	$18.00	$18.06	$18.14	$18.17	$18.23	$18.30
Constant (1982) dollars	8.24	8.32	8.27	8.27	8.26	8.29	8.28	8.27	8.24	8.17	8.12	8.17	8.19	8.32	–
GOODS-PRODUCING	18.02	18.67	18.84	18.90	18.98	19.04	19.12	19.12	19.17	19.25	19.33	19.41	19.47	19.51	19.57
Natural resources and mining	19.90	20.96	21.02	21.54	21.75	21.69	22.01	21.61	21.71	22.01	22.54	23.02	23.17	23.10	23.14
Construction	20.02	20.95	21.20	21.30	21.38	21.47	21.56	21.60	21.70	21.77	21.84	22.01	22.09	22.12	22.21
Manufacturing	16.81	17.26	17.40	17.41	17.49	17.55	17.61	17.62	17.65	17.71	17.78	17.76	17.79	17.86	17.92
Excluding overtime	15.96	16.43	16.58	16.60	16.68	16.74	16.79	16.80	16.85	16.93	16.99	16.99	17.05	17.12	17.22
Durable goods	17.68	18.19	18.31	18.33	18.41	18.49	18.54	18.58	18.61	18.67	18.75	18.70	18.72	18.80	18.88
Nondurable goods	15.33	15.67	15.85	15.86	15.92	15.94	16.03	15.99	16.04	16.11	16.14	16.18	16.27	16.33	16.35
PRIVATE SERVICE-PRIVATE SERVICE-PROVIDING	16.42	17.10	17.33	17.39	17.44	17.50	17.55	17.58	17.64	17.69	17.74	17.82	17.85	17.92	17.99
Trade,transportation, and utilities	15.39	15.79	15.93	16.00	16.02	16.07	16.11	16.11	16.16	16.19	16.20	16.26	16.23	16.26	16.31
Wholesale trade	18.91	19.59	19.86	19.93	19.97	20.00	20.03	20.05	20.06	20.12	20.16	20.29	20.23	20.24	20.30
Retail trade	12.57	12.76	12.81	12.81	12.80	12.84	12.86	12.85	12.90	12.90	12.90	12.93	12.93	12.91	12.96
Transportation and warehousing	17.28	17.73	17.93	18.07	18.10	18.21	18.25	18.33	18.38	18.39	18.41	18.47	18.45	18.56	18.57
Utilities	27.40	27.87	28.18	28.52	28.61	28.58	28.77	28.56	28.81	29.14	28.65	28.88	28.84	28.83	28.93
Information	23.23	23.94	24.11	24.18	24.33	24.41	24.53	24.50	24.67	24.74	24.82	24.91	24.86	24.93	25.02
Financial activities	18.80	19.64	19.87	19.91	20.00	20.05	20.11	20.16	20.23	20.26	20.30	20.38	20.42	20.43	20.40
Professional and business services	19.13	20.13	20.42	20.46	20.53	20.63	20.74	20.84	20.90	21.01	21.12	21.30	21.40	21.57	21.83
Education and health services	17.38	18.11	18.43	18.48	18.54	18.59	18.61	18.64	18.71	18.75	18.81	18.85	18.91	18.94	18.97
Leisure and hospitality	9.75	10.41	10.61	10.65	10.67	10.73	10.74	10.79	10.81	10.85	10.86	10.89	10.89	10.90	10.89
Other services	14.77	15.42	15.66	15.71	15.74	15.76	15.77	15.79	15.81	15.85	15.90	15.92	15.93	15.95	15.97

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
p = preliminary.

15. Average hourly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry

Industry	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE	$16.76	$17.42	$17.63	$17.75	$17.80	$17.85	$17.92	$17.91	$17.90	$17.96	$17.98	$18.05	$18.21	$18.23	$18.36
Seasonally adjusted	–	–	17.64	17.70	17.75	17.81	17.87	17.89	17.95	18.00	18.06	18.14	18.17	18.23	18.30
GOODS-PRODUCING	18.02	18.67	18.88	18.96	18.90	18.94	19.03	19.06	19.13	19.24	19.37	19.50	19.61	19.58	19.59
Natural resources and mining	19.90	20.96	20.99	21.68	21.96	21.87	22.26	21.77	21.51	21.74	22.41	23.03	23.17	22.94	22.98
Construction	20.02	20.95	21.26	21.38	21.24	21.35	21.43	21.48	21.60	21.69	21.90	22.15	22.33	22.27	22.26
Manufacturing	16.81	17.26	17.42	17.51	17.53	17.55	17.60	17.63	17.63	17.71	17.71	17.73	17.83	17.83	17.91
Durable goods	17.68	18.19	18.36	18.46	18.43	18.50	18.53	18.56	18.57	18.67	18.63	18.69	18.77	18.77	18.89
Wood products	13.39	13.67	13.82	13.88	13.90	13.82	13.89	13.96	14.08	14.12	14.22	14.22	14.34	14.41	14.50
Nonmetallic mineral products	16.59	16.93	17.05	16.94	16.99	16.86	16.80	17.12	16.90	16.98	16.94	16.86	16.95	16.90	16.78
Primary metals	19.36	19.66	19.69	19.73	20.04	19.99	20.21	20.20	20.23	20.25	20.42	20.27	20.35	19.98	20.17
Fabricated metal products	16.17	16.53	16.70	16.82	16.77	16.78	16.85	16.81	16.84	16.92	16.94	17.07	17.14	17.18	17.21
Machinery	17.20	17.72	17.74	17.95	17.72	17.81	17.85	17.88	17.98	17.87	17.93	17.94	18.05	18.07	18.13
Computer and electronic products	18.94	19.95	20.22	20.33	20.51	20.60	20.80	20.90	20.99	21.06	21.15	21.25	21.27	21.48	21.42
Electrical equipment and appliances	15.54	15.94	15.68	15.73	15.70	15.73	15.66	15.76	15.69	15.75	15.87	15.95	16.01	15.85	15.86
Transportation equipment	22.41	23.02	23.41	23.46	23.34	23.48	23.46	23.52	23.53	23.79	23.68	23.81	23.98	24.03	24.30
Furniture and related products	13.80	14.32	14.35	14.50	14.38	14.37	14.42	14.45	14.48	14.58	14.52	14.59	14.54	14.53	14.58
Miscellaneous manufacturing	14.36	14.66	14.72	15.00	14.91	14.95	15.08	14.97	14.97	15.15	15.35	15.33	15.30	15.32	15.46
Nondurable goods	15.33	15.67	15.83	15.90	15.99	15.93	16.01	16.03	16.04	16.08	16.19	16.14	16.29	16.29	16.34
Food manufacturing	13.13	13.54	13.63	13.70	13.87	13.74	13.83	13.86	13.89	13.95	14.01	14.00	14.13	14.08	14.18
Beverages and tobacco products	18.18	18.49	19.54	19.69	19.55	19.64	19.59	19.26	19.05	18.57	18.86	18.43	18.81	19.11	19.56
Textile mills	12.55	13.00	13.06	13.13	13.29	13.35	13.45	13.45	13.50	13.58	13.77	13.68	13.72	13.73	13.84
Textile product mills	11.86	11.78	11.67	11.75	11.68	11.62	11.78	11.78	11.86	11.80	11.80	11.78	11.81	11.63	11.63
Apparel	10.65	11.05	11.20	11.28	11.43	11.46	11.35	11.51	11.43	11.36	11.35	11.28	11.48	11.39	11.41
Leather and allied products	11.44	12.04	12.50	12.12	12.78	12.68	12.81	12.63	12.88	12.88	12.85	12.94	12.98	13.14	13.38
Paper and paper products	18.01	18.43	18.47	18.71	18.78	18.61	18.66	18.58	18.74	18.89	19.07	18.76	18.99	19.06	18.87
Printing and related support activities	15.80	16.15	16.33	16.65	16.51	16.49	16.65	16.64	16.66	16.78	16.82	16.84	16.91	16.95	16.98
Petroleum and coal products	24.11	25.26	26.95	25.52	26.55	26.51	27.22	27.12	27.01	27.17	27.70	27.86	28.42	28.86	28.36
Chemicals	19.60	19.56	19.52	19.57	19.46	19.40	19.35	19.39	19.37	19.33	19.46	19.58	19.81	19.65	19.86
Plastics and rubber products	14.97	15.38	15.49	15.65	15.56	15.58	15.69	15.77	15.71	15.69	15.84	15.84	15.92	15.97	16.04
PRIVATE SERVICE-PROVIDING	16.42	17.10	17.31	17.45	17.52	17.58	17.65	17.62	17.59	17.64	17.63	17.69	17.86	17.90	18.07
Trade, transportation, and utilities	15.39	15.79	15.84	15.89	16.02	16.08	16.16	16.16	16.14	16.20	16.21	16.24	16.30	16.26	16.29
Wholesale trade	18.91	19.59	19.89	20.10	20.01	20.03	20.08	20.01	19.93	20.05	20.12	20.23	20.20	20.20	20.44
Retail trade	12.57	12.76	12.70	12.64	12.78	12.82	12.90	12.90	12.91	12.92	12.93	12.95	13.03	12.91	12.89
Transportation and warehousing	17.28	17.73	17.94	18.04	18.08	18.14	18.19	18.28	18.33	18.44	18.53	18.50	18.51	18.54	18.57
Utilities	27.40	27.87	28.17	28.61	28.62	28.61	28.88	28.69	28.83	29.01	28.48	28.64	28.94	28.89	29.08
Information	23.23	23.94	24.11	24.34	24.44	24.44	24.58	24.52	24.60	24.73	24.70	24.81	24.98	24.97	25.05
Financial activities	18.80	19.64	19.83	19.97	19.96	20.07	20.18	20.22	20.20	20.27	20.20	20.30	20.43	20.41	20.54
Professional and business services	19.13	20.13	20.33	20.67	20.65	20.77	20.93	20.84	20.81	21.03	20.99	21.06	21.25	21.41	22.02
Education and health services	17.38	18.11	18.42	18.51	18.61	18.58	18.62	18.63	18.64	18.68	18.85	18.84	18.96	18.93	18.95
Leisure and hospitality	9.75	10.41	10.67	10.77	10.73	10.82	10.76	10.80	10.82	10.77	10.72	10.79	10.88	10.92	10.92
Other services	14.77	15.42	15.61	15.75	15.74	15.78	15.84	15.82	15.84	15.85	15.80	15.84	15.95	15.90	15.97

1 Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

16. Average weekly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls, by industry

Industry	Annual average		2007		2007										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.[p]	Nov.[p]
TOTAL PRIVATE	567.87	589.72	594.13	605.28	592.74	596.19	605.70	599.99	601.44	612.44	605.93	611.90	611.86	612.53	618.73
Seasonally adjusted	–	–	596.23	598.26	598.18	600.20	604.01	604.68	604.92	606.60	608.62	611.32	610.51	612.53	613.05
GOODS-PRODUCING	730.16	757.06	770.30	771.67	756.00	751.92	766.91	766.21	769.03	783.07	780.61	791.70	790.28	787.12	777.72
Natural resources and mining	907.95	961.78	969.74	992.94	988.20	986.34	1,017.28	970.94	950.74	987.00	1,006.21	1,052.47	1,042.65	1,036.89	1,020.31
CONSTRUCTION	781.21	816.06	829.14	825.27	805.00	800.63	825.06	824.83	833.76	852.42	858.48	874.93	868.64	864.08	841.43
Manufacturing	691.02	711.36	722.93	728.42	716.98	714.29	723.36	722.83	721.07	729.65	719.03	726.93	729.25	725.68	725.36
Durable goods	732.00	754.12	763.78	771.63	759.32	758.50	767.14	766.53	765.08	774.81	760.10	771.90	769.57	765.82	766.93
Wood products	532.99	539.10	534.83	546.87	530.98	523.78	531.99	538.86	553.34	564.80	558.85	560.27	559.26	550.46	555.35
Nonmetallic mineral products	712.71	716.79	731.45	696.23	696.59	686.20	715.68	722.46	718.25	726.74	726.73	726.67	725.46	719.94	696.37
Primary metals	843.59	843.28	842.73	844.44	851.70	847.58	869.03	852.44	853.71	868.73	859.68	865.53	860.81	833.17	837.06
Fabricated metal products	668.98	687.13	701.40	708.12	695.96	693.01	702.65	699.30	697.18	698.80	691.15	706.70	707.88	707.82	702.17
Machinery	728.84	753.99	762.82	780.83	763.73	762.27	763.98	761.69	756.96	754.11	749.47	762.45	763.52	758.94	757.83
Computer and electronic products	766.96	809.19	833.06	841.66	822.45	826.06	852.80	854.81	862.69	873.99	862.92	871.25	876.32	878.53	891.07
Electrical equipment and appliances	636.95	656.58	652.29	671.67	649.98	638.64	645.19	646.16	640.15	648.90	641.15	650.76	659.61	646.68	643.92
Transportation equipment	957.65	985.57	999.61	1,006.43	994.28	1,002.60	994.70	999.60	985.91	1,013.45	975.62	1,000.02	985.58	997.25	993.87
Furniture and related products	535.90	561.03	559.65	578.55	545.00	541.75	555.17	553.44	557.48	571.54	557.57	566.09	551.07	541.97	543.83
Miscellaneous manufacturing	555.90	569.98	571.14	589.50	580.00	575.58	594.15	586.82	583.83	595.40	594.05	607.07	595.17	591.35	599.85
Nondurable goods	621.97	639.99	653.78	656.67	646.00	638.79	648.41	647.61	646.41	652.85	652.46	653.67	663.00	658.12	660.14
Food manufacturing	525.99	550.65	562.92	561.70	556.19	546.85	555.97	559.94	565.32	566.37	567.41	569.80	580.74	574.46	579.96
Beverages and tobacco products	741.34	753.80	787.46	793.51	778.09	769.89	785.56	768.47	763.91	733.52	737.43	711.40	714.78	712.80	733.50
Textile mills	509.39	524.47	521.09	539.64	514.32	512.64	521.86	515.14	523.80	529.62	535.65	543.10	544.68	524.49	532.84
Textile product mills	472.24	467.96	457.46	478.23	449.68	454.34	464.13	450.00	454.24	468.46	462.56	460.60	452.32	438.45	439.61
Apparel	389.20	411.52	415.52	423.00	416.05	420.58	418.82	423.57	412.62	415.78	416.55	410.59	409.84	411.18	417.61
Leather and allied products	445.47	459.43	478.75	484.80	484.36	480.57	499.59	491.31	502.32	501.03	485.73	481.37	486.75	484.87	481.68
Paper and paper products	772.39	795.20	816.37	834.47	826.32	805.81	807.98	802.66	788.95	804.71	806.66	804.80	816.57	810.05	790.65
Printing and related support activities	618.92	632.08	640.14	654.35	630.68	629.92	644.36	640.64	638.08	634.28	630.75	646.66	656.11	661.05	657.13
Petroleum and coal products	1,085.50	1,115.24	1,204.67	1,099.91	1,157.58	1,134.63	1,165.02	1,163.45	1,188.44	1,228.08	1,276.97	1,264.84	1,310.16	1,330.45	1,287.54
Chemicals	833.67	819.99	823.74	818.03	809.54	801.22	810.77	800.81	794.17	811.86	811.48	812.57	822.12	815.48	824.19
Plastics and rubber products	608.41	635.15	652.13	657.30	639.52	637.22	644.86	646.57	644.11	649.57	644.69	649.44	654.31	649.98	652.83
PRIVATE SERVICE-PROVIDING	532.78	554.78	559.11	570.62	558.89	564.32	573.63	567.36	566.40	578.59	571.21	574.93	576.88	576.38	587.28
Trade, transportation, and utilities	514.34	526.38	525.89	535.49	525.46	529.03	538.13	534.90	534.23	545.94	541.41	542.42	544.42	536.58	539.20
Wholesale trade	718.63	748.90	757.81	779.88	758.38	759.14	775.09	764.38	761.33	779.95	770.60	774.81	767.60	771.64	784.90
Retail trade	383.02	385.20	382.27	385.52	379.57	380.75	387.00	385.71	387.30	394.06	391.78	392.39	396.11	384.72	384.12
Transportation and warehousing	636.97	654.83	661.99	678.30	650.88	654.85	667.57	663.56	665.38	680.44	674.49	678.95	675.62	671.15	674.09
Utilities	1,135.34	1,182.17	1,194.41	1,221.65	1,222.07	1,218.79	1,241.84	1,225.06	1,219.51	1,247.43	1,204.70	1,202.88	1,244.42	1,224.94	1,244.62
Information	850.42	873.63	872.78	893.28	877.40	879.84	902.09	887.62	890.52	917.48	908.96	915.49	924.26	921.39	939.38
Financial activities	672.21	705.29	705.95	726.91	708.58	716.50	730.52	721.85	721.14	739.86	719.12	728.77	729.35	730.68	751.76
Professional and business services	662.27	700.15	705.45	727.58	704.17	714.49	734.64	725.23	724.19	744.46	728.35	737.10	737.38	749.35	777.31
Education and health services	564.94	590.18	600.49	607.13	604.83	603.85	608.87	603.61	605.80	610.84	614.51	614.18	616.20	613.33	619.67
Leisure and hospitality	250.34	265.45	266.75	272.48	262.89	269.42	272.23	272.16	273.75	278.94	276.58	278.38	272.00	273.00	273.00
Other services	456.50	476.80	480.79	488.25	480.07	482.87	489.46	485.67	486.29	492.94	488.22	492.62	489.67	489.72	493.47

1 Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
Dash indicates data not available.
p = preliminary.

17. Diffusion indexes of employment change, seasonally adjusted

[In percent]

Timespan and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
	Private nonfarm payrolls, 278 industries											
Over 1-month span:												
2004	50.5	50.5	64.1	62.6	61.7	58.9	56.0	50.0	56.9	56.9	51.3	51.8
2005	52.2	60.6	54.2	58.2	55.8	58.2	58.0	61.3	54.7	53.6	62.4	54.7
2006	65.1	60.9	64.4	59.3	53.3	52.7	60.4	58.9	53.5	55.8	57.1	56.0
2007	51.6	51.8	52.7	51.1	56.6	50.4	52.2	51.6	56.4	54.6	48.2	48.5
2008	45.4	41.4	47.4	45.6	46.4	42.3	38.3	46.2	35.9	37.8	27.6	
Over 3-month span:												
2004	54.4	52.9	57.3	63.5	68.8	66.6	61.3	56.4	57.7	59.5	61.9	54.6
2005	52.2	55.5	57.5	60.8	58.9	61.9	60.4	63.9	61.1	54.4	54.9	61.3
2006	67.2	66.2	66.6	65.5	60.6	58.2	56.0	58.9	55.7	56.4	57.1	58.4
2007	58.4	54.7	55.3	54.7	56.2	53.3	53.1	54.7	58.4	56.8	54.7	52.4
2008	46.7	42.7	42.3	44.0	43.1	44.0	36.3	37.4	34.1	34.5	27.0	
Over 6-month span:												
2004	50.0	51.6	55.3	60.9	63.7	65.1	65.1	63.9	60.4	61.7	58.2	56.0
2005	54.6	57.3	56.8	57.5	57.5	58.2	64.4	62.8	62.0	59.3	61.5	62.0
2006	63.1	64.4	67.2	67.0	64.4	66.4	61.5	61.7	60.4	59.7	60.8	56.0
2007	59.1	56.4	57.5	56.8	58.8	58.2	56.2	58.0	58.2	57.1	54.6	53.8
2008	51.5	49.8	44.7	46.5	43.6	39.1	37.6	39.1	33.6	32.5	29.6	
Over 12-month span:												
2004	40.5	42.3	45.1	48.9	51.3	58.2	57.5	55.7	57.3	58.8	60.6	60.8
2005	60.6	60.8	59.7	58.9	58.0	60.0	60.9	63.3	60.4	58.9	59.5	61.7
2006	67.2	65.1	65.5	62.6	64.8	66.4	64.4	64.4	66.2	65.1	64.4	65.5
2007	62.6	59.1	60.4	58.9	59.5	58.4	57.5	58.8	61.7	60.4	59.9	57.7
2008	53.8	54.6	52.6	50.4	49.3	45.8	44.7	42.5	41.4	38.1	32.3	
	Manufacturing payrolls, 84 industries											
Over 1-month span:												
2004	43.5	47.6	47.0	63.7	50.6	51.2	58.3	42.9	42.9	48.2	42.3	39.9
2005	36.3	48.8	42.9	44.6	42.3	35.1	38.1	47.0	45.8	46.4	47.0	47.0
2006	57.7	45.8	54.8	48.8	38.1	53.0	50.6	44.0	36.3	40.5	38.1	39.3
2007	47.6	35.7	30.4	29.8	37.5	39.3	41.7	33.3	40.5	45.2	44.6	36.3
2008	40.5	28.6	38.1	35.1	44.6	30.4	26.8	37.5	25	26.8	21.4	
Over 3-month span:												
2004	41.1	40.5	43.5	56.5	58.9	61.3	57.7	47.0	46.4	41.7	44.6	38.7
2005	38.1	39.3	42.3	44.6	36.3	37.5	33.3	39.9	45.8	41.7	38.7	49.4
2006	54.8	52.4	47.6	48.8	44.6	50.6	42.9	47.6	36.3	37.5	32.1	34.5
2007	33.9	28.6	32.1	27.4	29.8	32.7	31.0	34.5	32.1	39.3	44.0	41.7
2008	35.7	27.4	26.8	29.2	29.8	35.7	24.4	22.6	21.4	22.6	20.2	
Over 6-month span:												
2004	29.2	31.5	32.7	44.6	49.4	54.8	59.5	56.0	51.2	51.8	44.0	38.7
2005	33.9	38.1	35.1	36.9	32.1	32.1	41.7	35.7	36.3	36.9	37.5	42.3
2006	42.9	45.2	50.6	47.6	48.2	47.6	46.4	48.8	43.5	41.7	38.7	29.8
2007	34.5	27.4	23.8	27.4	31.5	34.5	33.3	31.0	29.2	35.1	34.5	32.7
2008	34.5	33.9	32.1	28.0	26.8	20.8	19.6	24.4	17.3	17.9	17.9	
Over 12-month span:												
2004	13.1	14.3	13.1	20.2	23.2	35.7	36.9	38.1	36.9	44.0	44.6	44.6
2005	44.6	43.5	41.7	40.5	36.3	35.1	32.1	33.9	32.7	33.3	33.3	38.1
2006	44.6	40.5	40.5	39.3	39.3	44.6	41.7	42.3	46.4	48.2	45.2	44.0
2007	39.3	36.3	36.9	28.6	29.8	26.2	26.8	29.2	30.4	29.8	33.3	33.9
2008	29.8	29.8	29.8	24.4	27.4	24.4	23.8	21.4	22.6	20.2	17.9	

NOTE: Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

See the "Definitions" in this section. See "Notes on the data" for a description of the most recent benchmark revision.

Data for the two most recent months are preliminary.

18. Job openings levels and rates by industry and region, seasonally adjusted

Industry and region	Levels[1] (in thousands)							Percent						
	2008							2008						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	3,631	3,497	3,492	3,375	3,214	3,001	2,793	2.6	2.5	2.5	2.4	2.3	2.1	2.0
Industry														
Total private[2]	3,185	3,073	3,046	2,952	2,778	2,585	2,419	2.7	2.6	2.6	2.5	2.4	2.2	2.1
Construction	130	100	94	85	110	64	67	1.8	1.4	1.3	1.2	1.5	0.9	1.0
Manufacturing	249	241	229	245	213	213	142	1.8	1.7	1.7	1.8	1.6	1.6	1.1
Trade, transportation, and utilities	572	539	569	572	458	507	554	2.1	2.0	2.1	2.1	1.7	1.9	2.1
Professional and business services	649	670	696	634	567	498	459	3.5	3.6	3.7	3.4	3.1	2.7	2.5
Education and health services	648	682	687	643	617	606	592	3.3	3.5	3.5	3.3	3.1	3.1	3.0
Leisure and hospitality	503	452	432	383	443	404	251	3.5	3.2	3.1	2.7	3.2	2.9	1.8
Government	451	417	412	423	440	429	375	2.0	1.8	1.8	1.8	1.9	1.9	1.6
Region[3]														
Northeast	600	608	615	617	590	541	506	2.3	2.3	2.3	2.4	2.3	2.1	2.0
South	1,386	1,440	1,384	1,317	1,240	1,191	1,086	2.7	2.8	2.7	2.6	2.4	2.4	2.2
Midwest	721	676	638	664	664	629	566	2.2	2.1	2.0	2.1	2.1	2.0	1.8
West	937	789	847	777	710	639	663	2.9	2.5	2.7	2.5	2.3	2.0	2.1

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest**: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The job openings level is the number of job openings on the last business day of the month; the job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

[p] = preliminary.

19. Hires levels and rates by industry and region, seasonally adjusted

Industry and region	Levels[1] (in thousands)							Percent						
	2008							2008						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	4,123	4,438	4,026	4,063	4,362	4,155	3,548	3.0	3.2	2.9	3.0	3.2	3.0	2.6
Industry														
Total private[2]	3,871	4,136	3,751	3,822	4,090	3,852	3,157	3.4	3.6	3.3	3.3	3.6	3.4	2.8
Construction	286	354	242	322	288	334	236	3.9	4.9	3.4	4.5	4.0	4.7	3.4
Manufacturing	274	285	249	251	281	257	216	2.0	2.1	1.8	1.9	2.1	1.9	1.6
Trade, transportation, and utilities	828	906	858	878	875	837	726	3.1	3.4	3.3	3.3	3.3	3.2	2.8
Professional and business services	770	889	748	701	741	748	719	4.3	5.0	4.2	3.9	4.2	4.2	4.1
Education and health services	479	485	474	509	514	512	438	2.5	2.6	2.5	2.7	2.7	2.7	2.3
Leisure and hospitality	847	741	798	728	830	734	579	6.2	5.4	5.8	5.3	6.1	5.4	4.3
Government	329	340	321	315	313	322	292	1.5	1.5	1.4	1.4	1.4	1.4	1.3
Region[3]														
Northeast	646	761	657	679	688	629	518	2.5	3.0	2.6	2.7	2.7	2.5	2.0
South	1,538	1,666	1,512	1,549	1,570	1,516	1,323	3.1	3.4	3.0	3.1	3.2	3.1	2.7
Midwest	914	966	934	926	1,020	973	779	2.9	3.1	3.0	2.9	3.3	3.1	2.5
West	1,111	1,084	979	1,004	1,057	975	874	3.6	3.5	3.2	3.3	3.4	3.2	2.9

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast**: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The hires level is the number of hires during the entire month; the hires rate is the number of hires during the entire month as a percent of total employment.

[p] = preliminary.

20. Total separations levels and rates by industry and region, seasonally adjusted

Industry and region	Levels[1] (in thousands)							Percent						
	2008							2008						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	4,313	4,368	4,359	4,398	4,042	4,299	4,301	3.1	3.2	3.2	3.2	2.9	3.1	3.2
Industry														
Total private[2]	4,046	4,115	4,128	4,149	3,792	4,034	4,042	3.5	3.6	3.6	3.6	3.3	3.5	3.6
Construction	393	409	473	400	403	418	455	5.4	5.7	6.6	5.6	5.7	5.9	6.6
Manufacturing	359	353	324	325	335	424	388	2.6	2.6	2.4	2.4	2.5	3.2	2.9
Trade, transportation, and utilities	868	1,003	1,013	933	916	945	906	3.3	3.8	3.8	3.5	3.5	3.6	3.5
Professional and business services	741	799	694	851	696	771	750	4.1	4.5	3.9	4.8	3.9	4.4	4.3
Education and health services	434	417	464	424	378	427	402	2.3	2.2	2.4	2.2	2.0	2.2	2.1
Leisure and hospitality	801	749	741	754	714	671	683	5.8	5.5	5.4	5.5	5.2	4.9	5.1
Government	269	259	244	257	251	264	261	1.2	1.1	1.1	1.1	1.1	1.2	1.2
Region[3]														
Northeast	685	658	745	705	600	607	652	2.7	2.6	2.9	2.7	2.3	2.4	2.6
South	1,614	1,681	1,629	1,633	1,456	1,564	1,611	3.3	3.4	3.3	3.3	2.9	3.2	3.3
Midwest	915	954	912	893	956	1,003	956	2.9	3.0	2.9	2.8	3.0	3.2	3.1
West	1,096	1,089	1,099	1,142	1,017	1,123	1,116	3.5	3.5	3.6	3.7	3.3	3.7	3.7

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The total separations level is the number of total separations during the entire month; the total separations rate is the number of total separations during the entire month as a percent of total employment.

[p]= preliminary

21. Quits levels and rates by industry and region, seasonally adjusted

Industry and region	Levels[1] (in thousands)							Percent						
	2008							2008						
	May	June	July	Aug.	Sept.	Oct.	Nov.[p]	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Total[2]	2,336	2,365	2,314	2,252	2,144	2,135	1,870	1.7	1.7	1.7	1.6	1.6	1.6	1.4
Industry														
Total private[2]	2,210	2,242	2,209	2,134	2,032	2,020	1,772	1.9	1.9	1.9	1.9	1.8	1.8	1.6
Construction	124	139	157	150	118	108	81	1.7	1.9	2.2	2.1	1.7	1.5	1.2
Manufacturing	163	154	134	143	141	156	124	1.2	1.1	1.0	1.1	1.1	1.2	.9
Trade, transportation, and utilities	495	545	545	485	494	488	401	1.9	2.1	2.1	1.8	1.9	1.9	1.5
Professional and business services	391	413	363	352	317	373	318	2.2	2.3	2.0	2.0	1.8	2.1	1.8
Education and health services	229	246	268	234	234	259	219	1.2	1.3	1.4	1.2	1.2	1.4	1.1
Leisure and hospitality	547	525	499	482	485	450	420	4.0	3.8	3.7	3.5	3.6	3.3	3.1
Government	126	123	111	121	120	116	110	.6	.5	.5	.5	.5	.5	.5
Region[3]														
Northeast	327	344	341	306	279	286	264	1.3	1.3	1.3	1.2	1.1	1.1	1.0
South	937	969	930	912	821	837	744	1.9	2.0	1.9	1.8	1.7	1.7	1.5
Midwest	485	515	504	513	531	524	410	1.5	1.6	1.6	1.6	1.7	1.7	1.3
West	584	539	541	518	492	493	451	1.9	1.7	1.8	1.7	1.6	1.6	1.5

[1] Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

[2] Includes natural resources and mining, information, financial activities, and other services, not shown separately.

[3] **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; **Midwest**: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The quits level is the number of quits during the entire month; the quits rate is the number of quits during the entire month as a percent of total employment.

[p] = preliminary.

22. Quarterly Census of Employment and Wages: 10 largest counties, first quarter 2008.

County by NAICS supersector	Establishments, first quarter 2008 (thousands)	Employment		Average weekly wage[1]	
		March 2008 (thousands)	Percent change, March 2007-08[2]	First quarter 2008	Percent change, first quarter 2007-08[2]
United States[3]	9,112.7	134,761.1	0.4	$905	2.4
Private industry	8,820.9	112,728.2	.2	913	2.4
Natural resources and mining	125.3	1,731.8	2.7	1,020	10.5
Construction	890.0	7,020.0	-4.1	898	4.8
Manufacturing	361.3	13,529.8	-2.3	1,079	1.9
Trade, transportation, and utilities	1,923.2	26,031.1	.2	745	1.9
Information	144.9	3,013.5	-.1	1,469	2.3
Financial activities	872.4	8,005.6	-1.7	1,898	.2
Professional and business services	1,504.2	17,691.9	.5	1,131	4.2
Education and health services	838.9	17,845.8	3.0	767	3.6
Leisure and hospitality	731.2	13,112.5	1.3	360	2.9
Other services	1,194.1	4,444.1	1.0	547	3.4
Government	291.8	22,032.9	1.3	868	2.7
Los Angeles, CA	425.0	4,229.6	.4	992	2.1
Private industry	421.0	3,617.0	-.1	975	2.1
Natural resources and mining	.5	11.4	-5.0	1,745	13.8
Construction	14.0	149.6	-5.5	975	2.6
Manufacturing	14.8	440.0	-3.4	1,084	5.0
Trade, transportation, and utilities	54.2	803.6	.0	792	1.1
Information	8.5	214.6	2.2	1,723	.5
Financial activities	24.4	240.6	-4.3	1,807	.3
Professional and business services	42.4	597.5	-1.5	1,165	4.3
Education and health services	27.9	492.5	2.9	848	3.4
Leisure and hospitality	26.7	397.9	1.2	528	3.5
Other services	192.2	250.0	1.3	441	4.8
Government	4.0	612.6	3.2	1,088	1.5
Cook, IL	138.2	2,490.4	-.5	1,147	2.7
Private industry	136.8	2,178.2	-.5	1,167	2.9
Natural resources and mining	.1	1.0	-10.7	919	-6.5
Construction	12.1	84.3	-4.9	1,315	9.2
Manufacturing	7.0	229.4	-3.0	1,062	1.8
Trade, transportation, and utilities	27.4	465.9	-1.1	838	2.7
Information	2.5	57.5	.4	1,820	.2
Financial activities	15.7	209.6	-2.4	2,905	4.5
Professional and business services	28.5	431.2	-.1	1,403	3.2
Education and health services	13.7	373.1	1.9	833	3.3
Leisure and hospitality	11.5	226.6	1.2	412	1.2
Other services	14.2	95.6	.6	721	2.9
Government	1.4	312.2	-.5	1,006	1.3
New York, NY	118.5	2,376.0	1.7	2,805	-1.0
Private industry	118.3	1,923.2	1.9	3,229	-1.4
Natural resources and mining	.0	.2	-4.5	2,375	23.3
Construction	2.3	36.2	8.9	1,596	8.6
Manufacturing	3.0	36.0	-6.3	1,499	-4.1
Trade, transportation, and utilities	21.7	246.4	.8	1,211	.8
Information	4.4	134.1	.7	2,698	5.0
Financial activities	18.7	377.6	.7	9,840	-3.7
Professional and business services	24.7	489.3	1.9	2,343	3.8
Education and health services	8.7	293.1	1.5	989	3.9
Leisure and hospitality	11.3	213.9	3.7	766	2.7
Other services	17.6	87.8	1.8	1,105	7.6
Government	.3	452.8	.8	1,004	1.7
Harris, TX	96.6	2,046.5	3.4	1,172	3.8
Private industry	96.1	1,791.5	3.5	1,212	3.9
Natural resources and mining	1.5	80.0	5.5	3,698	13.5
Construction	6.7	157.0	5.4	1,042	3.6
Manufacturing	4.7	184.1	2.7	1,524	2.8
Trade, transportation, and utilities	22.2	426.9	3.3	1,068	1.6
Information	1.4	32.6	.0	1,363	-4.0
Financial activities	10.6	120.3	.9	1,701	1.3
Professional and business services	19.3	337.7	3.6	1,293	4.0
Education and health services	10.2	216.5	4.6	839	3.1
Leisure and hospitality	7.5	176.8	3.0	384	2.7
Other services	11.4	58.5	1.7	632	5.3
Government	.5	255.0	2.9	893	2.1
Maricopa, AZ	101.7	1,805.2	-1.4	867	1.3
Private industry	101.0	1,580.7	-1.9	865	1.1
Natural resources and mining	.5	8.7	-4.2	991	22.5
Construction	11.0	144.5	-14.2	884	2.4
Manufacturing	3.6	127.3	-4.6	1,252	5.0
Trade, transportation, and utilities	22.4	372.2	-.1	805	-1.2
Information	1.7	30.9	3.5	1,164	.9
Financial activities	13.0	145.0	-4.4	1,238	-.8
Professional and business services	22.6	306.8	-1.9	870	1.6
Education and health services	9.9	206.5	4.6	879	3.4
Leisure and hospitality	7.3	187.1	.6	405	.0
Other services	7.2	50.5	1.0	577	4.2
Government	.7	224.5	2.8	880	3.0

See footnotes at end of table.

22. Continued—Quarterly Census of Employment and Wages: 10 largest counties, first quarter 2008.

County by NAICS supersector	Establishments, first quarter 2008 (thousands)	Employment		Average weekly wage[1]	
		March 2008 (thousands)	Percent change, March 2007-08[2]	First quarter 2008	Percent change, first quarter 2007-08[2]
Orange, CA	100.1	1,504.9	-1.1	$1,019	1.2
Private industry	98.7	1,347.3	-1.4	1,001	.9
Natural resources and mining	.2	6.5	.7	563	-.2
Construction	7.0	94.5	-8.2	1,080	.7
Manufacturing	5.3	174.2	-2.2	1,188	3.0
Trade, transportation, and utilities	17.5	276.2	-.4	918	-1.2
Information	1.4	29.7	-2.7	1,544	10.9
Financial activities	11.0	115.7	-13.6	1,722	([4])
Professional and business services	19.0	273.9	-1.7	1,124	3.7
Education and health services	9.9	146.8	4.2	863	3.0
Leisure and hospitality	7.1	175.1	3.5	397	.3
Other services	15.3	47.9	1.7	560	.4
Government	1.4	157.6	1.5	1,170	3.0
Dallas, TX	67.8	1,489.7	2.0	1,119	2.6
Private industry	67.3	1,322.2	1.9	1,145	2.5
Natural resources and mining	.6	8.0	13.6	3,497	20.2
Construction	4.4	84.0	3.7	953	1.6
Manufacturing	3.1	135.4	-3.3	1,320	1.0
Trade, transportation, and utilities	15.1	304.5	1.4	1,003	2.8
Information	1.7	49.6	.3	1,694	5.2
Financial activities	8.8	144.1	([4])	1,869	2.2
Professional and business services	14.7	279.0	3.8	1,236	3.3
Education and health services	6.6	148.6	3.6	891	3.7
Leisure and hospitality	5.3	128.8	2.6	509	-2.9
Other services	6.5	38.9	1.7	625	3.1
Government	.5	167.4	2.6	913	3.4
San Diego, CA	97.8	1,327.6	.0	945	1.9
Private industry	96.5	1,098.1	-.5	936	1.7
Natural resources and mining	.8	11.3	.7	534	4.3
Construction	7.1	78.0	-12.3	985	3.4
Manufacturing	3.2	103.1	-.2	1,316	5.5
Trade, transportation, and utilities	14.4	216.1	-1.7	772	3.8
Information	1.3	38.2	1.9	1,910	-4.8
Financial activities	9.7	76.4	-6.5	1,329	-2.4
Professional and business services	16.1	217.2	-.2	1,170	3.5
Education and health services	8.1	135.2	4.1	840	3.1
Leisure and hospitality	6.9	160.4	2.0	422	1.7
Other services	24.3	55.9	1.4	482	.6
Government	1.3	229.5	2.7	986	2.2
King, WA	76.8	1,186.2	2.7	1,125	4.2
Private industry	76.3	1,030.4	2.9	1,142	4.3
Natural resources and mining	.4	3.1	.4	1,621	-.5
Construction	6.9	71.3	4.9	1,086	6.7
Manufacturing	2.5	112.5	1.4	1,443	4.9
Trade, transportation, and utilities	15.1	220.2	2.1	958	1.9
Information	1.8	77.8	5.2	2,144	12.8
Financial activities	7.1	76.1	.3	1,651	-1.8
Professional and business services	13.7	189.6	3.3	1,306	3.7
Education and health services	6.5	124.4	4.2	837	5.5
Leisure and hospitality	6.2	110.0	3.6	447	-1.1
Other services	16.2	45.4	.6	599	7.7
Government	.5	155.8	1.5	1,010	3.0
Miami-Dade, FL	88.2	1,029.9	-1.0	871	1.5
Private industry	87.8	876.6	-1.2	837	1.2
Natural resources and mining	.5	10.8	-6.5	465	-1.5
Construction	6.5	50.9	-11.4	812	1.0
Manufacturing	2.7	46.0	-6.3	774	2.1
Trade, transportation, and utilities	23.5	253.7	-.2	777	1.0
Information	1.6	20.1	-3.6	1,354	-3.2
Financial activities	10.6	70.5	-3.0	1,483	4.0
Professional and business services	17.9	135.6	-4.1	992	.7
Education and health services	9.4	141.7	3.9	796	3.2
Leisure and hospitality	5.9	107.0	.1	506	1.8
Other services	7.6	37.2	2.5	526	1.3
Government	.4	153.3	.2	1,062	2.5

[1] Average weekly wages were calculated using unrounded data.

[2] Percent changes were computed from quarterly employment and pay data adjusted for noneconomic county reclassifications. See Notes on Current Labor Statistics.

[3] Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

[4] Data do not meet BLS or State agency disclosure standards.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

23. Quarterly Census of Employment and Wages: by State, first quarter 2008.

State	Establishments, first quarter 2008 (thousands)	Employment		Average weekly wage[1]	
		March 2008 (thousands)	Percent change, March 2007-08	First quarter 2008	Percent change, first quarter 2007-08
United States[2]	9,112.7	134,761.1	0.4	$905	2.4
Alabama	121.7	1,947.0	-.2	740	3.2
Alaska	21.1	303.0	1.0	866	4.2
Arizona	162.7	2,639.7	-1.3	820	2.4
Arkansas	85.2	1,178.4	-.1	667	4.1
California	1,345.1	15,561.5	.1	1,008	2.1
Colorado	178.2	2,300.0	1.7	920	3.6
Connecticut	113.2	1,683.9	1.2	1,254	-.6
Delaware	29.0	418.4	.5	987	.1
District of Columbia	32.5	680.8	1.1	1,488	4.3
Florida	631.0	7,918.6	-2.2	777	1.8
Georgia	276.4	4,060.9	.1	847	1.3
Hawaii	39.0	628.1	.2	773	3.5
Idaho	57.6	645.3	.2	635	.3
Illinois	365.0	5,796.1	.1	980	2.6
Indiana	160.1	2,858.7	-.7	757	2.4
Iowa	94.2	1,469.8	.9	710	3.6
Kansas	86.0	1,363.2	1.0	737	2.4
Kentucky	112.9	1,794.0	.1	714	2.4
Louisiana	121.7	1,887.3	1.3	765	4.8
Maine	50.8	584.1	.5	701	3.5
Maryland	164.8	2,530.3	.0	963	2.8
Massachusetts	212.7	3,203.1	.9	1,143	3.3
Michigan	259.1	4,058.8	-1.8	857	.9
Minnesota	173.5	2,644.8	.6	908	4.0
Mississippi	71.0	1,138.2	.8	634	3.3
Missouri	175.2	2,708.0	.0	768	3.5
Montana	42.9	432.4	.9	625	4.3
Nebraska	59.1	912.2	1.4	687	3.2
Nevada	76.7	1,266.3	-1.2	839	4.7
New Hampshire	48.9	621.2	.3	863	3.4
New Jersey	276.3	3,939.9	.5	1,133	3.3
New Mexico	54.5	823.8	.6	717	4.7
New York	582.3	8,555.0	1.3	1,399	.1
North Carolina	258.4	4,069.1	.9	788	1.3
North Dakota	25.4	343.3	2.6	652	6.2
Ohio	294.4	5,189.1	-1.0	798	1.0
Oklahoma	100.4	1,560.0	1.6	707	4.7
Oregon	133.8	1,713.1	.3	776	2.9
Pennsylvania	341.5	5,608.8	.5	869	2.4
Rhode Island	35.9	464.8	-1.5	851	2.3
South Carolina	117.4	1,888.3	.1	695	2.8
South Dakota	30.3	389.4	2.0	632	5.2
Tennessee	143.4	2,746.4	.6	761	3.3
Texas	558.7	10,420.8	2.8	903	3.6
Utah	86.7	1,220.2	1.4	718	3.2
Vermont	24.8	300.8	-.3	735	4.4
Virginia	229.2	3,653.5	.2	918	2.0
Washington	218.9	2,928.6	2.1	899	3.7
West Virginia	48.8	700.3	.3	679	4.0
Wisconsin	159.7	2,734.3	.2	760	2.2
Wyoming	24.8	277.2	2.9	779	6.7
Puerto Rico	57.1	1,004.5	-1.6	489	2.7
Virgin Islands	3.5	46.5	1.1	708	3.4

[1] Average weekly wages were calculated using unrounded data.

[2] Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

24. Annual data: Quarterly Census of Employment and Wages, by ownership

Year	Average establishments	Average annual employment	Total annual wages (in thousands)	Average annual wage per employee	Average weekly wage
	Total covered (UI and UCFE)				
1998	7,634,018	124,183,549	$3,967,072,423	$31,945	$614
1999	7,820,860	127,042,282	4,235,579,204	33,340	641
2000	7,879,116	129,877,063	4,587,708,584	35,323	679
2001	7,984,529	129,635,800	4,695,225,123	36,219	697
2002	8,101,872	128,233,919	4,714,374,741	36,764	707
2003	8,228,840	127,795,827	4,826,251,547	37,765	726
2004	8,364,795	129,278,176	5,087,561,796	39,354	757
2005	8,571,144	131,571,623	5,351,949,496	40,677	782
2006	8,784,027	133,833,834	5,692,569,465	42,535	818
2007	8,971,897	135,366,106	6,018,089,108	44,458	855
	UI covered				
1998	7,586,767	121,400,660	$3,845,494,089	$31,676	$609
1999	7,771,198	124,255,714	4,112,169,533	33,094	636
2000	7,828,861	127,005,574	4,454,966,824	35,077	675
2001	7,933,536	126,883,182	4,560,511,280	35,943	691
2002	8,051,117	125,475,293	4,570,787,218	36,428	701
2003	8,177,087	125,031,551	4,676,319,378	37,401	719
2004	8,312,729	126,538,579	4,929,262,369	38,955	749
2005	8,518,249	128,837,948	5,188,301,929	40,270	774
2006	8,731,111	131,104,860	5,522,624,197	42,124	810
2007	8,908,198	132,639,806	5,841,231,314	44,038	847
	Private industry covered				
1998	7,381,518	105,082,368	$3,337,621,699	$31,762	$611
1999	7,560,567	107,619,457	3,577,738,557	33,244	639
2000	7,622,274	110,015,333	3,887,626,769	35,337	680
2001	7,724,965	109,304,802	3,952,152,155	36,157	695
2002	7,839,903	107,577,281	3,930,767,025	36,539	703
2003	7,963,340	107,065,553	4,015,823,311	37,508	721
2004	8,093,142	108,490,066	4,245,640,890	39,134	753
2005	8,294,662	110,611,016	4,480,311,193	40,505	779
2006	8,505,496	112,718,858	4,780,833,389	42,414	816
2007	8,681,001	114,012,221	5,057,840,759	44,362	853
	State government covered				
1998	67,347	4,240,779	$142,512,445	$33,605	$646
1999	70,538	4,296,673	149,011,194	34,681	667
2000	65,096	4,370,160	158,618,365	36,296	698
2001	64,583	4,452,237	168,358,331	37,814	727
2002	64,447	4,485,071	175,866,492	39,212	754
2003	64,467	4,481,845	179,528,728	40,057	770
2004	64,544	4,484,997	184,414,992	41,118	791
2005	66,278	4,527,514	191,281,126	42,249	812
2006	66,921	4,565,908	200,329,294	43,875	844
2007	67,381	4,611,395	211,677,002	45,903	883
	Local government covered				
1998	137,902	12,077,513	$365,359,945	$30,251	$582
1999	140,093	12,339,584	385,419,781	31,234	601
2000	141,491	12,620,081	408,721,690	32,387	623
2001	143,989	13,126,143	440,000,795	33,521	645
2002	146,767	13,412,941	464,153,701	34,605	665
2003	149,281	13,484,153	480,967,339	35,669	686
2004	155,043	13,563,517	499,206,488	36,805	708
2005	157,309	13,699,418	516,709,610	37,718	725
2006	158,695	13,820,093	541,461,514	39,179	753
2007	159,816	14,016,190	571,713,553	40,790	784
	Federal government covered (UCFE)				
1998	47,252	2,782,888	$121,578,334	$43,688	$840
1999	49,661	2,786,567	123,409,672	44,287	852
2000	50,256	2,871,489	132,741,760	46,228	889
2001	50,993	2,752,619	134,713,843	48,940	941
2002	50,755	2,758,627	143,587,523	52,050	1,001
2003	51,753	2,764,275	149,932,170	54,239	1,043
2004	52,066	2,739,596	158,299,427	57,782	1,111
2005	52,895	2,733,675	163,647,568	59,864	1,151
2006	52,916	2,728,974	169,945,269	62,274	1,198
2007	63,699	2,726,300	176,857,794	64,871	1,248

NOTE: Data are final. Detail may not add to total due to rounding.

25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, private ownership, by supersector, first quarter 2007

Industry, establishments, and employment	Total	Size of establishments								
		Fewer than 5 workers[1]	5 to 9 workers	10 to 19 workers	20 to 49 workers	50 to 99 workers	100 to 249 workers	250 to 499 workers	500 to 999 workers	1,000 or more workers
Total all industries[2]										
Establishments, first quarter	8,572,894	5,189,837	1,407,987	933,910	648,489	220,564	124,980	30,568	11,049	5,510
Employment, March	112,536,714	7,670,620	9,326,775	12,610,385	19,566,806	15,156,364	18,718,813	10,438,705	7,479,948	11,568,298
Natural resources and mining										
Establishments, first quarter	124,002	69,260	23,451	15,289	10,137	3,250	1,842	519	190	64
Employment, March	1,686,694	111,702	155,044	205,780	304,936	222,684	278,952	179,598	126,338	101,660
Construction										
Establishments, first quarter	883,409	580,647	141,835	84,679	52,336	15,341	6,807	1,326	350	88
Employment, March	7,321,288	835,748	929,707	1,137,104	1,564,722	1,046,790	1,004,689	443,761	232,556	126,211
Manufacturing										
Establishments, first quarter	361,070	136,649	61,845	54,940	53,090	25,481	19,333	6,260	2,379	1,093
Employment, March	13,850,738	238,848	415,276	755,931	1,657,463	1,785,569	2,971,836	2,140,531	1,613,357	2,271,927
Trade, transportation, and utilities										
Establishments, first quarter	1,905,750	1,017,012	381,434	248,880	160,549	53,721	34,536	7,315	1,792	511
Employment, March	25,983,275	1,683,738	2,539,291	3,335,327	4,845,527	3,709,371	5,140,740	2,510,273	1,167,986	1,051,022
Information										
Establishments, first quarter	143,094	81,414	20,986	16,338	13,384	5,609	3,503	1,134	489	237
Employment, March	3,016,454	113,901	139,730	222,710	411,218	387,996	533,877	392,350	335,998	478,674
Financial activities										
Establishments, first quarter	863,784	563,670	155,984	81,849	40,668	12,037	6,313	1,863	939	461
Employment, March	8,146,274	890,816	1,029,911	1,080,148	1,210,332	822,627	945,396	645,988	648,691	872,365
Professional and business services										
Establishments, first quarter	1,456,681	989,991	196,645	125,014	83,127	32,388	20,412	5,902	2,263	939
Employment, March	17,612,073	1,375,429	1,292,744	1,685,085	2,520,739	2,243,595	3,102,005	2,012,609	1,535,591	1,844,276
Education and health services										
Establishments, first quarter	812,914	388,773	179,011	116,031	75,040	27,393	18,815	4,153	1,906	1,792
Employment, March	17,331,231	700,195	1,189,566	1,559,689	2,258,922	1,908,595	2,828,678	1,409,073	1,319,128	4,157,385
Leisure and hospitality										
Establishments, first quarter	716,126	275,121	120,795	132,408	134,766	39,766	10,681	1,639	646	304
Employment, March	12,949,319	439,080	815,688	1,858,394	4,054,666	2,648,733	1,510,212	551,528	438,008	633,010
Other services										
Establishments, first quarter	1,119,209	908,792	118,963	57,419	25,169	5,562	2,731	457	95	21
Employment, March	4,402,263	1,109,065	776,354	756,783	732,313	379,320	401,371	152,994	62,295	31,768

[1] Includes establishments that reported no workers in March 2007.

[2] Includes data for unclassified establishments, not shown separately.

NOTE: Data are final. Detail may not add to total due to rounding.

26. Average annual wages for 2006 and 2007 for all covered workers[1] by metropolitan area

Metropolitan area[2]	Average annual wages[3]		
	2006	2007	Percent change, 2006-07
Metropolitan areas[4]	$44,165	$46,139	4.5
Abilene, TX	29,842	31,567	5.8
Aguadilla-Isabela-San Sebastian, PR	19,277	20,295	5.3
Akron, OH	38,088	39,499	3.7
Albany, GA	32,335	33,378	3.2
Albany-Schenectady-Troy, NY	41,027	42,191	2.8
Albuquerque, NM	36,934	38,191	3.4
Alexandria, LA	31,329	32,757	4.6
Allentown-Bethlehem-Easton, PA-NJ	39,787	41,784	5.0
Altoona, PA	30,394	31,988	5.2
Amarillo, TX	33,574	35,574	6.0
Ames, IA	35,331	37,041	4.8
Anchorage, AK	42,955	45,237	5.3
Anderson, IN	32,184	32,850	2.1
Anderson, SC	30,373	31,086	2.3
Ann Arbor, MI	47,186	49,427	4.7
Anniston-Oxford, AL	32,724	34,593	5.7
Appleton, WI	35,308	36,575	3.6
Asheville, NC	32,268	33,406	3.5
Athens-Clarke County, GA	33,485	34,256	2.3
Atlanta-Sandy Springs-Marietta, GA	45,889	48,111	4.8
Atlantic City, NJ	38,018	39,276	3.3
Auburn-Opelika, AL	30,468	31,554	3.6
Augusta-Richmond County, GA-SC	35,638	36,915	3.6
Austin-Round Rock, TX	45,737	46,458	1.6
Bakersfield, CA	36,020	38,254	6.2
Baltimore-Towson, MD	45,177	47,177	4.4
Bangor, ME	31,746	32,829	3.4
Barnstable Town, MA	36,437	37,691	3.4
Baton Rouge, LA	37,245	39,339	5.6
Battle Creek, MI	39,362	40,628	3.2
Bay City, MI	35,094	35,680	1.7
Beaumont-Port Arthur, TX	39,026	40,682	4.2
Bellingham, WA	32,618	34,239	5.0
Bend, OR	33,319	34,318	3.0
Billings, MT	33,270	35,372	6.3
Binghamton, NY	35,048	36,322	3.6
Birmingham-Hoover, AL	40,798	42,570	4.3
Bismarck, ND	32,550	34,118	4.8
Blacksburg-Christiansburg-Radford, VA	34,024	35,248	3.6
Bloomington, IN	30,913	32,028	3.6
Bloomington-Normal, IL	41,359	42,082	1.7
Boise City-Nampa, ID	36,734	37,553	2.2
Boston-Cambridge-Quincy, MA-NH	56,809	59,817	5.3
Boulder, CO	50,944	52,745	3.5
Bowling Green, KY	32,529	33,308	2.4
Bremerton-Silverdale, WA	37,694	39,506	4.8
Bridgeport-Stamford-Norwalk, CT	74,890	79,973	6.8
Brownsville-Harlingen, TX	25,795	27,126	5.2
Brunswick, GA	32,717	32,705	0.0
Buffalo-Niagara Falls, NY	36,950	38,218	3.4
Burlington, NC	32,835	33,132	0.9
Burlington-South Burlington, VT	40,548	41,907	3.4
Canton-Massillon, OH	33,132	34,091	2.9
Cape Coral-Fort Myers, FL	37,065	37,658	1.6
Carson City, NV	40,115	42,030	4.8
Casper, WY	38,307	41,105	7.3
Cedar Rapids, IA	38,976	41,059	5.3
Champaign-Urbana, IL	34,422	35,788	4.0
Charleston, WV	36,887	38,687	4.9
Charleston-North Charleston, SC	35,267	36,954	4.8
Charlotte-Gastonia-Concord, NC-SC	45,732	46,975	2.7
Charlottesville, VA	39,051	40,819	4.5
Chattanooga, TN-GA	35,358	36,522	3.3
Cheyenne, WY	35,306	36,191	2.5
Chicago-Naperville-Joliet, IL-IN-WI	48,631	50,823	4.5
Chico, CA	31,557	33,207	5.2
Cincinnati-Middletown, OH-KY-IN	41,447	42,969	3.7
Clarksville, TN-KY	30,949	32,216	4.1
Cleveland, TN	33,075	34,666	4.8
Cleveland-Elyria-Mentor, OH	41,325	42,783	3.5
Coeur d'Alene, ID	29,797	31,035	4.2
College Station-Bryan, TX	30,239	32,630	7.9
Colorado Springs, CO	38,325	39,745	3.7
Columbia, MO	32,207	33,266	3.3
Columbia, SC	35,209	36,293	3.1
Columbus, GA-AL	32,334	34,511	6.7
Columbus, IN	40,107	41,078	2.4
Columbus, OH	41,168	42,655	3.6
Corpus Christi, TX	35,399	37,186	5.0
Corvallis, OR	40,586	41,981	3.4

See footnotes at end of table.

26. Continued — Average annual wages for 2006 and 2007 for all covered workers[1] by metropolitan area

Metropolitan area[2]	Average annual wages[3]		
	2006	2007	Percent change, 2006-07
Cumberland, MD-WV	$29,859	$31,373	5.1
Dallas-Fort Worth-Arlington, TX	47,525	49,627	4.4
Dalton, GA	33,266	34,433	3.5
Danville, IL	33,141	34,086	2.9
Danville, VA	28,870	30,212	4.6
Davenport-Moline-Rock Island, IA-IL	37,559	39,385	4.9
Dayton, OH	39,387	40,223	2.1
Decatur, AL	34,883	35,931	3.0
Decatur, IL	39,375	41,039	4.2
Deltona-Daytona Beach-Ormond Beach, FL	31,197	32,196	3.2
Denver-Aurora, CO	48,232	50,180	4.0
Des Moines, IA	41,358	42,895	3.7
Detroit-Warren-Livonia, MI	47,455	49,019	3.3
Dothan, AL	31,473	32,367	2.8
Dover, DE	34,571	35,978	4.1
Dubuque, IA	33,044	34,240	3.6
Duluth, MN-WI	33,677	35,202	4.5
Durham, NC	49,314	52,420	6.3
Eau Claire, WI	31,718	32,792	3.4
El Centro, CA	30,035	32,419	7.9
Elizabethtown, KY	32,072	32,701	2.0
Elkhart-Goshen, IN	35,878	36,566	1.9
Elmira, NY	33,968	34,879	2.7
El Paso, TX	29,903	31,354	4.9
Erie, PA	33,213	34,788	4.7
Eugene-Springfield, OR	33,257	34,329	3.2
Evansville, IN-KY	36,858	37,182	0.9
Fairbanks, AK	41,296	42,345	2.5
Fajardo, PR	21,002	22,075	5.1
Fargo, ND-MN	33,542	35,264	5.1
Farmington, NM	36,220	38,572	6.5
Fayetteville, NC	31,281	33,216	6.2
Fayetteville-Springdale-Rogers, AR-MO	35,734	37,325	4.5
Flagstaff, AZ	32,231	34,473	7.0
Flint, MI	39,409	39,310	-0.3
Florence, SC	33,610	34,305	2.1
Florence-Muscle Shoals, AL	29,518	30,699	4.0
Fond du Lac, WI	33,376	34,664	3.9
Fort Collins-Loveland, CO	37,940	39,335	3.7
Fort Smith, AR-OK	30,932	31,236	1.0
Fort Walton Beach-Crestview-Destin, FL	34,409	35,613	3.5
Fort Wayne, IN	35,641	36,542	2.5
Fresno, CA	33,504	35,111	4.8
Gadsden, AL	29,499	30,979	5.0
Gainesville, FL	34,573	36,243	4.8
Gainesville, GA	34,765	36,994	6.4
Glens Falls, NY	32,780	33,564	2.4
Goldsboro, NC	29,331	30,177	2.9
Grand Forks, ND-MN	29,234	30,745	5.2
Grand Junction, CO	33,729	36,221	7.4
Grand Rapids-Wyoming, MI	38,056	38,953	2.4
Great Falls, MT	29,542	31,009	5.0
Greeley, CO	35,144	37,066	5.5
Green Bay, WI	36,677	37,788	3.0
Greensboro-High Point, NC	35,898	37,213	3.7
Greenville, NC	32,432	33,703	3.9
Greenville, SC	35,471	36,536	3.0
Guayama, PR	24,551	26,094	6.3
Gulfport-Biloxi, MS	34,688	34,971	0.8
Hagerstown-Martinsburg, MD-WV	34,621	35,468	2.4
Hanford-Corcoran, CA	31,148	32,504	4.4
Harrisburg-Carlisle, PA	39,807	41,424	4.1
Harrisonburg, VA	31,522	32,718	3.8
Hartford-West Hartford-East Hartford, CT	51,282	54,188	5.7
Hattiesburg, MS	30,059	30,729	2.2
Hickory-Lenoir-Morganton, NC	31,323	32,364	3.3
Hinesville-Fort Stewart, GA	31,416	33,210	5.7
Holland-Grand Haven, MI	36,895	37,470	1.6
Honolulu, HI	39,009	40,748	4.5
Hot Springs, AR	27,684	28,448	2.8
Houma-Bayou Cane-Thibodaux, LA	38,417	41,604	8.3
Houston-Baytown-Sugar Land, TX	50,177	53,494	6.6
Huntington-Ashland, WV-KY-OH	32,648	33,973	4.1
Huntsville, AL	44,659	45,763	2.5
Idaho Falls, ID	31,632	29,878	-5.5
Indianapolis, IN	41,307	42,227	2.2
Iowa City, IA	35,913	37,457	4.3
Ithaca, NY	38,337	39,387	2.7
Jackson, MI	36,836	38,267	3.9
Jackson, MS	34,605	35,771	3.4

See footnotes at end of table.

26. Continued — Average annual wages for 2006 and 2007 for all covered workers[1] by metropolitan area

Metropolitan area[2]	Average annual wages[3]		
	2006	2007	Percent change, 2006-07
Jackson, TN	$34,477	$35,059	1.7
Jacksonville, FL	40,192	41,437	3.1
Jacksonville, NC	25,854	27,005	4.5
Janesville, WI	36,732	36,790	0.2
Jefferson City, MO	31,771	32,903	3.6
Johnson City, TN	31,058	31,985	3.0
Johnstown, PA	29,972	31,384	4.7
Jonesboro, AR	28,972	30,378	4.9
Joplin, MO	30,111	31,068	3.2
Kalamazoo-Portage, MI	37,099	38,402	3.5
Kankakee-Bradley, IL	32,389	33,340	2.9
Kansas City, MO-KS	41,320	42,921	3.9
Kennewick-Richland-Pasco, WA	38,750	40,439	4.4
Killeen-Temple-Fort Hood, TX	31,511	32,915	4.5
Kingsport-Bristol-Bristol, TN-VA	35,100	36,399	3.7
Kingston, NY	33,697	35,018	3.9
Knoxville, TN	37,216	38,386	3.1
Kokomo, IN	45,808	47,269	3.2
La Crosse, WI-MN	31,819	32,949	3.6
Lafayette, IN	35,380	36,419	2.9
Lafayette, LA	38,170	40,684	6.6
Lake Charles, LA	35,883	37,447	4.4
Lakeland, FL	33,530	34,394	2.6
Lancaster, PA	36,171	37,043	2.4
Lansing-East Lansing, MI	39,890	40,866	2.4
Laredo, TX	28,051	29,009	3.4
Las Cruces, NM	29,969	31,422	4.8
Las Vegas-Paradise, NV	40,139	42,336	5.5
Lawrence, KS	29,896	30,830	3.1
Lawton, OK	29,830	30,617	2.6
Lebanon, PA	31,790	32,876	3.4
Lewiston, ID-WA	30,776	31,961	3.9
Lewiston-Auburn, ME	32,231	33,118	2.8
Lexington-Fayette, KY	37,926	39,290	3.6
Lima, OH	33,790	35,177	4.1
Lincoln, NE	33,703	34,750	3.1
Little Rock-North Little Rock, AR	36,169	39,305	8.7
Logan, UT-ID	26,766	27,810	3.9
Longview, TX	35,055	36,956	5.4
Longview, WA	35,140	37,101	5.6
Los Angeles-Long Beach-Santa Ana, CA	48,680	50,480	3.7
Louisville, KY-IN	38,673	40,125	3.8
Lubbock, TX	31,977	32,761	2.5
Lynchburg, VA	33,242	34,412	3.5
Macon, GA	34,126	34,243	0.3
Madera, CA	31,213	33,266	6.6
Madison, WI	40,007	41,201	3.0
Manchester-Nashua, NH	46,659	49,235	5.5
Mansfield, OH	33,171	33,109	-0.2
Mayaguez, PR	20,619	21,326	3.4
McAllen-Edinburg-Pharr, TX	26,712	27,651	3.5
Medford, OR	31,697	32,877	3.7
Memphis, TN-MS-AR	40,580	42,339	4.3
Merced, CA	31,147	32,351	3.9
Miami-Fort Lauderdale-Miami Beach, FL	42,175	43,428	3.0
Michigan City-La Porte, IN	31,383	32,570	3.8
Midland, TX	42,625	45,574	6.9
Milwaukee-Waukesha-West Allis, WI	42,049	43,261	2.9
Minneapolis-St. Paul-Bloomington, MN-WI	46,931	49,542	5.6
Missoula, MT	30,652	32,233	5.2
Mobile, AL	36,126	36,890	2.1
Modesto, CA	35,468	36,739	3.6
Monroe, LA	30,618	31,992	4.5
Monroe, MI	40,938	41,636	1.7
Montgomery, AL	35,383	36,223	2.4
Morgantown, WV	32,608	35,241	8.1
Morristown, TN	31,914	32,806	2.8
Mount Vernon-Anacortes, WA	32,851	34,620	5.4
Muncie, IN	30,691	31,326	2.1
Muskegon-Norton Shores, MI	33,949	34,982	3.0
Myrtle Beach-Conway-North Myrtle Beach, SC	27,905	28,576	2.4
Napa, CA	41,788	44,171	5.7
Naples-Marco Island, FL	39,320	41,300	5.0
Nashville-Davidson--Murfreesboro, TN	41,003	42,728	4.2
New Haven-Milford, CT	44,892	47,039	4.8
New Orleans-Metairie-Kenner, LA	42,434	43,255	1.9
New York-Northern New Jersey-Long Island, NY-NJ-PA	61,388	65,685	7.0
Niles-Benton Harbor, MI	36,967	38,140	3.2
Norwich-New London, CT	43,184	45,463	5.3
Ocala, FL	31,330	31,623	0.9

See footnotes at end of table.

26. Continued — Average annual wages for 2006 and 2007 for all covered workers[1] by metropolitan area

Metropolitan area[2]	Average annual wages[3]		
	2006	2007	Percent change, 2006-07
Ocean City, NJ	$31,801	$32,452	2.0
Odessa, TX	37,144	41,758	12.4
Ogden-Clearfield, UT	32,890	34,067	3.6
Oklahoma City, OK	35,846	37,192	3.8
Olympia, WA	37,787	39,678	5.0
Omaha-Council Bluffs, NE-IA	38,139	39,273	3.0
Orlando, FL	37,776	38,633	2.3
Oshkosh-Neenah, WI	39,538	41,014	3.7
Owensboro, KY	32,491	33,593	3.4
Oxnard-Thousand Oaks-Ventura, CA	45,467	47,669	4.8
Palm Bay-Melbourne-Titusville, FL	39,778	40,975	3.0
Panama City-Lynn Haven, FL	33,341	33,950	1.8
Parkersburg-Marietta, WV-OH	32,213	33,547	4.1
Pascagoula, MS	36,287	39,131	7.8
Pensacola-Ferry Pass-Brent, FL	33,530	34,165	1.9
Peoria, IL	42,283	43,470	2.8
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	48,647	50,611	4.0
Phoenix-Mesa-Scottsdale, AZ	42,220	43,697	3.5
Pine Bluff, AR	32,115	33,094	3.0
Pittsburgh, PA	40,759	42,910	5.3
Pittsfield, MA	36,707	38,075	3.7
Pocatello, ID	28,418	29,268	3.0
Ponce, PR	20,266	21,019	3.7
Portland-South Portland-Biddeford, ME	36,979	38,497	4.1
Portland-Vancouver-Beaverton, OR-WA	42,607	44,335	4.1
Port St. Lucie-Fort Pierce, FL	34,408	36,375	5.7
Poughkeepsie-Newburgh-Middletown, NY	39,528	40,793	3.2
Prescott, AZ	30,625	32,048	4.6
Providence-New Bedford-Fall River, RI-MA	39,428	40,674	3.2
Provo-Orem, UT	32,308	34,141	5.7
Pueblo, CO	30,941	32,552	5.2
Punta Gorda, FL	32,370	32,833	1.4
Racine, WI	39,002	40,746	4.5
Raleigh-Cary, NC	41,205	42,801	3.9
Rapid City, SD	29,920	31,119	4.0
Reading, PA	38,048	39,945	5.0
Redding, CA	33,307	34,953	4.9
Reno-Sparks, NV	39,537	41,365	4.6
Richmond, VA	42,495	44,530	4.8
Riverside-San Bernardino-Ontario, CA	36,668	37,846	3.2
Roanoke, VA	33,912	35,419	4.4
Rochester, MN	42,941	44,786	4.3
Rochester, NY	39,481	40,752	3.2
Rockford, IL	37,424	38,304	2.4
Rocky Mount, NC	31,556	32,527	3.1
Rome, GA	34,850	33,041	-5.2
Sacramento--Arden-Arcade--Roseville, CA	44,552	46,385	4.1
Saginaw-Saginaw Township North, MI	37,747	37,507	-0.6
St. Cloud, MN	33,018	33,996	3.0
St. George, UT	28,034	29,052	3.6
St. Joseph, MO-KS	31,253	31,828	1.8
St. Louis, MO-IL	41,354	42,873	3.7
Salem, OR	32,764	33,986	3.7
Salinas, CA	37,974	39,419	3.8
Salisbury, MD	33,223	34,833	4.8
Salt Lake City, UT	38,630	40,935	6.0
San Angelo, TX	30,168	30,920	2.5
San Antonio, TX	36,763	38,274	4.1
San Diego-Carlsbad-San Marcos, CA	45,784	47,657	4.1
Sandusky, OH	33,526	33,471	-0.2
San Francisco-Oakland-Fremont, CA	61,343	64,559	5.2
San German-Cabo Rojo, PR	19,498	19,777	1.4
San Jose-Sunnyvale-Santa Clara, CA	76,608	82,038	7.1
San Juan-Caguas-Guaynabo, PR	24,812	25,939	4.5
San Luis Obispo-Paso Robles, CA	35,146	36,740	4.5
Santa Barbara-Santa Maria-Goleta, CA	40,326	41,967	4.1
Santa Cruz-Watsonville, CA	40,776	41,540	1.9
Santa Fe, NM	35,320	37,395	5.9
Santa Rosa-Petaluma, CA	41,533	42,824	3.1
Sarasota-Bradenton-Venice, FL	35,751	36,424	1.9
Savannah, GA	35,684	36,695	2.8
Scranton--Wilkes-Barre, PA	32,813	34,205	4.2
Seattle-Tacoma-Bellevue, WA	49,455	51,924	5.0
Sheboygan, WI	35,908	37,049	3.2
Sherman-Denison, TX	34,166	35,672	4.4
Shreveport-Bossier City, LA	33,678	34,892	3.6
Sioux City, IA-NE-SD	31,826	33,025	3.8
Sioux Falls, SD	34,542	36,056	4.4
South Bend-Mishawaka, IN-MI	35,089	36,266	3.4
Spartanburg, SC	37,077	37,967	2.4

See footnotes at end of table.

26. Continued — Average annual wages for 2006 and 2007 for all covered workers[1] by metropolitan area

Metropolitan area[2]	Average annual wages[3]		
	2006	2007	Percent change, 2006-07
Spokane, WA	$34,016	$35,539	4.5
Springfield, IL	40,679	42,420	4.3
Springfield, MA	37,962	39,487	4.0
Springfield, MO	30,786	31,868	3.5
Springfield, OH	31,844	32,017	0.5
State College, PA	35,392	36,797	4.0
Stockton, CA	36,426	37,906	4.1
Sumter, SC	29,294	30,267	3.3
Syracuse, NY	38,081	39,620	4.0
Tallahassee, FL	35,018	36,543	4.4
Tampa-St. Petersburg-Clearwater, FL	38,016	39,215	3.2
Terre Haute, IN	31,341	32,349	3.2
Texarkana, TX-Texarkana, AR	32,545	34,079	4.7
Toledo, OH	37,039	38,538	4.0
Topeka, KS	34,806	36,109	3.7
Trenton-Ewing, NJ	54,274	56,645	4.4
Tucson, AZ	37,119	38,524	3.8
Tulsa, OK	37,637	38,942	3.5
Tuscaloosa, AL	35,613	36,737	3.2
Tyler, TX	36,173	37,184	2.8
Utica-Rome, NY	32,457	33,916	4.5
Valdosta, GA	26,794	27,842	3.9
Vallejo-Fairfield, CA	40,225	42,932	6.7
Vero Beach, FL	33,823	35,901	6.1
Victoria, TX	36,642	38,317	4.6
Vineland-Millville-Bridgeton, NJ	37,749	39,408	4.4
Virginia Beach-Norfolk-Newport News, VA-NC	36,071	37,734	4.6
Visalia-Porterville, CA	29,772	30,968	4.0
Waco, TX	33,450	34,679	3.7
Warner Robins, GA	38,087	39,220	3.0
Washington-Arlington-Alexandria, DC-VA-MD-WV	58,057	60,711	4.6
Waterloo-Cedar Falls, IA	34,329	35,899	4.6
Wausau, WI	34,438	35,710	3.7
Weirton-Steubenville, WV-OH	31,416	32,893	4.7
Wenatchee, WA	28,340	29,475	4.0
Wheeling, WV-OH	30,620	31,169	1.8
Wichita, KS	38,763	39,662	2.3
Wichita Falls, TX	30,785	32,320	5.0
Williamsport, PA	31,431	32,506	3.4
Wilmington, NC	32,948	34,239	3.9
Winchester, VA-WV	34,895	36,016	3.2
Winston-Salem, NC	37,712	38,921	3.2
Worcester, MA	42,726	44,652	4.5
Yakima, WA	28,401	29,743	4.7
Yauco, PR	19,001	19,380	2.0
York-Hanover, PA	37,226	38,469	3.3
Youngstown-Warren-Boardman, OH-PA	33,852	34,698	2.5
Yuba City, CA	33,642	35,058	4.2
Yuma, AZ	28,369	30,147	6.3

[1] Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

[2] Includes data for Metropolitan Statistical Areas (MSA) as defined by OMB Bulletin No. 04-03 as of February 18, 2004.

[3] Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

[4] Totals do not include the six MSAs within Puerto Rico.

27. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	1997	1998[1]	1999[1]	2000[1]	2001[1]	2002	2003	2004	2005	2006	2007
Civilian noninstitutional population	203,133	205,220	207,753	212,577	215,092	217,570	221,168	223,357	226,082	228,815	231,867
Civilian labor force	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401	149,320	151,428	153,124
Labor force participation rate	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66	66	66.2	66
Employed	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252	141,730	144,427	146,047
Employment-population ratio	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3	62.7	63.1	63
Unemployed	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149	7,591	7,001	7,078
Unemployment rate	4.9	4.5	4.2	4	4.7	5.8	6	5.5	5.1	4.6	4.6
Not in the labor force	66,837	67,547	68,385	69,994	71,359	72,707	74,658	75,956	76,762	77,387	78,743

[1] Not strictly comparable with prior years.

28. Annual data: Employment levels by industry

[In thousands]

Industry	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Total private employment	103,113	106,021	108,686	110,996	110,707	108,828	108,416	109,814	111,899	114,184	115,717
Total nonfarm employment	122,776	125,930	128,993	131,785	131,826	130,341	129,999	131,435	133,703	136,174	137,969
Goods-producing	23,886	24,354	24,465	24,649	23,873	22,557	21,816	21,882	22,190	22,570	22,378
Natural resources and mining	654	645	598	599	606	583	572	591	628	684	722
Construction	5,813	6,149	6,545	6,787	6,826	6,716	6,735	6,976	7,336	7,689	7,624
Manufacturing	17,419	17,560	17,322	17,263	16,441	15,259	14,510	14,315	14,226	14,197	14,032
Private service-providing	79,227	81,667	84,221	86,346	86,834	86,271	86,599	87,932	89,709	91,615	93,339
Trade, transportation, and utilities	24,700	25,186	25,771	26,225	25,983	25,497	25,287	25,533	25,959	26,231	26,472
Wholesale trade	5,663.90	5,795.20	5,892.50	5,933.20	5,772.70	5,652.30	5,607.50	5,662.90	5,764.40	5,897.60	6,005.30
Retail trade	14,388.90	14,609.30	14,970.10	15,279.80	15,238.60	15,025.10	14,917.30	15,058.20	15,279.60	15,319.30	15,382.00
Transportation and warehousing	4,026.50	4,168.00	4,300.30	4,410.30	4,372.00	4,223.60	4,185.40	4,248.60	4,360.90	4,465.80	4,531.20
Utilities	620.9	613.4	608.5	601.3	599.4	596.2	577	563.8	554	548.5	553.5
Information	3,084	3,218	3,419	3,631	3,629	3,395	3,188	3,118	3,061	3,055	3,087
Financial activities	7,178	7,462	7,648	7,687	7,807	7,847	7,977	8,031	8,153	8,363	8,446
Professional and business services	14,335	15,147	15,957	16,666	16,476	15,976	15,987	16,395	16,954	17,552	17,920
Education and health services	14,087	14,446	14,798	15,109	15,645	16,199	16,588	16,953	17,372	17,838	18,377
Leisure and hospitality	11,018	11,232	11,543	11,862	12,036	11,986	12,173	12,493	12,816	13,143	13,565
Other services	4,825	4,976	5,087	5,168	5,258	5,372	5,401	5,409	5,395	5,432	5,472
Government	19,664	19,909	20,307	20,790	21,118	21,513	21,583	21,621	21,804	21,990	22,252

29. Annual data: Average hours and earnings of production or nonsupervisory workers on nonfarm payrolls, by industry

Industry	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Private sector:											
Average weekly hours	34.5	34.5	34.3	34.3	34	33.9	33.7	33.7	33.8	33.9	33.8
Average hourly earnings (in dollars)	12.51	13.01	13.49	14.02	14.54	14.97	15.37	15.69	16.13	16.76	17.41
Average weekly earnings (in dollars)	431.86	448.56	463.15	481.01	493.79	506.72	518.06	529.09	544.33	567.87	589.36
Goods-producing:											
Average weekly hours	41.1	40.8	40.8	40.7	39.9	39.9	39.8	40	40.1	40.5	40.5
Average hourly earnings (in dollars)	13.82	14.23	14.71	15.27	15.78	16.33	16.8	17.19	17.6	18.02	18.64
Average weekly earnings (in dollars)	568.43	580.99	599.99	621.86	630.04	651.61	669.13	688.17	705.31	729.87	755.73
Natural resources and mining											
Average weekly hours	46.2	44.9	44.2	44.4	44.6	43.2	43.6	44.5	45.6	45.6	45.9
Average hourly earnings (in dollars)	15.57	16.2	16.33	16.55	17	17.19	17.56	18.07	18.72	19.9	20.99
Average weekly earnings (in dollars)	720.11	727.28	721.74	734.92	757.92	741.97	765.94	803.82	853.71	908.01	962.54
Construction:											
Average weekly hours	38.9	38.8	39	39.2	38.7	38.4	38.4	38.3	38.6	39	38.9
Average hourly earnings (in dollars)	15.67	16.23	16.8	17.48	18	18.52	18.95	19.23	19.46	20.02	20.94
Average weekly earnings (in dollars)	609.48	629.75	655.11	685.78	695.89	711.82	726.83	735.55	750.22	781.04	814.83
Manufacturing:											
Average weekly hours	41.7	41.4	41.4	41.3	40.3	40.5	40.4	40.8	40.7	41.1	41.2
Average hourly earnings (in dollars)	13.14	13.45	13.85	14.32	14.76	15.29	15.74	16.15	16.56	16.8	17.23
Average weekly earnings (in dollars)	548.22	557.12	573.17	590.65	595.19	618.75	635.99	658.59	673.37	690.83	710.51
Private service-providing:											
Average weekly hours	32.8	32.8	32.7	32.7	32.5	32.5	32.4	32.3	32.4	32.5	32.4
Average hourly earnings (in dollars)	12.07	12.61	13.09	13.62	14.18	14.59	14.99	15.29	15.74	16.42	17.09
Average weekly earnings (in dollars)	395.51	413.5	427.98	445.74	461.08	473.8	484.81	494.22	509.58	532.84	554.47
Trade, transportation, and utilities:											
Average weekly hours	34.3	34.2	33.9	33.8	33.5	33.6	33.6	33.5	33.4	33.4	33.4
Average hourly earnings (in dollars)	11.9	12.39	12.82	13.31	13.7	14.02	14.34	14.58	14.92	15.4	15.82
Average weekly earnings (in dollars)	407.57	423.3	434.31	449.88	459.53	471.27	481.14	488.42	498.43	514.61	528.22
Wholesale trade:											
Average weekly hours	38.8	38.6	38.6	38.8	38.4	38	37.9	37.8	37.7	38	38.2
Average hourly earnings (in dollars)	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.65	18.16	18.91	19.56
Average weekly earnings (in dollars)	559.39	582.21	602.77	631.4	643.45	644.38	657.29	667.09	685	718.3	747.7
Retail trade:											
Average weekly hours	38.8	38.6	38.6	38.8	38.4	38	37.9	37.8	37.7	38	30.2
Average hourly earnings (in dollars)	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.65	18.16	18.91	12.8
Average weekly earnings (in dollars)	559.39	582.21	602.77	631.4	643.45	644.38	657.29	667.09	685	718.3	747.7
Transportation and warehousing:											
Average weekly hours	39.4	38.7	37.6	37.4	36.7	36.8	36.8	37.2	37	36.9	37
Average hourly earnings (in dollars)	13.78	14.12	14.55	15.05	15.33	15.76	16.25	16.52	16.7	17.28	17.76
Average weekly earnings (in dollars)	542.55	546.86	547.97	562.31	562.7	579.75	598.41	614.82	618.58	637.14	656.95
Utilities:											
Average weekly hours	42	42	42	42	41.4	40.9	41.1	40.9	41.1	41.4	42.4
Average hourly earnings (in dollars)	20.59	21.48	22.03	22.75	23.58	23.96	24.77	25.61	26.68	27.42	27.93
Average weekly earnings (in dollars)	865.26	902.94	924.59	955.66	977.18	979.09	1,017.27	1,048.44	1,095.90	1,136.08	1,185.08
Information:											
Average weekly hours	36.3	36.6	36.7	36.8	36.9	36.5	36.2	36.3	36.5	36.6	36.4
Average hourly earnings (in dollars)	17.14	17.67	18.4	19.07	19.8	20.2	21.01	21.4	22.06	23.23	23.92
Average weekly earnings (in dollars)	622.4	646.52	675.32	700.89	731.11	738.17	760.81	777.05	805	850.81	871.03
Financial activities:											
Average weekly hours	35.7	36	35.8	35.9	35.8	35.6	35.5	35.5	35.9	35.8	35.9
Average hourly earnings (in dollars)	13.22	13.93	14.47	14.98	15.59	16.17	17.14	17.52	17.94	18.8	19.66
Average weekly earnings (in dollars)	472.37	500.95	517.57	537.37	558.02	575.51	609.08	622.87	645.1	672.4	706.01
Professional and business services:											
Average weekly hours	34.3	34.3	34.4	34.5	34.2	34.2	34.1	34.2	34.2	34.6	34.8
Average hourly earnings (in dollars)	13.57	14.27	14.85	15.52	16.33	16.81	17.21	17.48	18.08	19.12	20.15
Average weekly earnings (in dollars)	465.51	490	510.99	535.07	557.84	574.66	587.02	597.56	618.87	662.23	700.96
Education and health services:											
Average weekly hours	32.2	32.2	32.1	32.2	32.3	32.4	32.3	32.4	32.6	32.5	32.6
Average hourly earnings (in dollars)	12.56	13	13.44	13.95	14.64	15.21	15.64	16.15	16.71	17.38	18.03
Average weekly earnings (in dollars)	404.65	418.82	431.35	449.29	473.39	492.74	505.69	523.78	544.59	564.95	587.2
Leisure and hospitality:											
Average weekly hours	26	26.2	26.1	26.1	25.8	25.8	25.6	25.7	25.7	25.7	25.5
Average hourly earnings (in dollars)	7.32	7.67	7.96	8.32	8.57	8.81	9	9.15	9.38	9.75	10.41
Average weekly earnings (in dollars)	190.52	200.82	208.05	217.2	220.73	227.17	230.42	234.86	241.36	250.11	265.03
Other services:											
Average weekly hours	32.7	32.6	32.5	32.5	32.3	32	31.4	31	30.9	30.9	30.9
Average hourly earnings (in dollars)	11.29	11.79	12.26	12.73	13.27	13.72	13.84	13.98	14.34	14.77	15.22
Average weekly earnings (in dollars)	368.63	384.25	398.77	413.41	428.64	439.76	434.41	433.04	443.37	456.6	470.05

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

30. Employment Cost Index, compensation,[1] by occupation and industry group

[December 2005 = 100]

Series	2006		2007				2008			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2008	
Civilian workers[2]	102.7	103.3	104.2	105.0	106.1	106.7	107.6	108.3	109.2	0.8	2.9
Workers by occupational group											
Management, professional, and related	103.0	103.7	104.7	105.5	106.7	107.2	108.3	109.0	110.1	1.0	3.2
Management, business, and financial	102.7	103.2	104.4	105.2	106.2	106.6	108.2	108.9	109.7	.7	3.3
Professional and related	103.2	104.0	104.9	105.7	107.0	107.6	108.4	109.0	110.4	1.3	3.2
Sales and office	102.4	103.0	103.8	104.8	105.5	106.4	106.8	107.7	108.2	.5	2.6
Sales and related	101.7	102.3	102.4	103.6	104.1	105.2	105.0	106.1	106.0	-.1	1.8
Office and administrative support	102.8	103.5	104.7	105.5	106.4	107.1	108.0	108.6	109.5	.8	2.9
Natural resources, construction, and maintenance	103.0	103.6	104.1	105.1	106.1	106.8	107.7	108.4	109.3	.8	3.0
Construction and extraction	103.0	103.7	104.3	105.7	106.5	107.4	108.5	109.6	110.3	.6	3.6
Installation, maintenance, and repair	103.0	103.6	103.7	104.4	105.6	106.2	106.7	107.0	108.0	.9	2.3
Production, transportation, and material moving	101.8	102.4	102.7	103.5	104.2	104.7	105.6	106.2	106.9	.7	2.6
Production	101.6	102.0	102.1	102.8	103.3	104.1	104.8	105.3	105.9	.6	2.5
Transportation and material moving	102.2	102.8	103.4	104.4	105.3	105.6	106.6	107.3	108.1	.7	2.7
Service occupations	102.5	103.5	104.8	105.5	106.9	107.7	108.4	109.1	110.2	1.0	3.1
Workers by industry											
Goods-producing	102.0	102.5	102.9	103.9	104.4	105.0	106.1	106.8	107.3	.5	2.8
Manufacturing	101.4	101.8	102.0	102.9	103.2	103.8	104.7	105.1	105.6	.5	2.3
Service-providing	102.9	103.5	104.4	105.2	106.4	107.0	107.8	108.5	109.5	.9	2.9
Education and health services	103.5	104.2	104.9	105.5	107.2	107.9	108.6	109.2	110.8	1.5	3.4
Health care and social assistance	103.5	104.3	105.4	106.1	107.1	107.9	108.9	109.6	110.4	.7	3.1
Hospitals	103.2	104.0	105.1	105.7	106.7	107.5	108.4	109.2	110.2	.9	3.3
Nursing and residential care facilities	102.6	103.7	104.5	105.0	105.6	106.3	107.3	108.2	109.0	.7	3.2
Education services	103.4	104.1	104.5	104.9	107.3	107.9	108.3	108.9	111.1	2.0	3.5
Elementary and secondary schools	103.5	104.2	104.6	105.0	107.4	107.9	108.2	108.8	111.1	2.1	3.4
Public administration[3]	102.4	103.8	105.6	106.6	108.0	109.1	109.7	110.1	111.6	1.4	3.3
Private industry workers	102.5	103.2	104.0	104.9	105.7	106.3	107.3	108.0	108.7	.6	2.8
Workers by occupational group											
Management, professional, and related	102.9	103.5	104.6	105.5	106.4	106.8	108.1	108.9	109.6	.6	3.0
Management, business, and financial	102.7	103.1	104.3	105.1	106.0	106.3	108.0	108.7	109.3	.6	3.1
Professional and related	103.1	103.9	104.9	105.9	106.7	107.3	108.3	109.0	109.9	.8	3.0
Sales and office	102.3	102.9	103.7	104.7	105.3	106.1	106.6	107.5	107.9	.4	2.5
Sales and related	101.7	102.3	102.4	103.6	104.2	105.2	105.0	106.2	106.0	-.2	1.7
Office and administrative support	102.7	103.4	104.5	105.4	106.0	106.7	107.8	108.5	109.2	.6	3.0
Natural resources, construction, and maintenance	103.0	103.6	104.0	105.0	105.9	106.7	107.6	108.3	109.0	.6	2.9
Construction and extraction	103.1	103.7	104.4	105.7	106.5	107.4	108.6	109.7	110.3	.5	3.6
Installation, maintenance, and repair	103.0	103.4	103.5	104.1	105.2	105.8	106.3	106.6	107.4	.8	2.1
Production, transportation, and material moving	101.7	102.3	102.5	103.3	103.9	104.5	105.5	106.0	106.6	.6	2.6
Production	101.6	102.0	102.1	102.8	103.2	104.0	104.8	105.2	105.8	.6	2.5
Transportation and material moving	102.0	102.6	103.1	104.1	104.9	105.3	106.4	107.2	107.7	.5	2.7
Service occupations	102.3	103.1	104.5	105.2	106.4	107.0	107.8	108.7	109.4	.6	2.8
Workers by industry and occupational group											
Goods-producing industries	102.0	102.5	102.9	103.9	104.4	105.0	106.1	106.8	107.2	.4	2.7
Management, professional, and related	101.6	102.0	102.7	103.8	104.3	104.4	106.1	106.6	106.7	.1	2.3
Sales and office	102.1	102.8	103.0	103.7	104.1	104.8	105.1	106.3	106.7	.4	2.5
Natural resources, construction, and maintenance	102.7	103.3	104.0	105.3	106.1	107.0	108.1	109.0	109.8	.7	3.5
Production, transportation, and material moving	101.6	102.0	102.1	102.9	103.3	104.0	104.8	105.3	105.8	.5	2.4
Construction	103.0	103.6	104.7	105.9	106.9	107.6	108.9	110.1	110.6	.5	3.5
Manufacturing	101.4	101.8	102.0	102.9	103.2	103.8	104.7	105.1	105.6	.5	2.3
Management, professional, and related	101.3	101.4	102.0	103.3	103.3	103.5	104.9	105.2	105.4	.2	2.0
Sales and office	101.3	102.1	102.4	103.2	103.5	104.3	105.0	106.1	106.7	.6	3.1
Natural resources, construction, and maintenance	101.5	102.1	101.7	102.4	102.8	103.9	104.6	104.5	105.3	.8	2.4
Production, transportation, and material moving	101.5	101.9	101.9	102.6	103.1	103.8	104.5	105.0	105.5	.5	2.3
Service-providing industries	102.7	103.4	104.3	105.2	106.1	106.7	107.7	108.5	109.1	.6	2.8
Management, professional, and related	103.2	103.8	105.0	105.9	106.8	107.3	108.5	109.3	110.2	.8	3.2
Sales and office	102.3	102.9	103.7	104.8	105.4	106.3	106.8	107.7	108.0	.3	2.5
Natural resources, construction, and maintenance	103.6	104.0	104.0	104.5	105.7	106.2	106.7	107.3	107.8	.5	2.0
Production, transportation, and material moving	101.9	102.6	103.0	104.0	104.7	105.2	106.4	107.0	107.6	.6	2.8
Service occupations	102.3	103.1	104.5	105.3	106.4	107.1	107.9	108.7	109.5	.7	2.9
Trade, transportation, and utilities	102.4	103.0	103.1	104.2	104.7	105.5	106.1	107.3	107.6	.3	2.8

See footnotes at end of table.

30. Continued—Employment Cost Index, compensation[1], by occupation and industry group

[December 2005 = 100]

Series	2006		2007				2008			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2008	
Wholesale trade	102.4	102.9	103.7	104.6	104.2	105.3	105.7	107.2	107.1	-0.1	2.8
Retail trade	101.9	102.7	102.9	103.9	105.1	106.1	106.6	107.6	108.2	.6	2.9
Transportation and warehousing	101.6	102.2	102.8	104.0	104.5	104.5	105.6	106.4	106.8	.4	2.2
Utilities	110.1	110.4	102.8	104.7	105.0	105.6	106.5	108.1	108.1	.0	3.0
Information	103.0	103.2	104.3	105.6	105.8	106.1	106.1	106.2	107.2	.9	1.3
Financial activities	102.1	102.5	104.2	104.6	105.4	105.6	106.8	107.3	107.4	.1	1.9
Finance and insurance	102.6	102.9	104.6	104.9	105.7	106.1	107.0	107.7	107.6	-.1	1.8
Real estate and rental and leasing	100.2	100.8	102.2	103.0	104.1	103.7	105.5	105.7	106.4	.7	2.2
Professional and business services	102.9	103.5	104.7	105.9	106.9	107.5	109.0	109.9	110.8	.8	3.6
Education and health services	103.2	104.1	105.1	105.7	106.9	107.7	108.6	109.4	110.3	.8	3.2
Education services	103.2	104.2	104.5	104.9	106.7	107.5	108.1	109.1	111.4	2.1	4.4
Health care and social assistance	103.2	104.1	105.2	105.9	106.9	107.8	108.8	109.4	110.1	.6	3.0
Hospitals	103.2	103.9	105.0	105.6	106.5	107.3	108.2	109.1	110.1	.9	3.4
Leisure and hospitality	102.4	103.7	105.3	106.0	107.5	108.1	109.0	109.3	110.6	1.2	2.9
Accommodation and food services	102.5	104.0	105.8	106.4	108.1	108.6	109.5	110.0	111.4	1.3	3.1
Other services, except public administration	103.6	104.0	105.7	106.1	107.1	107.6	108.7	109.4	109.9	.5	2.6
State and local government workers	103.2	104.1	105.1	105.7	107.6	108.4	108.9	109.4	111.3	1.7	3.4
Workers by occupational group											
Management, professional, and related	103.3	104.0	104.9	105.4	107.5	108.3	108.8	109.3	111.3	1.8	3.5
Professional and related	103.4	104.0	104.8	105.3	107.5	108.2	108.6	109.1	111.1	1.8	3.3
Sales and office	103.3	104.1	105.6	106.2	107.9	108.6	108.8	109.3	111.0	1.6	2.9
Office and administrative support	103.5	104.2	105.7	106.4	108.2	108.9	109.3	109.8	111.4	1.5	3.0
Service occupations	103.1	104.5	105.4	106.3	108.0	109.1	109.7	110.0	111.9	1.7	3.6
Workers by industry											
Education and health services	103.7	104.3	104.8	105.3	107.5	108.2	108.6	109.1	111.2	1.9	3.4
Education services	103.5	104.1	104.6	105.0	107.4	108.0	108.4	108.8	111.0	2.0	3.4
Schools	103.5	104.1	104.6	104.9	107.4	108.0	108.4	108.8	111.0	2.0	3.4
Elementary and secondary schools	103.6	104.2	104.7	105.0	107.4	108.0	108.3	108.8	111.1	2.1	3.4
Health care and social assistance	105.1	105.7	107.1	107.6	108.6	109.3	110.1	111.1	112.7	1.4	3.8
Hospitals	103.3	104.3	105.6	106.3	107.5	108.2	109.2	109.7	110.8	1.0	3.1
Public administration[3]	102.4	103.8	105.6	106.6	108.0	109.1	109.7	110.1	111.6	1.4	3.3

[1] Cost (cents per hour worked) measured in the Employment Cost Index consists of wages, salaries, and employer cost of employee benefits.

[2] Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

[3] Consists of legislative, judicial, administrative, and regulatory activities.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

31. Employment Cost Index, wages and salaries, by occupation and industry group

[December 2005 = 100]

Series	2006		2007				2008			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2008	
Civilian workers[1]	102.6	103.2	104.3	105.0	106.0	106.7	107.6	108.4	109.3	0.8	3.1
Workers by occupational group											
Management, professional, and related	102.9	103.6	104.7	105.4	106.6	107.1	108.2	109.0	110.1	1.0	3.3
Management, business, and financial	102.7	103.1	104.7	105.4	106.4	106.7	108.2	109.0	109.8	.7	3.2
Professional and related	103.1	103.8	104.7	105.3	106.7	107.4	108.3	109.0	110.3	1.2	3.4
Sales and office	102.4	103.0	103.8	104.8	105.4	106.2	106.7	107.7	108.1	.4	2.6
Sales and related	102.0	102.5	102.7	103.9	104.3	105.5	105.2	106.6	106.3	-.3	1.9
Office and administrative support	102.6	103.3	104.5	105.3	106.1	106.8	107.8	108.5	109.3	.7	3.0
Natural resources, construction, and maintenance	102.7	103.4	104.3	105.1	106.3	107.1	108.1	109.0	109.9	.8	3.4
Construction and extraction	102.9	103.7	104.6	105.7	106.6	107.7	109.0	109.9	110.7	.7	3.8
Installation, maintenance, and repair	102.6	103.1	103.8	104.4	105.8	106.4	107.0	107.8	108.8	.9	2.8
Production, transportation, and material moving	101.9	102.5	103.2	103.9	104.7	105.1	106.1	106.9	107.7	.7	2.9
Production	101.8	102.3	103.2	103.6	104.3	104.7	105.7	106.5	107.2	.7	2.8
Transportation and material moving	102.1	102.7	103.3	104.2	105.1	105.5	106.6	107.3	108.2	.8	2.9
Service occupations	102.2	103.2	104.6	105.3	106.5	107.3	108.0	108.7	109.9	1.1	3.2
Workers by industry											
Goods-producing	102.3	102.9	103.9	104.7	105.4	106.0	107.1	108.0	108.6	.6	3.0
Manufacturing	101.9	102.3	103.3	103.9	104.5	104.9	105.9	106.7	107.4	.7	2.8
Service-providing	102.7	103.3	104.3	105.1	106.2	106.8	107.7	108.5	109.4	.8	3.0
Education and health services	103.1	103.8	104.4	104.9	106.6	107.4	108.0	108.7	110.2	1.4	3.4
Health care and social assistance	103.2	104.1	105.1	105.9	107.1	107.9	108.9	109.6	110.4	.7	3.1
Hospitals	102.9	103.8	104.8	105.6	106.7	107.4	108.4	109.4	110.5	1.0	3.6
Nursing and residential care facilities	102.2	103.3	104.1	104.7	105.8	106.4	107.4	108.1	109.1	.9	3.1
Education services	103.0	103.5	103.7	104.0	106.2	106.9	107.3	107.9	110.0	1.9	3.6
Elementary and secondary schools	102.9	103.4	103.6	103.8	106.0	106.6	107.0	107.5	109.9	2.2	3.7
Public administration[2]	102.0	103.5	104.5	105.2	106.4	107.4	108.2	108.6	109.9	1.2	3.3
Private industry workers	102.5	103.2	104.3	105.1	106.0	106.6	107.6	108.4	109.1	.6	2.9
Workers by occupational group											
Management, professional, and related	103.0	103.6	104.9	105.8	106.7	107.2	108.5	109.3	110.1	.7	3.2
Management, business, and financial	102.8	103.1	104.7	105.5	106.3	106.6	108.2	109.0	109.7	.6	3.2
Professional and related	103.1	104.0	105.1	106.0	107.0	107.6	108.7	109.5	110.4	.8	3.2
Sales and office	102.4	103.0	103.8	104.8	105.3	106.2	106.7	107.7	108.0	.3	2.6
Sales and related	102.0	102.6	102.8	104.0	104.4	105.5	105.3	106.6	106.4	-.2	1.9
Office and administrative support	102.6	103.3	104.5	105.4	106.0	106.7	107.7	108.5	109.2	.6	3.0
Natural resources, construction, and maintenance	102.8	103.4	104.2	105.1	106.2	107.1	108.1	109.0	109.8	.7	3.4
Construction and extraction	103.0	103.7	104.7	105.8	106.7	107.8	109.2	110.1	110.8	.6	3.8
Installation, maintenance, and repair	102.6	103.0	103.7	104.2	105.6	106.1	106.8	107.6	108.5	.8	2.7
Production, transportation, and material moving	101.8	102.4	103.1	103.8	104.5	105.0	106.0	106.8	107.5	.7	2.9
Production	101.7	102.2	103.1	103.6	104.2	104.6	105.6	106.4	107.2	.8	2.9
Transportation and material moving	102.0	102.6	103.2	104.1	105.0	105.4	106.5	107.4	108.0	.6	2.9
Service occupations	102.0	102.9	104.6	105.3	106.5	107.1	107.9	108.8	109.7	.8	3.0
Workers by industry and occupational group											
Goods-producing industries	102.3	102.9	103.9	104.7	105.4	106.0	107.1	108.0	108.6	.6	3.0
Management, professional, and related	102.4	102.8	104.4	105.3	105.9	106.0	107.7	108.4	108.7	.3	2.6
Sales and office	102.2	103.1	103.4	104.1	104.7	105.5	105.8	107.2	107.6	.4	2.8
Natural resources, construction, and maintenance	102.7	103.4	104.4	105.6	106.5	107.6	108.8	109.6	110.5	.8	3.8
Production, transportation, and material moving	101.9	102.4	103.2	103.7	104.4	104.8	105.7	106.6	107.3	.7	2.8
Construction	102.9	103.7	104.9	106.0	107.0	107.8	109.0	110.0	110.6	.5	3.4
Manufacturing	101.9	102.3	103.3	103.9	104.5	104.9	105.9	106.7	107.4	.7	2.8
Management, professional, and related	102.2	102.3	103.8	104.6	105.0	105.3	106.7	107.2	107.6	.4	2.5
Sales and office	101.1	102.0	102.4	103.2	103.9	104.7	105.5	106.9	107.6	.7	3.6
Natural resources, construction, and maintenance	102.3	103.0	103.8	104.3	105.0	105.9	106.8	107.1	108.1	.9	3.0
Production, transportation, and material moving	101.8	102.3	103.1	103.6	104.2	104.5	105.4	106.3	107.1	.8	2.8
Service-providing industries	102.6	103.3	104.4	105.3	106.1	106.8	107.7	108.6	109.3	.6	3.0
Management, professional, and related	103.1	103.7	105.0	105.9	106.8	107.4	108.6	109.4	110.3	.8	3.3
Sales and office	102.4	102.9	103.8	104.9	105.4	106.3	106.8	107.7	108.0	.3	2.5
Natural resources, construction, and maintenance	103.0	103.4	103.9	104.3	105.7	106.3	106.9	108.0	108.6	.6	2.7
Production, transportation, and material moving	101.7	102.4	103.0	104.0	104.6	105.2	106.3	107.1	107.8	.7	3.1
Service occupations	102.0	102.9	104.6	105.3	106.6	107.2	108.0	108.8	109.7	.8	2.9
Trade, transportation, and utilities	102.1	102.7	103.2	104.3	104.6	105.5	105.9	107.2	107.5	.3	2.8

31. Continued—Employment Cost Index, wages and salaries, by occupation and industry group

[December 2005 = 100]

Series	2006		2007				2008			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2008	
Wholesale trade	102.7	103.0	103.8	104.8	104.0	105.2	105.2	107.2	106.8	-0.4	2.7
Retail trade	101.9	102.8	103.1	104.2	105.1	106.1	106.4	107.6	108.1	.5	2.9
Transportation and warehousing	101.4	101.9	102.5	103.7	104.1	104.2	105.0	106.0	106.7	.7	2.5
Utilities	103.0	103.5	104.3	105.5	106.1	106.8	108.0	109.3	109.3	.0	3.0
Information	102.6	102.4	103.8	104.9	105.2	105.3	105.3	106.3	107.3	.9	2.0
Financial activities	102.5	102.8	104.7	104.9	106.0	105.9	107.2	107.7	107.7	.0	1.6
Finance and insurance	102.9	103.2	105.4	105.5	106.5	106.6	107.9	108.4	108.2	-.2	1.6
Real estate and rental and leasing	100.8	101.4	101.6	102.4	103.6	103.1	104.5	104.7	105.3	.6	1.6
Professional and business services	103.0	103.5	104.8	105.9	106.7	107.5	109.1	110.0	111.0	.9	4.0
Education and health services	103.0	104.0	104.8	105.6	106.9	107.7	108.6	109.2	110.2	.9	3.1
Education services	103.1	104.1	104.2	104.6	106.4	107.4	107.9	108.6	110.8	2.0	4.1
Health care and social assistance	103.0	103.9	104.9	105.8	107.0	107.8	108.7	109.4	110.1	.6	2.9
Hospitals	102.9	103.7	104.6	105.4	106.5	107.2	108.2	109.2	110.3	1.0	3.6
Leisure and hospitality	102.3	103.7	105.7	106.4	108.1	108.8	109.7	109.9	111.4	1.4	3.1
Accommodation and food services	102.2	103.8	106.0	106.5	108.4	109.0	110.0	110.4	111.9	1.4	3.2
Other services, except public administration	103.4	103.8	105.7	106.1	107.3	107.9	109.2	109.9	110.4	.5	2.9
State and local government workers	102.8	103.5	104.1	104.6	106.4	107.1	107.7	108.2	110.1	1.8	3.5
Workers by occupational group											
Management, professional, and related	102.9	103.5	104.0	104.3	106.3	107.0	107.6	108.2	110.1	1.8	3.6
Professional and related	103.0	103.6	103.9	104.2	106.3	107.0	107.5	108.1	110.1	1.9	3.6
Sales and office	102.6	103.2	104.5	104.8	106.3	107.0	107.4	107.9	109.3	1.3	2.8
Office and administrative support	102.7	103.4	104.7	105.0	106.5	107.3	107.8	108.3	109.7	1.3	3.0
Service occupations	102.4	103.9	104.5	105.2	106.5	107.7	108.3	108.6	110.4	1.7	3.7
Workers by industry											
Education and health services	103.1	103.6	104.0	104.2	106.3	107.1	107.5	108.1	110.2	1.9	3.7
Education services	103.0	103.4	103.7	103.9	106.1	106.8	107.2	107.7	109.9	2.0	3.6
Schools	103.0	103.4	103.6	103.9	106.1	106.8	107.2	107.7	109.9	2.0	3.6
Elementary and secondary schools	103.0	103.4	103.6	103.8	106.0	106.6	106.9	107.5	109.8	2.1	3.6
Health care and social assistance	104.8	105.5	106.6	107.2	108.2	109.2	110.1	111.0	112.8	1.6	4.3
Hospitals	103.1	104.4	105.7	106.5	107.6	108.6	109.8	110.3	111.4	1.0	3.5
Public administration [2]	102.0	103.5	104.5	105.2	106.4	107.4	108.2	108.6	109.9	1.2	3.3

[1] Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

[2] Consists of legislative, judicial, administrative, and regulatory activities.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

32. Employment Cost Index, benefits, by occupation and industry group

[December 2005 = 100]

Series	2006		2007				2008			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2008	
Civilian workers	102.8	103.6	104.0	105.1	106.1	106.8	107.6	108.1	108.9	0.7	2.6
Private industry workers	102.5	103.1	103.2	104.3	105.0	105.6	106.5	107.0	107.5	.5	2.4
Workers by occupational group											
Management, professional, and related	102.8	103.4	103.8	104.9	105.6	106.0	107.3	107.9	108.5	.6	2.7
Sales and office	102.0	102.9	103.4	104.3	105.2	106.0	106.5	107.0	107.6	.6	2.3
Natural resources, construction, and maintenance	103.5	104.0	103.4	104.8	105.3	105.9	106.5	107.0	107.5	.5	2.1
Production, transportation, and material moving	101.6	102.0	101.2	102.4	102.7	103.7	104.4	104.5	104.8	.3	2.0
Service occupations	103.0	103.6	104.2	105.1	106.0	106.7	107.6	108.5	108.7	.2	2.5
Workers by industry											
Goods-producing	101.3	101.7	100.9	102.2	102.4	103.2	104.0	104.4	104.6	.2	2.1
Manufacturing	100.5	100.8	99.6	101.0	100.7	101.7	102.3	102.2	102.3	.1	1.6
Service-providing	103.0	103.7	104.1	105.2	106.0	106.6	107.6	108.1	108.7	.6	2.5
State and local government workers	104.1	105.2	107.0	108.0	110.3	111.0	111.4	111.8	113.9	1.9	3.3

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

33. Employment Cost Index, private industry workers by bargaining status and region

[December 2005 = 100]

Series	2006		2007				2008			Percent change	
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	3 months ended	12 months ended
										Sept. 2008	
COMPENSATION											
Workers by bargaining status[1]											
Union	102.4	103.0	102.7	103.9	104.4	105.1	105.9	106.7	107.4	0.7	2.9
Goods-producing	101.8	102.2	101.5	102.8	103.1	104.0	104.6	105.6	106.2	.6	3.0
Manufacturing	100.5	100.8	99.2	100.0	100.0	101.0	101.4	101.7	102.1	.4	2.1
Service-providing	102.9	103.6	103.7	104.7	105.4	106.0	107.0	107.5	108.3	.7	2.8
Nonunion	102.6	103.2	104.2	105.1	105.9	106.5	107.5	108.3	108.9	.6	2.8
Goods-producing	102.0	102.5	103.3	104.2	104.8	105.4	106.5	107.1	107.6	.5	2.7
Manufacturing	101.7	102.1	102.8	103.7	104.1	104.6	105.6	106.2	106.6	.4	2.4
Service-providing	102.7	103.4	104.4	105.3	106.2	106.8	107.7	108.6	109.2	.6	2.8
Workers by region[1]											
Northeast	102.5	103.3	104.0	105.1	106.2	106.8	107.4	108.1	108.7	.6	2.4
South	102.8	103.5	104.3	105.3	106.1	106.7	107.8	108.5	109.1	.6	2.8
Midwest	102.3	102.8	103.3	104.2	104.6	105.3	106.0	107.0	107.4	.4	2.7
West	102.5	103.0	104.2	104.9	105.7	106.5	107.8	108.4	109.3	.8	3.4
WAGES AND SALARIES											
Workers by bargaining status[1]											
Union	101.7	102.3	102.8	103.7	104.4	104.7	105.5	106.7	107.4	.7	2.9
Goods-producing	101.9	102.3	102.7	103.6	104.3	104.3	105.2	106.4	107.1	.7	2.7
Manufacturing	101.4	101.7	102.0	102.5	102.9	102.6	103.4	104.4	104.9	.5	1.9
Service-providing	101.6	102.2	102.9	103.8	104.6	104.9	105.8	106.9	107.7	.7	3.0
Nonunion	102.7	103.3	104.5	105.3	106.2	106.9	107.9	108.7	109.4	.6	3.0
Goods-producing	102.4	103.0	104.2	105.0	105.8	106.4	107.7	108.4	109.0	.6	3.0
Manufacturing	102.0	102.5	103.6	104.2	104.9	105.5	106.6	107.3	108.0	.7	3.0
Service-providing	102.7	103.4	104.6	105.4	106.3	107.0	107.9	108.8	109.4	.6	2.9
Workers by region[1]											
Northeast	102.5	103.1	104.0	105.0	106.1	106.6	107.5	108.2	108.7	.5	2.5
South	102.9	103.6	104.6	105.6	106.5	107.0	108.1	109.1	109.8	.6	3.1
Midwest	102.0	102.6	103.6	104.4	105.0	105.6	106.3	107.5	107.9	.4	2.8
West	102.7	103.2	104.8	105.4	106.2	107.0	108.3	108.9	109.9	.9	3.5

[1] The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see the Monthly Labor Review Technical Note, "Estimation procedures for the Employment Cost Index," May 1982.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

34. National Compensation Survey: Retirement benefits in private industry by access, participation, and selected series, 2003–2007

Series	Year				
	2003	2004	2005	2006	2007 [1]
All retirement					
Percentage of workers with access					
All workers	57	59	60	60	61
White-collar occupations[2]	67	69	70	69	-
Management, professional, and related	-	-	-	-	76
Sales and office	-	-	-	-	64
Blue-collar occupations[2]	59	59	60	62	-
Natural resources, construction, and maintenance	-	-	-	-	61
Production, transportation, and material moving	-	-	-	-	65
Service occupations	28	31	32	34	36
Full-time	67	68	69	69	70
Part-time	24	27	27	29	31
Union	86	84	88	84	84
Non-union	54	56	56	57	58
Average wage less than $15 per hour	45	46	46	47	47
Average wage $15 per hour or higher	76	77	78	77	76
Goods-producing industries	70	70	71	73	70
Service-providing industries	53	55	56	56	58
Establishments with 1-99 workers	42	44	44	44	45
Establishments with 100 or more workers	75	77	78	78	78
Percentage of workers participating					
All workers	49	50	50	51	51
White-collar occupations[2]	59	61	61	60	-
Management, professional, and related	-	-	-	-	69
Sales and office	-	-	-	-	54
Blue-collar occupations[2]	50	50	51	52	-
Natural resources, construction, and maintenance	-	-	-	-	51
Production, transportation, and material moving	-	-	-	-	54
Service occupations	21	22	22	24	25
Full-time	58	60	60	60	60
Part-time	18	20	19	21	23
Union	83	81	85	80	81
Non-union	45	47	46	47	47
Average wage less than $15 per hour	35	36	35	36	36
Average wage $15 per hour or higher	70	71	71	70	69
Goods-producing industries	63	63	64	64	61
Service-providing industries	45	47	47	47	48
Establishments with 1-99 workers	35	37	37	37	37
Establishments with 100 or more workers	65	67	67	67	66
Take-up rate (all workers)[3]	-	-	85	85	84
Defined Benefit					
Percentage of workers with access					
All workers	20	21	22	21	21
White-collar occupations[2]	23	24	25	23	-
Management, professional, and related	-	-	-	-	29
Sales and office	-	-	-	-	19
Blue-collar occupations[2]	24	26	26	25	-
Natural resources, construction, and maintenance	-	-	-	-	26
Production, transportation, and material moving	-	-	-	-	26
Service occupations	8	6	7	8	8
Full-time	24	25	25	24	24
Part-time	8	9	10	9	10
Union	74	70	73	70	69
Non-union	15	16	16	15	15
Average wage less than $15 per hour	12	11	12	11	11
Average wage $15 per hour or higher	34	35	35	34	33
Goods-producing industries	31	32	33	32	29
Service-providing industries	17	18	19	18	19
Establishments with 1-99 workers	9	9	10	9	9
Establishments with 100 or more workers	34	35	37	35	34

See footnotes at end of table.

34. Continued—National Compensation Survey: Retirement benefits in private industry by access, participation, and selected series, 2003–2007

Series	Year				
	2003	2004	2005	2006	2007 [1]
Percentage of workers participating					
All workers	20	21	21	20	20
White-collar occupations[2]	22	24	24	22	-
Management, professional, and related	-	-	-	-	28
Sales and office	-	-	-	-	17
Blue-collar occupations[2]	24	25	26	25	-
Natural resources, construction, and maintenance	-	-	-	-	25
Production, transportation, and material moving	-	-	-	-	25
Service occupations	7	6	7	7	7
Full-time	24	24	25	23	23
Part-time	8	9	9	8	9
Union	72	69	72	68	67
Non-union	15	15	15	14	15
Average wage less than $15 per hour	11	11	11	10	10
Average wage $15 per hour or higher	33	35	34	33	32
Goods-producing industries	31	31	32	31	28
Service-providing industries	16	18	18	17	18
Establishments with 1-99 workers	8	9	9	9	9
Establishments with 100 or more workers	33	34	36	33	32
Take-up rate (all workers)[3]	-	-	97	96	95
Defined Contribution					
Percentage of workers with access					
All workers	51	53	53	54	55
White-collar occupations[2]	62	64	64	65	-
Management, professional, and related	-	-	-	-	71
Sales and office	-	-	-	-	60
Blue-collar occupations[2]	49	49	50	53	-
Natural resources, construction, and maintenance	-	-	-	-	51
Production, transportation, and material moving	-	-	-	-	56
Service occupations	23	27	28	30	32
Full-time	60	62	62	63	64
Part-time	21	23	23	25	27
Union	45	48	49	50	49
Non-union	51	53	54	55	56
Average wage less than $15 per hour	40	41	41	43	44
Average wage $15 per hour or higher	67	68	69	69	69
Goods-producing industries	60	60	61	63	62
Service-providing industries	48	50	51	52	53
Establishments with 1-99 workers	38	40	40	41	42
Establishments with 100 or more workers	65	68	69	70	70
Percentage of workers participating					
All workers	40	42	42	43	43
White-collar occupations[2]	51	53	53	53	-
Management, professional, and related	-	-	-	-	60
Sales and office	-	-	-	-	47
Blue-collar occupations[2]	38	38	38	40	-
Natural resources, construction, and maintenance	-	-	-	-	40
Production, transportation, and material moving	-	-	-	-	41
Service occupations	16	18	18	20	20
Full-time	48	50	50	51	50
Part-time	14	14	14	16	18
Union	39	42	43	44	41
Non-union	40	42	41	43	43
Average wage less than $15 per hour	29	30	29	31	30
Average wage $15 per hour or higher	57	59	59	58	57
Goods-producing industries	49	49	50	51	49
Service-providing industries	37	40	39	40	41
Establishments with 1-99 workers	31	32	32	33	33
Establishments with 100 or more workers	51	53	53	54	53
Take-up rate (all workers)[3]	-	-	78	79	77

See footnotes at end of table.

34. Continued—National Compensation Survey: Retirement benefits in private industry by access, participation, and selected series, 2003–2007

Series	Year				
	2003	2004	2005	2006	2007 [1]
Employee Contribution Requirement					
Employee contribution required	-	-	61	61	65
Employee contribution not required	-	-	31	33	35
Not determinable	-	-	8	6	0
Percent of establishments					
Offering retirement plans	47	48	51	48	46
Offering defined benefit plans	10	10	11	10	10
Offering defined contribution plans	45	46	48	47	44

[1] The 2002 North American Industry Classification System (NAICS) replaced the 1987 Standard Industrial Classification (SIC) System. Estimates for goods-producing and service-providing (formerly service-producing) industries are considered comparable. Also introduced was the 2000 Standard Occupational Classification (SOC) to replace the 1990 Census of Population system. Only service occupations are considered comparable.

[2] The white-collar and blue-collar occupation series were discontinued effective 2007.

[3] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan.

Note: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

35. National Compensation Survey: Health insurance benefits in private industry by access, particpation, and selected series, 2003-2007

Series	Year				
	2003	2004	2005	2006	2007 [1]
Medical insurance					
Percentage of workers with access					
All workers	60	69	70	71	71
White-collar occupations[2]	65	76	77	77	-
Management, professional, and related	-	-	-	-	85
Sales and office	-	-	-	-	71
Blue-collar occupations[2]	64	76	77	77	-
Natural resources, construction, and maintenance	-	-	-	-	76
Production, transportation, and material moving	-	-	-	-	78
Service occupations	38	42	44	45	46
Full-time	73	84	85	85	85
Part-time	17	20	22	22	24
Union	67	89	92	89	88
Non-union	59	67	68	68	69
Average wage less than $15 per hour	51	57	58	57	57
Average wage $15 per hour or higher	74	86	87	88	87
Goods-producing industries	68	83	85	86	85
Service-providing industries	57	65	66	66	67
Establishments with 1-99 workers	49	58	59	59	59
Establishments with 100 or more workers	72	82	84	84	84
Percentage of workers participating					
All workers	45	53	53	52	52
White-collar occupations[2]	50	59	58	57	-
Management, professional, and related	-	-	-	-	67
Sales and office	-	-	-	-	48
Blue-collar occupations[2]	51	60	61	60	-
Natural resources, construction, and maintenance	-	-	-	-	61
Production, transportation, and material moving	-	-	-	-	60
Service occupations	22	24	27	27	28
Full-time	56	66	66	64	64
Part-time	9	11	12	13	12
Union	60	81	83	80	78
Non-union	44	50	49	49	49
Average wage less than $15 per hour	35	40	39	38	37
Average wage $15 per hour or higher	61	71	72	71	70
Goods-producing industries	57	69	70	70	68
Service-providing industries	42	48	48	47	47
Establishments with 1-99 workers	36	43	43	43	42
Establishments with 100 or more workers	55	64	65	63	62
Take-up rate (all workers)[3]	-	-	75	74	73
Dental					
Percentage of workers with access					
All workers	40	46	46	46	46
White-collar occupations[2]	47	53	54	53	-
Management, professional, and related	-	-	-	-	62
Sales and office	-	-	-	-	47
Blue-collar occupations[2]	40	47	47	46	-
Natural resources, construction, and maintenance	-	-	-	-	43
Production, transportation, and material moving	-	-	-	-	49
Service occupations	22	25	25	27	28
Full-time	49	56	56	55	56
Part-time	9	13	14	15	16
Union	57	73	73	69	68
Non-union	38	43	43	43	44
Average wage less than $15 per hour	30	34	34	34	34
Average wage $15 per hour or higher	55	63	62	62	61
Goods-producing industries	48	56	56	56	54
Service-providing industries	37	43	43	43	44
Establishments with 1-99 workers	27	31	31	31	30
Establishments with 100 or more workers	55	64	65	64	64

See footnotes at end of table.

35. Continued—National Compensation Survey: Health insurance benefits in private industry by access, particpation, and selected series, 2003-2007

Series	Year				
	2003	2004	2005	2006	2007 [1]
Percentage of workers participating					
All workers	32	37	36	36	36
White-collar occupations[2]	37	43	42	41	-
Management, professional, and related	-	-	-	-	51
Sales and office	-	-	-	-	33
Blue-collar occupations[2]	33	40	39	38	-
Natural resources, construction, and maintenance	-	-	-	-	36
Production, transportation, and material moving	-	-	-	-	38
Service occupations	15	16	17	18	20
Full-time	40	46	45	44	44
Part-time	6	8	9	10	9
Union	51	68	67	63	62
Non-union	30	33	33	33	33
Average wage less than $15 per hour	22	26	24	23	23
Average wage $15 per hour or higher	47	53	52	52	51
Goods-producing industries	42	49	49	49	45
Service-providing industries	29	33	33	32	33
Establishments with 1-99 workers	21	24	24	24	24
Establishments with 100 or more workers	44	52	51	50	49
Take-up rate (all workers)[3]	-	-	78	78	77
Vision care					
Percentage of workers with access	25	29	29	29	29
Percentage of workers participating	19	22	22	22	22
Outpatient Prescription drug coverage					
Percentage of workers with access	-	-	64	67	68
Percentage of workers participating	-	-	48	49	49
Percent of estalishments offering healthcare benefits	58	61	63	62	60
Percentage of medical premium paid by Employer and Employee					
Single coverage					
Employer share	82	82	82	82	81
Employee share	18	18	18	18	19
Family coverage					
Employer share	70	69	71	70	71
Employee share	30	31	29	30	29

[1] The 2002 North American Industry Classification System (NAICS) replaced the 1987 Standard Industrial Classification (SIC) System. Estimates for goods-producing and service-providing (formerly service-producing) industries are considered comparable. Also introduced was the 2000 Standard Occupational Classification (SOC) to replace the 1990 Census of Population system. Only service occupations are considered comparable.

[2] The white-collar and blue-collar occupation series were discontinued effective 2007.

[3] The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan.

Note: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

36. National Compensation Survey: Percent of workers in private industry with access to selected benefits, 2003-2007

Benefit	Year				
	2003	2004	2005	2006	2007
Life insurance	50	51	52	52	58
Short-term disabilty insurance	39	39	40	39	39
Long-term disability insurance	30	30	30	30	31
Long-term care insurance	11	11	11	12	12
Flexible work place	4	4	4	4	5
Section 125 cafeteria benefits					
Flexible benefits	-	-	17	17	17
Dependent care reimbursement account	-	-	29	30	31
Healthcare reimbursement account	-	-	31	32	33
Health Savings Account	-	-	5	6	8
Employee assistance program	-	-	40	40	42
Paid leave					
Holidays	79	77	77	76	77
Vacations	79	77	77	77	77
Sick leave	-	59	58	57	57
Personal leave	-	-	36	37	38
Family leave					
Paid family leave	-	-	7	8	8
Unpaid family leave	-	-	81	82	83
Employer assistance for child care	18	14	14	15	15
Nonproduction bonuses	49	47	47	46	47

Note: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

37. Work stoppages involving 1,000 workers or more

Measure	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.[p]
Number of stoppages:															
Beginning in period	20	21	1	2	0	2	2	1	2	2	1	2	2	2	0
In effect during period	23	23	2	4	1	3	4	2	4	2	1	2	2	3	0
Workers involved:															
Beginning in period (in thousands)	70.1	189.2	10.5	6.5	0.0	6.2	5.7	2.3	3.4	4.2	8.5	7.0	28.2	8.7	0
In effect during period (in thousands)	191.0	220.9	14.2	20.7	10.5	16.7	11.9	6.0	9.4	4.2	8.5	7.0	28.2	35.7	0
Days idle:															
Number (in thousands)	2687.5	1264.8	284.0	254.8	220.5	148.8	140.9	104.4	125.0	12.3	42.5	102.4	469.8	521.7	0
Percent of estimated working time [1]	0.01	0.01	0.01	0.01	0.01	0.01	0	0	0	0	0	0	0.02	0.02	0

[1] Agricultural and government employees are included in the total employed and total working time; private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "Total economy measures of strike idleness," *Monthly Labor Review*, October 1968, pp. 54–56.

NOTE: p = preliminary.

38. Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982–84 = 100, unless otherwise indicated]

Series	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items	201.6	207.342	210.177	210.036	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086	218.783	216.573	212.425
All items (1967 = 100)	603.9	621.106	629.598	629.174	632.301	634.139	639.636	643.515	648.933	655.474	658.915	656.284	655.376	648.758	636.332
Food and beverages	195.7	203.300	206.563	206.936	208.837	209.462	209.692	211.365	212.251	213.383	215.326	216.419	217.672	218.705	218.752
Food	195.2	202.916	206.277	206.704	208.618	209.166	209.385	211.102	212.054	213.243	215.299	216.422	217.696	218.738	218.749
Food at home	193.1	201.245	204.745	205.208	207.983	208.329	208.203	210.851	211.863	213.171	215.785	217.259	218.629	219.660	219.086
Cereals and bakery products	212.8	222.107	225.668	226.461	228.661	233.389	236.261	240.034	244.192	245.758	250.321	250.080	250.924	252.832	252.723
Meats, poultry, fish, and eggs	186.6	195.616	198.616	198.755	200.035	199.688	199.775	200.770	200.960	202.914	205.075	207.488	209.937	210.706	209.602
Dairy and related products [1]	181.4	194.770	205.959	205.299	206.905	208.166	206.171	207.680	207.778	209.117	213.981	214.748	213.533	212.733	213.102
Fruits and vegetables	252.9	262.628	268.407	272.482	279.072	272.129	268.446	272.746	276.481	277.957	280.209	283.296	285.986	285.484	283.677
Nonalcoholic beverages and beverage materials	147.4	153.432	154.299	153.648	157.863	157.805	158.089	159.730	158.336	158.320	159.346	160.055	161.499	163.727	163.015
Other foods at home	169.6	173.275	173.963	174.057	176.085	177.863	178.238	181.806	182.680	183.804	185.725	186.991	187.944	189.348	189.301
Sugar and sweets	171.5	176.772	178.600	178.631	180.193	180.588	182.214	184.878	185.097	185.558	187.067	187.813	189.929	190.515	191.756
Fats and oils	168.0	172.921	175.327	176.068	181.813	184.878	182.808	190.640	193.364	196.150	201.205	203.059	206.274	208.300	205.806
Other foods	185.0	188.244	188.340	188.325	190.037	192.064	192.597	195.993	196.787	197.888	199.566	200.961	201.388	202.993	203.058
Other miscellaneous foods [1,2]	113.9	115.105	115.396	115.267	115.162	118.182	117.321	118.500	118.744	118.453	120.510	121.033	121.144	122.699	123.543
Food away from home [1]	199.4	206.659	209.854	210.233	211.070	211.878	212.537	213.083	213.967	215.015	216.376	217.063	218.225	219.290	220.043
Other food away from home [1,2]	136.6	144.068	146.628	145.814	146.649	148.385	148.564	148.667	149.666	149.873	151.120	151.133	152.040	153.544	153.978
Alcoholic beverages	200.7	207.026	209.018	208.704	210.425	212.044	212.407	213.503	213.532	213.912	214.394	215.094	216.055	216.972	217.492
Housing	203.2	209.586	210.745	210.933	212.244	213.026	214.389	214.890	215.809	217.941	219.610	219.148	218.184	217.383	216.467
Shelter	232.1	240.611	242.207	242.372	243.871	244.786	245.995	246.004	246.069	247.083	248.075	247.985	247.737	247.844	247.463
Rent of primary residence	225.1	234.679	238.169	239.102	239.850	240.325	240.874	241.474	241.803	242.640	243.367	244.181	244.926	245.855	246.681
Lodging away from home	136.0	142.813	136.703	133.545	140.176	144.092	149.434	146.378	145.634	148.621	153.032	149.146	143.597	141.140	133.555
Owners' equivalent rent of primary residence [3]	238.2	246.235	248.876	249.532	250.106	250.481	250.966	251.418	251.576	252.170	252.504	252.957	253.493	253.902	254.669
Tenants' and household insurance [1,2]	116.5	117.004	116.997	117.003	117.435	117.622	117.701	118.422	118.411	119.092	118.764	118.562	119.944	119.916	120.232
Fuels and utilities	194.7	200.632	202.161	203.006	204.796	205.795	209.221	213.302	219.881	231.412	239.039	235.650	228.450	221.199	216.285
Fuels	177.1	181.744	182.725	183.516	185.107	185.994	189.693	194.121	201.212	213.762	221.742	217.455	209.501	201.176	195.599
Fuel oil and other fuels	234.9	251.453	291.845	299.296	306.937	308.269	332.139	342.811	363.872	389.423	395.706	367.794	349.164	318.667	281.869
Gas (piped) and electricity	182.1	186.262	184.753	185.155	186.475	187.376	190.105	194.379	200.999	213.375	221.805	218.656	210.950	203.503	199.435
Household furnishings and operations	127.0	126.875	126.252	126.066	126.515	126.753	127.423	127.332	127.598	127.625	127.884	128.013	128.584	128.789	128.554
Apparel	119.5	118.998	121.204	118.257	115.795	117.839	120.881	122.113	120.752	117.019	114.357	116.376	121.168	122.243	121.262
Men's and boys' apparel	114.1	112.368	114.807	112.026	110.691	112.917	114.994	116.653	116.479	112.011	109.669	110.180	112.720	115.067	114.239
Women's and girls' apparel	110.7	110.296	112.166	109.418	104.367	106.340	110.645	111.221	108.722	104.312	100.049	104.211	111.774	111.833	110.588
Infants' and toddlers' apparel [1]	116.5	113.948	117.339	113.779	113.861	115.750	116.037	116.358	114.582	111.555	109.218	109.558	113.494	116.158	116.010
Footwear	123.5	122.374	125.005	122.258	121.148	122.377	124.407	126.212	125.537	123.568	122.421	121.982	124.907	126.442	126.788
Transportation	180.9	184.682	190.677	189.984	190.839	190.520	195.189	198.608	205.262	211.787	212.806	206.739	203.861	192.709	173.644
Private transportation	177.0	180.778	186.839	186.134	186.978	186.571	191.067	194.574	201.133	207.257	208.038	201.779	199.153	187.976	168.527
New and used motor vehicles [2]	95.6	94.303	94.562	94.754	94.834	94.581	94.318	93.973	93.705	93.598	93.650	93.260	92.480	92.071	91.618
New vehicles	137.6	136.254	136.250	136.664	136.827	136.279	135.727	135.175	134.669	134.516	134.397	133.404	132.399	132.264	132.359
Used cars and trucks [1]	140.0	135.747	136.616	136.943	137.203	137.248	137.225	136.787	136.325	135.980	135.840	135.405	132.916	129.733	126.869
Motor fuel	221.0	239.070	262.282	258.132	260.523	259.242	278.739	294.291	322.124	347.418	349.731	323.822	315.078	268.537	187.189
Gasoline (all types)	219.9	237.959	260.943	256.790	259.338	257.845	276.497	291.910	319.787	344.981	347.357	321.511	313.535	266.382	184.235
Motor vehicle parts and equipment	117.3	121.583	123.487	123.928	124.282	125.225	126.325	126.049	126.824	127.824	129.118	130.327	131.048	131.917	132.947
Motor vehicle maintenance and repair	215.6	222.963	225.672	226.120	227.732	228.731	229.765	230.528	231.730	233.162	234.788	236.125	237.121	238.227	239.048
Public transportation	226.6	230.002	233.758	233.408	234.334	235.724	242.929	244.164	251.600	264.681	270.002	268.487	261.318	252.323	243.385
Medical care	336.2	351.054	357.041	357.661	360.459	362.155	363.000	363.184	363.396	363.616	363.963	364.477	365.036	365.746	366.613
Medical care commodities	285.9	289.999	293.201	293.610	295.355	296.130	297.308	296.951	294.896	295.194	294.777	295.003	295.461	295.791	297.317
Medical care services	350.6	369.302	376.250	376.940	380.135	382.196	382.872	383.292	384.505	384.685	385.361	385.990	386.579	387.440	387.992
Professional services	289.3	300.792	303.780	304.784	306.529	307.928	308.726	309.227	310.917	311.317	311.926	312.396	312.527	312.914	313.328
Hospital and related services	468.1	498.922	515.359	515.677	523.313	527.971	528.968	530.144	531.022	531.606	533.558	535.501	537.728	540.853	543.183
Recreation [2]	110.9	111.443	111.842	111.705	112.083	112.365	112.731	112.874	112.987	112.991	113.277	113.786	114.032	114.169	114.078
Video and audio [1,2]	104.6	102.949	102.719	102.691	102.986	103.171	103.548	103.477	102.988	102.306	102.203	102.546	102.706	102.193	101.831
Education and communication [2]	116.8	119.577	121.409	121.506	121.762	121.766	121.832	122.073	122.348	122.828	123.445	124.653	125.505	125.686	125.758
Education [2]	162.1	171.388	176.717	176.927	177.440	177.460	177.407	177.754	177.994	178.385	179.229	183.184	186.148	186.669	186.733
Educational books and supplies	388.9	420.418	431.606	434.352	437.822	439.052	439.906	442.160	442.770	443.309	444.382	458.989	462.787	463.825	462.694
Tuition, other school fees, and child care	468.1	494.079	509.605	510.016	511.301	511.253	511.013	511.887	512.579	513.743	516.264	527.230	536.082	537.606	537.906
Communication [1,2]	84.1	83.367	83.250	83.282	83.396	83.391	83.502	83.670	83.929	84.394	84.840	84.701	84.524	84.535	84.601
Information and information processing [1,2]	81.7	80.720	80.519	80.546	80.642	80.638	80.752	80.921	81.080	81.513	81.965	81.815	81.635	81.652	81.723
Telephone services [1,2]	95.8	98.247	98.775	98.792	98.906	98.837	99.031	99.494	99.879	100.677	101.339	101.301	101.311	101.407	101.538
Information and information processing other than telephone services [1,4]	12.5	10.597	10.204	10.215	10.229	10.253	10.246	10.170	10.118	10.071	10.087	10.012	9.901	9.874	9.867
Personal computers and peripheral equipment [1,2]	120.9	108.411	100.104	100.000	100.998	100.545	100.359	98.853	97.028	95.663	94.711	92.921	90.797	89.945	88.984
Other goods and services	321.7	333.328	336.379	337.633	339.052	340.191	341.827	343.410	344.709	345.885	346.810	346.990	348.166	349.276	349.040
Tobacco and smoking products	519.9	554.184	561.967	566.696	572.684	575.227	574.890	576.359	581.185	589.904	596.782	597.361	597.581	599.744	599.820
Personal care [1]	190.2	195.622	197.156	197.643	198.112	198.716	199.982	201.028	201.523	201.537	201.545	201.623	202.486	203.107	202.921
Personal care products [1]	155.8	158.285	158.561	158.236	158.201	157.677	158.440	159.398	158.790	158.868	158.989	159.252	159.643	159.826	161.000
Personal care services [1]	209.7	216.559	218.604	219.656	219.932	220.848	222.752	222.799	223.649	223.520	223.719	224.151	224.614	225.564	226.197

See footnotes at end of table.

38. Continued—Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers
U.S. city average, by expenditure category and commodity or service group

[1982–84 = 100, unless otherwise indicated]

Series	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Miscellaneous personal services	313.6	324.984	328.610	329.908	332.183	333.826	335.427	337.685	339.824	340.547	340.077	341.053	343.431	343.131	340.174
Commodity and service group:															
Commodities	164.0	167.509	171.043	170.511	171.179	171.530	173.884	175.838	178.341	180.534	181.087	179.148	179.117	175.257	167.673
Food and beverages	195.7	203.300	206.563	206.936	208.837	209.462	209.692	211.365	212.251	213.383	215.326	216.419	217.672	218.705	218.752
Commodities less food and beverages	145.9	147.515	151.067	150.162	150.303	150.530	153.682	155.690	158.778	161.337	161.301	158.179	157.621	151.874	141.397
Nondurables less food and beverages	176.7	182.526	190.560	188.635	188.692	189.420	196.185	200.926	207.875	213.489	213.363	207.284	206.919	195.127	173.346
Apparel	119.5	118.998	121.204	118.257	115.795	117.839	120.881	122.113	120.752	117.019	114.357	116.376	121.168	122.243	121.262
and apparel	216.3	226.224	238.067	236.735	238.389	238.297	247.546	254.599	266.943	278.584	280.062	268.740	265.100	244.935	209.569
Durables	114.5	112.473	112.103	112.093	112.300	112.094	112.059	111.671	111.362	111.232	111.275	110.779	110.077	109.677	109.191
Services	238.9	246.848	248.974	249.225	250.648	251.527	252.817	253.426	254.509	256.668	258.422	258.638	258.059	257.559	256.967
Rent of shelter[3]	241.9	250.813	252.495	252.669	254.239	255.199	256.470	256.463	256.532	257.585	258.637	258.547	258.255	258.368	257.961
Transportation services	230.8	233.731	236.449	236.504	237.347	237.929	239.556	240.150	242.343	245.759	247.869	248.806	248.047	247.762	247.030
Other services	277.5	285.559	289.592	289.945	290.905	291.406	292.218	293.016	293.959	294.668	295.677	297.923	299.598	299.923	299.996
Special indexes:															
All items less food	202.7	208.098	210.846	210.610	211.512	212.136	214.236	215.462	217.411	219.757	220.758	219.552	218.991	216.250	211.421
All items less shelter	191.9	196.639	199.998	199.734	200.609	201.110	203.217	205.040	207.566	210.242	211.468	210.264	209.936	206.776	201.075
All items less medical care	194.7	200.080	202.770	202.600	203.569	204.136	205.992	207.317	209.170	211.408	212.576	211.653	211.321	209.021	204.721
Commodities less food	148.0	149.720	153.234	152.344	152.531	152.799	155.881	157.870	160.880	163.385	163.364	160.341	159.825	154.250	144.055
Nondurables less food	178.2	184.012	191.668	189.844	190.000	190.781	197.167	201.693	208.233	213.538	213.447	207.769	207.483	196.442	175.979
Nondurables less food and apparel	213.9	223.411	234.241	233.014	234.667	234.736	243.109	249.571	260.703	271.235	272.612	262.470	259.278	241.183	209.344
Nondurables	186.7	193.468	199.253	198.422	199.346	200.030	203.767	207.096	211.240	214.783	215.628	212.882	213.274	207.435	195.773
Services less rent of shelter[3]	253.3	260.764	263.599	263.966	265.311	266.154	267.567	269.007	271.467	275.200	277.982	278.606	277.615	276.297	275.425
Services less medical care services	229.6	236.847	238.671	238.894	240.201	241.004	242.310	242.921	243.982	246.219	248.007	248.198	247.563	246.997	246.351
Energy	196.9	207.723	219.009	217.506	219.465	219.311	230.505	240.194	257.106	275.621	280.833	266.283	258.020	231.561	189.938
All items less energy	203.7	208.925	210.888	210.890	211.846	212.545	213.420	213.851	214.101	214.600	215.335	215.873	216.397	216.695	216.417
All items less food and energy	205.9	210.729	212.435	212.356	213.138	213.866	214.866	215.059	215.180	215.553	216.045	216.476	216.862	217.023	216.690
Commodities less food and energy	140.6	140.053	140.547	140.014	139.845	140.324	141.056	141.156	140.677	139.925	139.535	139.785	140.528	140.659	140.236
Energy commodities	223.0	241.018	265.420	261.976	264.660	263.508	283.362	298.757	326.414	351.886	354.423	328.240	318.918	272.921	193.395
Services less energy	244.7	253.058	255.549	255.785	257.220	258.098	259.249	259.503	260.049	261.216	262.323	262.867	262.980	263.156	262.901
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items	197.1	202.767	205.891	205.777	206.744	207.254	209.147	210.698	212.788	215.223	216.304	215.247	214.935	212.182	207.296
All items (1967 = 100)	587.2	603.982	613.287	612.948	615.828	617.345	622.985	627.606	633.830	641.082	644.303	641.155	640.226	632.025	617.472
Food and beverages	194.9	202.531	205.763	206.141	208.055	208.674	208.927	210.559	211.438	212.700	214.662	215.850	217.098	218.141	218.178
Food	194.4	202.134	205.451	205.855	207.794	208.317	208.571	210.252	211.200	212.514	214.577	215.812	217.090	218.120	218.114
Food at home	192.2	200.273	203.741	204.141	206.870	207.242	207.196	209.657	210.624	212.079	214.679	216.214	217.594	218.600	217.956
Cereals and bakery products	213.1	222.409	225.941	226.696	229.105	233.915	236.764	240.663	244.648	246.493	250.972	250.842	251.448	253.561	253.498
Meats, poultry, fish, and eggs	186.1	195.193	198.325	198.489	199.686	199.141	199.484	200.285	200.501	202.424	204.557	207.211	209.515	210.314	209.297
Dairy and related products[1]	180.9	194.474	205.850	205.149	206.652	207.750	205.660	207.135	207.088	208.510	213.582	214.139	212.841	211.808	212.184
Fruits and vegetables	251.0	260.484	265.736	269.533	275.843	268.954	266.030	270.169	274.136	276.641	278.885	282.171	284.612	283.549	281.279
Nonalcoholic beverages and beverage materials	146.7	152.786	153.610	152.883	157.130	157.456	157.488	158.799	157.285	157.309	158.527	159.024	160.850	163.265	162.472
Other foods at home	169.1	172.630	173.393	173.511	175.572	177.442	177.713	181.215	182.241	183.342	185.174	186.458	187.467	188.806	188.685
Sugar and sweets	170.5	175.323	176.845	177.051	178.902	179.740	181.033	183.725	184.127	184.378	186.054	186.860	188.914	189.574	190.501
Fats and oils	168.7	173.640	176.101	176.736	182.307	185.292	183.706	191.560	194.228	197.155	201.821	203.721	207.069	208.973	206.870
Other foods	185.2	188.405	188.657	188.646	190.364	192.430	192.832	196.106	197.081	198.153	199.722	201.119	201.632	203.138	203.126
Other miscellaneous foods[1,2]	114.2	115.356	115.803	115.658	115.658	118.828	117.754	118.751	119.248	118.879	121.015	121.443	121.589	123.026	123.837
Food away from home[1]	199.1	206.412	209.518	209.931	210.776	211.517	212.193	212.794	213.723	214.851	216.177	217.002	218.147	219.219	220.107
Other food away from home[1,2]	136.2	143.462	145.233	144.454	145.625	146.924	147.188	147.335	148.517	149.306	150.232	150.301	151.321	152.910	153.464
Alcoholic beverages	200.6	207.097	208.958	208.934	210.473	212.507	212.748	213.633	213.486	213.976	214.440	214.931	215.728	216.953	217.626
Housing	198.5	204.795	206.288	206.638	207.692	208.268	209.388	210.161	211.191	213.441	215.026	214.743	213.954	213.156	212.591
Shelter	224.8	232.998	235.069	235.480	236.550	237.158	237.965	238.261	238.353	239.198	239.845	240.038	240.163	240.517	240.740
Rent of primary residence	224.2	233.806	237.288	238.216	238.955	239.419	239.932	240.507	240.818	241.623	242.276	243.010	243.741	244.624	245.425
Lodging away from home[2]	135.3	142.339	136.244	133.179	139.825	143.046	148.110	145.936	144.979	148.378	152.248	148.368	142.591	140.763	133.747
Owners' equivalent rent of primary residence[3]	216.0	223.175	225.548	226.151	226.703	227.057	227.488	227.893	228.007	228.536	228.824	229.219	229.670	230.028	230.743
Tenants' and household insurance[1,2]	116.8	117.366	117.370	117.396	117.740	117.921	117.999	118.683	118.615	119.293	119.006	118.894	120.279	120.258	120.589
Fuels and utilities	193.1	198.863	200.151	200.831	202.663	203.584	206.861	210.912	217.388	228.843	236.381	233.373	226.709	219.325	214.700
Fuels	174.4	179.031	179.777	180.379	182.025	182.823	186.315	190.657	197.554	209.843	217.640	213.807	206.544	198.191	193.000
Fuel oil and other fuels	234.0	251.121	292.098	298.656	306.087	307.599	329.271	339.009	358.947	381.903	388.208	363.535	345.907	317.012	283.747
Gas (piped) and electricity	180.2	184.357	182.781	183.066	184.522	185.324	188.143	192.434	199.045	211.398	219.612	216.557	209.442	201.651	197.507
Household furnishings and operations	122.6	122.477	122.031	121.880	122.322	122.547	123.184	123.108	123.287	123.434	123.798	123.944	124.500	124.719	124.466
Apparel	119.1	118.518	120.920	118.126	115.866	117.883	120.809	121.855	120.407	116.706	113.978	116.214	120.990	121.957	121.149
Men's and boys' apparel	114.0	112.224	114.784	112.487	111.494	113.592	115.808	117.136	116.621	112.395	109.969	110.513	112.973	115.495	114.651
Women's and girls' apparel	110.3	110.202	112.165	109.375	104.456	106.512	110.712	110.971	108.594	104.062	99.772	104.584	112.304	111.880	110.612
Infants' and toddlers' apparel[1]	118.6	116.278	119.897	116.419	116.323	118.442	118.990	119.200	117.213	114.057	111.502	111.593	115.764	118.496	118.611
Footwear	123.1	122.062	124.649	122.029	121.137	122.408	124.343	126.150	125.335	123.381	122.380	122.026	124.873	126.352	126.689
Transportation	180.3	184.344	190.761	189.967	190.918	190.639	195.710	199.556	206.757	213.633	214.533	207.796	204.785	192.198	170.870
Private transportation	177.5	181.496	187.951	187.159	188.093	187.762	192.740	196.641	203.781	210.423	211.201	204.348	201.476	188.871	167.301
New and used motor vehicles[2]	94.7	93.300	93.529	93.733	93.842	93.664	93.455	93.158	92.850	92.714	92.686	92.287	91.305	90.530	89.783

See footnotes at end of table.

38. Continued—Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

[1982–84 = 100, unless otherwise indicated]

Series	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
New vehicles	138.6	137.415	137.372	137.736	137.931	137.445	136.910	136.456	135.933	135.728	135.556	134.540	133.504	133.351	133.380
Used cars and trucks [1]	140.8	136.586	137.457	137.791	138.052	138.094	138.070	137.616	137.145	136.790	136.639	136.186	133.669	130.444	127.540
Motor fuel	221.6	239.900	263.248	259.032	261.531	260.402	279.975	295.618	323.495	348.762	351.124	325.116	316.717	269.639	187.770
Gasoline (all types)	220.7	238.879	262.013	257.792	260.457	259.112	277.842	293.349	321.291	346.459	348.888	322.930	315.324	267.580	184.855
Motor vehicle parts and equipment	116.9	121.356	123.302	123.786	124.416	125.238	126.330	126.032	126.742	127.750	128.997	130.228	131.072	132.088	133.125
Motor vehicle maintenance and repair	218.1	225.535	228.267	228.692	230.255	231.349	232.344	232.983	234.221	235.550	237.324	238.583	239.571	240.688	241.509
Public transportation	225.0	228.531	231.999	231.363	232.594	233.979	240.729	241.966	249.310	261.779	266.259	264.755	258.142	249.168	240.496
Medical care	335.7	350.882	357.165	357.745	360.710	362.329	363.069	363.356	363.462	363.628	363.942	364.652	365.250	366.000	366.800
Medical care commodities	279.0	282.558	285.475	285.913	287.703	288.335	289.254	288.796	286.825	287.033	286.562	286.880	287.397	287.725	289.046
Medical care services	351.1	370.111	377.498	378.119	381.507	383.510	384.149	384.753	385.769	385.911	386.560	387.420	388.036	388.947	389.493
Professional services	291.7	303.169	306.300	307.333	309.169	310.426	311.259	311.757	313.294	313.618	314.235	314.893	314.977	315.458	315.825
Hospital and related services	463.6	493.740	510.836	510.961	518.853	523.654	524.534	526.495	527.230	527.948	529.798	532.065	534.394	537.382	539.864
Recreation [2]	108.2	108.572	108.805	108.702	109.046	109.315	109.742	109.775	109.876	109.905	110.198	110.698	110.904	110.947	110.826
Video and audio [1,2]	103.9	102.559	102.465	102.523	102.839	103.028	103.525	103.414	102.958	102.306	102.267	102.643	102.819	102.267	101.974
Education and communication [2]	113.9	116.301	117.686	117.782	118.097	118.079	118.155	118.462	118.737	119.264	119.852	120.809	121.439	121.569	121.636
Education [2]	160.3	169.280	174.016	174.276	175.134	175.118	175.101	175.545	175.791	176.148	176.879	180.819	183.613	184.091	184.115
Educational books and supplies	390.7	423.730	434.979	437.391	441.207	441.927	442.639	444.594	445.394	445.740	446.741	461.104	465.570	466.885	465.576
Tuition, other school fees, and child care	453.3	477.589	491.022	491.554	493.797	493.672	493.546	494.711	495.384	496.449	498.598	509.241	517.389	518.726	518.938
Communication [1,2]	86.0	85.782	85.807	85.834	85.935	85.919	86.016	86.244	86.496	87.017	87.490	87.369	87.224	87.226	87.300
Information and information processing [1,2]	84.3	83.928	83.894	83.917	84.008	83.992	84.091	84.320	84.511	85.007	85.484	85.355	85.208	85.214	85.292
Telephone services [1,2]	95.9	98.373	98.874	98.887	98.988	98.931	99.090	99.566	99.939	100.723	101.375	101.339	101.350	101.436	101.564
Information and information processing other than telephone services [1,4]	13.0	11.062	10.710	10.722	10.737	10.754	10.745	10.671	10.621	10.585	10.600	10.525	10.414	10.375	10.367
Personal computers and peripheral equipment [1,2]	121.0	108.164	100.257	100.000	101.067	100.582	100.265	98.820	97.010	95.766	94.691	92.931	90.722	89.690	88.631
Other goods and services	330.9	344.004	347.427	348.830	350.630	351.979	353.351	354.887	356.523	358.419	359.961	360.102	361.125	362.354	362.550
Tobacco and smoking products	521.6	555.502	563.435	568.410	574.724	577.359	576.910	578.296	583.296	592.248	599.180	599.823	600.293	602.533	602.881
Personal care [1]	188.3	193.590	195.122	195.467	195.885	196.564	197.803	198.859	199.367	199.404	199.495	199.501	200.284	200.930	201.036
Personal care products [1]	155.7	158.268	158.579	158.407	158.167	157.877	158.730	159.585	158.993	159.052	159.237	159.345	159.730	159.914	160.994
Personal care services [1]	209.8	216.823	218.897	219.945	220.324	221.338	223.043	223.088	223.922	223.838	223.994	224.464	224.910	225.800	226.433
Miscellaneous personal services	314.1	326.100	330.258	330.850	333.154	334.868	336.476	338.851	341.212	341.921	341.763	342.974	345.175	344.622	342.853
Commodity and service group:															
Commodities	165.7	169.554	173.489	172.952	173.711	174.083	176.727	178.900	181.837	184.495	185.105	182.846	182.647	177.906	168.926
Food and beverages	194.9	202.531	205.763	206.141	208.055	208.674	208.927	210.559	211.438	212.700	214.662	215.850	217.098	218.141	218.178
Commodities less food and beverages	148.7	150.865	155.011	154.086	154.345	154.603	158.156	160.488	164.188	167.344	167.376	163.761	162.971	155.982	143.544
Nondurables less food and beverages	182.6	189.507	198.661	196.636	196.910	197.606	205.166	210.558	218.794	225.585	225.595	218.454	217.828	203.762	178.209
Apparel	119.1	118.518	120.920	118.126	115.866	117.883	120.809	121.855	120.407	116.706	113.978	116.214	120.990	121.957	121.149
Nondurables less food, beverages, and apparel	226.1	237.858	251.442	249.863	251.751	251.621	262.252	270.496	285.024	298.593	300.341	287.124	283.056	259.204	217.500
Durables	114.6	112.640	112.413	112.450	112.688	112.560	112.549	112.171	111.845	111.769	111.820	111.357	110.451	109.782	109.038
Services	234.1	241.696	243.906	244.275	245.484	246.154	247.197	248.045	249.175	251.365	252.991	253.304	252.861	252.369	252.144
Rent of shelter [3]	216.6	224.617	226.636	227.035	228.071	228.660	229.443	229.719	229.810	230.620	231.255	231.445	231.541	231.885	232.096
Transporatation services	230.6	233.420	235.874	236.020	236.883	237.426	238.496	239.044	240.728	243.395	245.005	246.041	245.722	246.003	246.126
Other services	268.2	275.218	278.513	278.783	279.780	280.199	281.017	281.829	282.720	283.449	284.449	286.389	287.792	287.898	288.082
Special indexes:															
All items less food	197.5	202.698	205.783	205.575	206.371	206.877	209.055	210.583	212.870	215.498	216.407	214.950	214.361	210.949	205.214
All items less shelter	189.2	193.940	197.479	197.174	198.113	198.592	200.904	202.931	205.774	208.817	210.069	208.544	208.068	204.149	197.342
All items less medical care	191.3	196.564	199.565	199.431	200.329	200.800	202.713	204.290	206.423	208.906	210.002	208.900	208.563	205.726	200.707
Commodities less food	150.6	152.875	156.977	156.073	156.365	156.670	160.152	162.455	166.070	169.169	169.213	165.689	164.937	158.132	145.985
Nondurables less food	183.8	190.698	199.471	197.551	197.892	198.660	205.843	211.005	218.809	225.276	225.309	218.562	218.010	204.734	180.533
Nondurables less food and apparel	223.0	234.201	246.726	245.286	247.136	247.188	256.899	264.488	277.717	290.127	291.760	279.753	276.112	254.473	216.516
Nondurables	189.5	196.772	203.087	202.222	203.268	203.933	208.101	211.757	216.582	220.813	221.740	218.473	218.725	211.680	198.009
Services less rent of shelter [3]	224.7	230.876	233.029	233.314	234.576	235.258	236.483	237.922	240.181	243.780	246.411	246.834	245.787	244.331	243.599
Services less medical care services	225.3	232.195	234.115	234.468	235.557	236.154	237.201	238.048	239.167	241.422	243.071	243.354	242.868	242.316	242.058
Energy	196.8	208.066	219.861	218.104	220.163	219.983	231.533	241.518	258.903	277.597	282.579	267.624	259.864	232.106	188.375
All items less energy	198.0	203.002	205.066	205.155	205.991	206.588	207.296	207.812	208.021	208.458	209.062	209.718	210.325	210.649	210.541
All items less food and energy	199.2	203.554	205.355	205.377	205.992	206.605	207.406	207.687	207.747	208.007	208.317	208.857	209.329	209.511	209.383
Commodities less food and energy	141.1	140.612	141.254	140.815	140.696	141.238	141.973	142.040	141.558	140.878	140.492	140.802	141.428	141.375	140.793
Energy commodities	223.0	241.257	265.598	261.928	264.633	263.601	283.359	298.852	326.565	351.873	354.402	328.310	319.507	272.894	192.494
Services less energy	239.9	247.888	250.546	250.925	252.103	252.756	253.589	254.031	254.517	255.513	256.365	257.072	257.411	257.774	258.008

[1] Not seasonally adjusted.

[2] Indexes on a December 1997 = 100 base.

[3] Indexes on a December 1982 = 100 base.

[4] Indexes on a December 1988 = 100 base.

NOTE: Index applied to a month as a whole, not to any specific date.

39. Consumer Price Index: U.S. city average and available local area data: all items

[1982–84 = 100, unless otherwise indicated]

	Pricing schedule[1]	All Urban Consumers 2008 June	July	Aug.	Sept.	Oct.	Nov.	Urban Wage Earners 2008 June	July	Aug.	Sept.	Oct.	Nov.
U.S. city average	M	218.815	219.964	219.086	218.783	216.573	212.425	215.223	216.304	215.247	214.935	212.182	207.296
Region and area size[2]													
Northeast urban	M	232.649	234.545	233.788	232.841	230.837	227.236	229.829	231.488	230.790	229.949	227.762	223.741
Size A—More than 1,500,000	M	234.518	236.460	236.107	235.314	233.165	229.625	230.120	231.808	231.465	230.579	228.437	224.621
Size B/C—50,000 to 1,500,000[3]	M	138.542	139.623	138.537	137.723	136.730	134.445	139.286	140.253	139.329	138.881	137.489	134.757
Midwest urban[4]	M	208.968	210.071	209.351	209.252	206.019	201.737	204.867	206.038	205.121	205.023	201.236	196.346
Size A—More than 1,500,000	M	209.813	211.003	210.341	210.283	207.049	202.922	204.509	205.761	204.989	205.002	201.323	196.770
Size B/C—50,000 to 1,500,000[3]	M	134.018	134.595	133.969	133.982	131.946	129.018	134.409	135.037	134.236	134.215	131.699	128.186
Size D—Nonmetropolitan (less than 50,000)	M	205.122	206.435	206.251	205.522	202.086	197.883	204.023	205.452	204.812	204.064	200.017	195.114
South urban	M	212.324	213.304	212.387	212.650	210.108	205.559	210.469	211.438	210.362	210.572	207.312	201.821
Size A—More than 1,500,000	M	214.359	215.373	214.496	214.854	212.617	208.644	213.549	214.379	213.439	213.579	210.663	205.753
Size B/C—50,000 to 1,500,000[3]	M	134.980	135.643	135.004	135.093	133.285	130.324	134.222	134.952	134.179	134.285	132.017	128.504
Size D—Nonmetropolitan (less than 50,000)	M	214.739	215.274	214.655	215.258	213.103	206.659	216.357	216.901	216.031	216.762	213.696	205.777
West urban	M	223.040	223.867	222.823	222.132	221.034	217.113	218.508	219.248	217.854	217.028	215.499	210.870
Size A—More than 1,500,000	M	226.767	227.562	226.541	225.910	224.967	220.925	220.603	221.232	219.827	219.169	217.714	213.143
Size B/C—50,000 to 1,500,000[3]	M	135.283	136.021	135.207	134.834	133.795	131.440	135.738	136.478	135.464	134.873	133.694	130.684
Size classes:													
A[5]	M	199.840	200.941	200.278	199.982	198.148	194.628	199.028	200.009	199.187	198.842	196.590	192.508
B/C[3]	M	135.330	136.055	135.315	135.160	133.587	130.857	135.240	135.986	135.138	135.003	133.026	129.723
D	M	211.989	212.555	212.138	211.740	209.755	204.856	211.236	211.929	211.233	210.844	208.028	202.041
Selected local areas[6]													
Chicago–Gary–Kenosha, IL–IN–WI	M	215.738	217.459	215.971	215.465	213.363	209.053	209.021	211.020	209.435	209.084	206.772	202.022
Los Angeles–Riverside–Orange County, CA	M	229.033	229.886	228.484	227.449	226.159	222.229	222.435	223.245	221.230	220.285	218.726	214.083
New York, NY–Northern NJ–Long Island, NY–NJ–CT–PA	M	238.580	240.273	240.550	240.089	238.403	234.498	233.776	235.446	235.510	234.703	232.778	228.727
Boston–Brockton–Nashua, MA–NH–ME–CT	1	–	241.258	–	238.519	–	232.354	–	240.511	–	238.133	–	231.854
Cleveland–Akron, OH	1	–	206.941	–	206.219	–	198.187	–	198.063	–	197.260	–	188.860
Dallas–Ft Worth, TX	1	–	206.413	–	205.883	–	200.051	–	210.830	–	209.666	–	201.479
Washington–Baltimore, DC–MD–VA–WV[7]	1	–	142.065	–	142.036	–	138.547	–	141.622	–	141.679	–	137.700
Atlanta, GA	2	212.032	–	211.404	–	206.388	–	212.013	–	211.113	–	205.236	–
Detroit–Ann Arbor–Flint, MI	2	207.593	–	209.484	–	205.238	–	203.524	–	205.492	–	200.570	–
Houston–Galveston–Brazoria, TX	2	193.567	–	192.723	–	191.140	–	193.742	–	193.206	–	190.600	–
Miami–Ft. Lauderdale, FL	2	225.079	–	225.473	–	223.699	–	223.849	–	224.597	–	222.038	–
Philadelphia–Wilmington–Atlantic City, PA–NJ–DE–MD	2	228.408	–	228.337	–	225.113	–	228.429	–	228.212	–	225.069	–
San Francisco–Oakland–San Jose, CA	2	225.181	–	225.411	–	225.824	–	221.454	–	221.385	–	221.192	–
Seattle–Tacoma–Bremerton, WA	2	228.068	–	227.745	–	225.915	–	223.573	–	223.273	–	220.687	–

[1] Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:
M—Every month.
1—January, March, May, July, September, and November.
2—February, April, June, August, October, and December.

[2] Regions defined as the four Census regions.

[3] Indexes on a December 1996 = 100 base.

[4] The "North Central" region has been renamed the "Midwest" region by the Census Bureau. It is composed of the same geographic entities.

[5] Indexes on a December 1986 = 100 base.

[6] In addition, the following metropolitan areas are published semiannually and appear in tables 34 and 39 of the January and July issues of the *CPI Detailed Report*: Anchorage, AK; Cincinnatti, OH–KY–IN; Kansas City, MO–KS; Milwaukee–Racine, WI; Minneapolis–St. Paul, MN–WI; Pittsburgh, PA; Port-land–Salem, OR–WA; St Louis, MO–IL; San Diego, CA; Tampa–St. Petersburg–Clearwater, FL.

[7] Indexes on a November 1996 = 100 base.

NOTE: Local area CPI indexes are byproducts of the national CPI program. Each local index has a smaller sample size and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses. Index applies to a month as a whole, not to any specific date. Dash indicates data not available.

40. Annual data: Consumer Price Index, U.S. city average, all items and major groups

[1982–84 = 100]

Series	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Consumer Price Index for All Urban Consumers:											
All items:											
Index	160.5	163.0	166.6	172.2	177.1	179.9	184.0	188.9	195.3	201.6	207.342
Percent change	2.3	1.6	2.2	3.4	2.8	1.6	2.3	2.7	3.4	3.2	2.8
Food and beverages:											
Index	157.7	161.1	164.6	168.4	173.6	176.8	180.5	186.6	191.2	195.7	203.300
Percent change	2.6	2.2	2.2	2.3	3.1	1.8	2.1	3.3	2.5	2.4	3.9
Housing:											
Index	156.8	160.4	163.9	169.6	176.4	180.3	184.8	189.5	195.7	203.2	209.586
Percent change	2.6	2.3	2.2	3.5	4.0	2.2	2.5	2.5	3.3	3.8	3.1
Apparel:											
Index	132.9	133.0	131.3	129.6	127.3	124.0	120.9	120.4	119.5	119.5	118.998
Percent change	.9	.1	–1.3	–1.3	–1.8	–2.6	–2.5	–.4	–.7	.0	-0.4
Transportation:											
Index	144.3	141.6	144.4	153.3	154.3	152.9	157.6	163.1	173.9	180.9	184.682
Percent change	0.9	–1.9	2.0	6.2	0.7	–.9	3.1	3.5	6.6	4.0	2.1
Medical care:											
Index	234.6	242.1	250.6	260.8	272.8	285.6	297.1	310.1	323.2	336.2	351.054
Percent change	2.8	3.2	3.5	4.1	4.6	4.7	4.0	4.4	4.2	4.0	4.4
Other goods and services:											
Index	224.8	237.7	258.3	271.1	282.6	293.2	298.7	304.7	313.4	321.7	333.328
Percent change	4.4	5.7	8.7	5.0	4.2	3.8	1.9	2.0	2.9	2.6	3.6
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index	157.6	159.7	163.2	168.9	173.5	175.9	179.8	184.5	191.0	197.1	202.767
Percent change	2.3	1.3	2.2	3.5	2.7	1.4	2.2	5.1	1.1	3.2	2.9

41. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2007		2008										
	2006	2007	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.[p]	Sept.[p]	Oct.[p]	Nov.[p]
Finished goods	160.4	166.6	171.4	170.4	172.0	172.3	175.1	176.5	179.8	182.4	185.1	182.1	182.0	177.3	172.1
Finished consumer goods	166.0	173.5	179.4	178.2	180.1	180.4	184.2	185.8	190.3	193.8	197.2	193.1	192.7	185.4	178.4
Finished consumer foods	156.7	167.0	169.5	172.2	174.5	173.6	176.0	175.5	177.6	180.0	181.0	181.4	182.0	180.7	180.8
Finished consumer goods excluding foods	169.2	175.6	182.9	180.1	181.9	182.7	187.1	189.6	195.0	199.0	203.4	197.4	196.7	186.8	176.9
Nondurable goods less food	182.6	191.7	201.5	197.9	200.3	201.4	208.2	211.7	220.0	226.4	233.1	223.8	222.6	205.5	190.6
Durable goods	136.9	138.3	140.2	139.5	140.1	140.2	139.9	140.5	140.3	139.7	139.6	139.9	140.1	144.1	143.7
Capital equipment	146.9	149.5	151.0	150.7	151.4	151.8	151.8	152.4	152.7	152.7	153.3	153.7	154.3	156.8	156.7
Intermediate materials, supplies, and components	164.0	170.7	176.2	175.7	177.8	179.1	184.5	187.3	192.8	197.2	203.1	200.2	198.7	189.8	180.7
Materials and components for manufacturing	155.9	162.4	166.1	166.3	168.4	170.1	173.1	175.5	179.1	182.4	187.4	190.6	187.1	181.8	173.5
Materials for food manufacturing	146.2	161.4	166.6	169.8	173.6	176.7	180.0	180.3	182.7	185.4	187.6	187.4	185.2	179.2	177.5
Materials for nondurable manufacturing	175.0	184.0	195.1	195.1	199.3	201.5	206.0	209.5	215.9	222.8	234.8	243.8	236.9	226.0	206.9
Materials for durable manufacturing	180.5	189.8	188.6	188.1	189.5	193.1	200.3	205.6	211.9	215.4	219.2	220.1	213.0	204.3	191.7
Components for manufacturing	134.5	136.3	136.7	136.8	137.4	137.8	137.9	138.6	139.4	140.1	141.3	142.1	142.5	142.6	142.4
Materials and components for construction	188.4	192.5	193.2	193.4	194.4	195.7	197.3	200.2	203.3	206.5	209.8	213.1	214.4	212.8	210.3
Processed fuels and lubricants	162.8	173.9	189.7	186.3	188.6	189.0	206.1	211.8	227.3	238.4	250.1	224.2	223.2	193.2	170.3
Containers	175.0	180.3	183.2	183.4	185.1	185.7	185.9	187.0	187.6	189.2	191.9	194.2	198.1	199.4	199.3
Supplies	157.0	161.7	163.9	164.6	166.8	168.1	170.0	171.3	173.1	174.6	178.3	179.4	179.9	177.9	176.0
Crude materials for further processing	184.8	207.1	225.6	229.0	235.5	245.5	262.1	274.6	293.1	301.2	313.3	280.0	257.8	208.8	181.8
Foodstuffs and feedstuffs	119.3	146.7	152.9	158.5	162.6	165.4	169.2	168.1	173.2	178.1	178.9	170.4	168.0	147.9	144.6
Crude nonfood materials	230.6	246.3	274.1	275.4	283.8	299.9	327.7	352.4	382.4	393.0	414.9	360.5	320.8	248.2	200.0
Special groupings:															
Finished goods, excluding foods	161.0	166.2	171.6	169.6	171.0	171.7	174.6	176.4	180.1	182.8	185.9	182.0	181.7	176.0	169.4
Finished energy goods	145.9	156.3	170.4	163.8	166.6	167.2	177.5	182.4	194.8	204.6	214.0	198.2	195.5	167.8	144.1
Finished goods less energy	157.9	162.8	164.9	165.5	166.7	167.0	167.6	168.0	168.8	169.4	170.2	170.7	171.3	172.8	172.8
Finished consumer goods less energy	162.7	168.7	171.0	172.0	173.5	173.7	174.7	174.9	175.9	176.8	177.7	178.3	178.9	179.9	180.0
Finished goods less food and energy	158.7	161.7	163.6	163.5	164.4	165.0	165.1	165.7	166.1	166.0	166.7	167.3	167.9	170.4	170.4
Finished consumer goods less food and energy	166.7	170.0	172.2	172.2	173.2	174.0	174.1	174.8	175.2	175.2	175.9	176.6	177.2	179.8	179.7
Consumer nondurable goods less food and energy	191.5	197.0	199.3	200.0	201.4	203.0	203.6	204.3	205.4	206.0	207.6	208.8	209.8	210.5	211.0
Intermediate materials less foods and feeds	165.4	171.5	177.0	176.3	178.2	179.4	184.7	187.7	193.3	197.8	203.6	200.5	199.1	190.3	181.0
Intermediate foods and feeds	135.2	154.4	161.4	164.6	170.6	175.0	180.3	180.5	184.5	186.6	195.5	194.0	192.2	181.1	176.3
Intermediate energy goods	162.8	174.6	191.1	187.8	190.5	191.5	208.6	213.4	228.7	240.3	253.5	230.3	226.2	196.7	168.8
Intermediate goods less energy	162.1	167.6	170.2	170.4	172.3	173.7	176.0	178.4	181.4	183.9	187.9	190.1	189.4	185.7	181.4
Intermediate materials less foods and energy	163.8	168.4	170.8	170.9	172.5	173.7	175.8	178.3	181.2	183.8	187.5	189.9	189.3	186.0	181.8
Crude energy materials	226.9	232.8	267.1	268.3	273.6	291.7	325.4	346.1	386.1	400.4	426.5	352.7	311.4	233.7	189.9
Crude materials less energy	152.3	182.6	189.2	194.1	200.9	205.9	211.7	218.5	223.9	228.2	231.7	223.2	213.3	183.6	168.1
Crude nonfood materials less energy	244.5	282.6	289.9	291.7	307.3	319.7	332.1	366.7	372.4	373.8	386.1	379.1	342.6	283.6	225.7

p = preliminary.

42. Producer Price Indexes for the net output of major industry groups

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2007		2008										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.[p]	Sept.[p]	Oct.[p]	Nov.[p]
	Total mining industries (December 1984=100)	249.3	249.5	254.2	263.8	287.2	301.6	329.0	341.4	363.8	306.9	276.2	218.8	183.4
211	Oil and gas extraction (December 1985=100)	314.8	315.9	321.9	335.0	371.6	390.8	436.2	456.0	490.4	395.4	345.1	250.3	194.9
212	Mining, except oil and gas	161.3	161.2	164.9	170.3	174.8	186.1	184.7	185.8	191.8	191.6	189.4	188.7	179.6
213	Mining support activities	168.7	164.9	167.2	168.8	169.8	170.1	172.2	173.1	175.9	178.8	178.3	180.2	180.9
	Total manufacturing industries (December 1984=100)	168.0	166.9	168.5	169.6	173.4	175.3	179.4	182.0	185.6	183.0	183.1	176.8	169.5
311	Food manufacturing (December 1984=100)	161.4	162.8	165.8	167.5	169.8	171.2	174.0	176.1	180.3	180.8	180.2	176.9	174.6
312	Beverage and tobacco manufacturing	111.1	111.2	112.1	112.7	112.7	112.9	114.2	114.1	115.0	114.9	115.2	115.8	115.7
313	Textile mills	109.1	109.3	110.1	110.3	110.4	110.6	111.4	111.7	112.6	113.9	115.1	114.9	115.0
315	Apparel manufacturing	101.5	101.5	101.8	101.8	102.0	102.2	102.2	102.1	102.3	102.8	102.6	102.7	102.8
316	Leather and allied product manufacturing (December 1984=100)	150.5	151.1	152.0	152.4	152.6	152.7	152.4	153.4	153.8	154.8	154.2	154.1	155.1
321	Wood products manufacturing	106.1	106.1	105.7	105.5	105.9	106.2	108.2	109.2	108.9	109.2	109.6	107.7	106.6
322	Paper manufacturing	117.8	118.0	118.5	119.2	119.6	120.2	120.5	120.9	121.8	124.2	126.5	127.2	127.4
323	Printing and related support activities	107.2	107.4	107.8	108.1	108.2	109.0	109.2	109.5	109.8	110.4	110.5	110.4	110.0
324	Petroleum and coal products manufacturing (December 1984=100)	305.5	288.4	294.9	298.4	337.1	347.7	384.1	406.0	429.6	383.9	381.6	300.4	222.3
325	Chemical manufacturing (December 1984=100)	209.2	210.4	213.6	215.8	218.4	221.1	224.5	228.5	234.5	240.0	241.2	239.2	235.4
326	Plastics and rubber products manufacturing (December 1984=100)	152.2	153.2	154.8	155.6	156.4	156.8	158.3	159.4	162.9	165.0	166.4	168.3	167.9
331	Primary metal manufacturing (December 1984=100)	188.9	188.6	190.4	194.2	202.4	211.5	221.1	227.8	232.7	235.1	227.4	217.8	201.8
332	Fabricated metal product manufacturing (December 1984=100)	163.7	164.3	165.6	166.8	168.3	171.1	173.0	174.7	177.2	178.9	180.3	180.1	179.4
333	Machinery manufacturing	113.0	113.1	113.8	114.3	114.6	115.1	115.8	116.4	117.9	118.5	119.0	119.3	119.4
334	Computer and electronic products manufacturing	92.8	92.6	92.6	92.8	92.7	92.7	92.8	92.8	92.8	93.0	92.9	92.8	92.8
335	Electrical equipment, appliance, and components manufacturing	124.5	124.4	125.2	125.9	127.1	127.3	127.8	128.2	129.1	129.9	129.9	129.4	126.8
336	Transportation equipment manufacturing	106.6	106.0	106.6	106.6	106.1	106.7	106.6	105.9	105.9	106.3	106.5	109.8	109.4
337	Furniture and related product manufacturing (December 1984=100)	166.6	166.4	167.1	167.8	168.3	169.5	170.2	171.3	172.3	172.7	173.6	174.3	175.6
339	Miscellaneous manufacturing	107.5	107.7	108.5	108.7	109.2	109.3	109.4	109.9	110.8	110.8	110.7	110.8	110.7
	Retail trade													
441	Motor vehicle and parts dealers	116.1	118.0	118.3	118.4	117.9	118.9	118.3	118.1	118.4	118.8	118.7	118.4	118.9
442	Furniture and home furnishings stores	121.1	119.0	119.6	118.8	120.1	119.4	120.2	119.6	120.3	120.8	122.0	122.5	122.4
443	Electronics and appliance stores	114.9	89.3	109.0	110.2	113.4	119.7	118.7	105.8	106.5	109.9	109.5	111.8	114.1
446	Health and personal care stores	123.8	123.8	124.8	124.5	125.5	127.2	127.3	127.8	133.8	133.1	134.2	135.8	136.5
447	Gasoline stations (June 2001=100)	73.7	66.6	67.1	61.6	60.6	65.7	59.3	67.6	77.2	84.3	85.3	114.9	67.9
454	Nonstore retailers	125.7	134.7	136.0	133.8	133.1	136.4	136.5	141.8	140.6	167.6	159.5	169.1	149.8
	Transportation and warehousing													
481	Air transportation (December 1992=100)	189.4	187.1	192.0	191.8	198.6	199.5	203.7	213.5	213.6	213.0	208.8	212.0	206.7
483	Water transportation	116.5	116.4	119.0	119.2	120.6	121.1	124.7	127.0	130.4	132.2	134.6	136.0	132.7
491	Postal service (June 1989=100)	175.5	175.5	175.5	175.5	175.5	175.5	180.5	180.5	180.5	180.5	180.5	180.5	180.5
	Utilities													
221	Utilities	126.6	127.4	127.8	129.7	131.1	134.5	137.0	141.7	146.8	146.2	140.7	137.6	134.8
	Health care and social assistance													
6211	Office of physicians (December 1996=100)	121.5	122.7	123.3	123.3	123.3	123.2	123.2	123.2	123.5	123.4	123.4	123.7	123.9
6215	Medical and diagnostic laboratories	106.7	106.7	107.3	107.3	107.3	107.3	106.9	106.9	106.9	106.9	106.9	108.0	107.8
6216	Home health care services (December 1996=100)	125.3	125.3	125.4	125.5	125.5	125.4	125.4	125.4	125.6	126.8	126.4	126.9	127.0
622	Hospitals (December 1992=100)	161.9	161.9	162.4	162.6	162.9	162.7	162.7	162.6	163.2	163.1	163.4	164.4	164.3
6231	Nursing care facilities	116.5	117.0	117.9	118.0	118.3	118.5	118.6	118.6	119.4	119.4	119.4	120.2	120.4
62321	Residential mental retardation facilities	114.3	114.6	115.4	117.2	117.7	118.2	118.5	118.5	118.6	118.1	118.3	118.7	118.7
	Other services industries													
511	Publishing industries, except Internet	108.5	108.5	109.7	109.8	110.4	110.9	110.7	110.4	111.0	111.3	110.3	110.8	111.0
515	Broadcasting, except Internet	102.3	103.6	104.4	104.6	105.2	106.4	105.5	104.4	103.9	104.3	104.3	110.0	110.6
517	Telecommunications	101.2	100.7	100.6	100.9	100.6	101.0	101.3	101.1	101.0	101.7	101.4	100.6	100.5
5182	Data processing and related services	100.5	100.4	100.4	100.5	100.5	100.4	100.8	100.8	100.9	101.1	101.1	101.3	101.1
523	Security, commodity contracts, and like activity	124.2	123.0	122.5	122.9	121.0	119.6	119.6	120.2	119.1	119.4	119.0	117.2	115.1
53112	Lessors or nonresidental buildings (except miniwarehouse)	108.5	110.0	108.1	108.2	109.7	109.5	110.5	110.4	110.9	111.5	111.9	113.0	110.7
5312	Offices of real estate agents and brokers	110.5	109.9	110.3	109.8	110.0	110.2	106.9	106.9	106.8	105.4	105.5	104.0	103.8
5313	Real estate support activities	106.1	105.6	106.6	106.0	106.8	107.3	108.3	108.2	109.2	110.8	108.7	108.7	109.4
5321	Automotive equipment rental and leasing (June 2001=100)	118.4	119.1	121.3	121.3	125.1	120.3	122.0	125.4	136.7	133.4	128.8	131.8	130.1
5411	Legal services (December 1996=100)	155.1	155.1	159.9	160.3	160.7	161.1	160.9	161.1	161.5	161.7	161.5	163.1	163.2
541211	Offices of certified public accountants	112.9	113.0	115.6	114.1	113.8	112.7	114.0	112.7	115.3	116.3	115.9	115.8	114.9
5413	Architectural, engineering, and related services (December 1996=100)	140.8	140.8	139.2	140.3	140.3	140.5	140.5	141.3	141.6	141.5	141.6	142.4	142.1
54181	Advertising agencies	105.1	105.1	105.2	105.3	105.3	105.7	106.3	106.3	106.3	105.7	106.3	106.3	106.3
5613	Employment services (December 1996=100)	122.3	122.2	122.3	123.0	123.0	122.9	122.7	122.8	123.0	123.5	123.2	123.6	124.1
56151	Travel agencies	101.7	100.2	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	99.9	101.4	101.4
56172	Janitorial services	107.1	108.7	108.9	109.1	108.9	108.9	109.0	109.1	109.0	109.8	109.5	109.3	109.3
5621	Waste collection	109.5	108.4	110.7	112.1	112.0	112.2	111.9	112.6	112.3	113.1	113.9	112.5	113.3
721	Accommodation (December 1996=100)	144.7	143.7	145.4	145.2	145.3	145.6	144.9	147.0	149.9	152.4	144.7	148.5	146.5

p = preliminary.

43. Annual data: Producer Price Indexes, by stage of processing

[1982 = 100]

Index	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Finished goods											
Total	131.8	130.7	133.0	138.0	140.7	138.9	143.3	148.5	155.7	160.4	166.6
Foods	134.5	134.3	135.1	137.2	141.3	140.1	145.9	152.7	155.7	156.7	166.9
Energy	83.4	75.1	78.8	94.1	96.8	88.8	102.0	113.0	132.6	145.9	156.4
Other	142.4	143.7	146.1	148.0	150.0	150.2	150.5	152.7	156.4	158.7	161.7
Intermediate materials, supplies, and components											
Total	125.6	123.0	123.2	129.2	129.7	127.8	133.7	142.6	154.0	164.0	170.6
Foods	123.2	123.2	120.8	119.2	124.3	123.2	134.4	145.0	146.0	146.2	161.5
Energy	89.0	80.8	84.3	101.7	104.1	95.9	111.9	123.2	149.2	162.8	174.6
Other	134.2	133.5	133.1	136.6	136.4	135.8	138.5	146.5	154.6	163.8	168.4
Crude materials for further processing											
Total	111.1	96.8	98.2	120.6	121.0	108.1	135.3	159.0	182.2	184.8	207.3
Foods	112.2	103.9	98.7	100.2	106.1	99.5	113.5	127.0	122.7	119.3	146.7
Energy	87.3	68.6	78.5	122.1	122.3	102.0	147.2	174.6	234.0	226.9	233.0
Other	103.5	84.5	91.1	118.0	101.5	101.0	116.9	149.2	176.7	210.0	238.8

44. U.S. export price indexes by end-use category

[2000 = 100]

Category	2007		2008										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	118.7	119.3	120.7	121.8	123.8	124.4	124.8	126.1	128.0	125.9	124.9	122.4	118.5
Foods, feeds, and beverages	165.9	171.1	180.5	188.7	196.9	192.8	193.3	198.0	211.5	189.6	190.2	174.4	164.4
Agricultural foods, feeds, and beverages	169.8	175.2	185.0	193.8	202.6	198.2	198.9	204.0	218.9	194.7	195.7	178.1	166.8
Nonagricultural (fish, beverages) food products	133.1	136.1	142.0	144.7	148.3	146.4	145.5	146.1	147.0	145.7	143.6	143.4	145.6
Industrial supplies and materials	153.9	154.1	157.1	159.1	165.5	167.9	169.6	173.2	177.8	174.0	169.3	162.0	148.6
Agricultural industrial supplies and materials	144.9	144.7	146.0	150.6	159.3	157.9	156.9	158.0	162.8	160.9	157.5	148.5	133.5
Fuels and lubricants	224.7	222.8	232.1	225.6	249.5	259.3	275.8	297.2	312.3	275.8	267.6	240.1	200.1
Nonagricultural supplies and materials, excluding fuel and building materials	147.9	148.5	150.9	154.1	158.2	160.1	160.1	161.6	165.1	165.3	160.6	155.7	145.2
Selected building materials	113.8	113.7	113.3	113.8	114.2	114.1	113.9	113.8	114.5	115.2	115.4	116.6	116.1
Capital goods	100.3	100.6	100.9	101.3	101.2	101.5	101.6	102.0	101.9	101.9	101.9	101.8	101.6
Electric and electrical generating equipment	107.2	107.5	107.7	108.3	108.6	108.7	108.6	108.9	109.3	109.2	109.5	109.7	109.2
Nonelectrical machinery	93.4	93.6	93.7	93.9	93.7	93.9	93.9	94.2	94.0	94.1	94.0	93.7	93.5
Automotive vehicles, parts, and engines	106.5	106.7	106.9	107.0	107.1	107.5	107.5	107.4	107.7	107.8	107.9	108.2	108.1
Consumer goods, excluding automotive	106.8	107.3	107.3	107.4	108.0	108.1	108.1	108.2	108.5	109.0	109.3	109.8	108.8
Nondurables, manufactured	108.0	108.2	108.1	108.2	109.3	109.8	110.0	110.1	109.8	109.6	109.0	108.7	106.6
Durables, manufactured	104.4	105.2	105.2	105.5	105.4	105.1	105.1	105.2	106.0	107.2	108.7	110.0	109.9
Agricultural commodities	165.0	169.3	177.5	185.6	194.3	190.5	190.8	195.2	208.2	188.2	188.3	172.4	160.4
Nonagricultural commodities	115.4	115.7	116.6	117.3	118.8	119.6	120.1	121.2	122.3	121.5	120.4	118.8	115.4

45. U.S. import price indexes by end-use category

[2000 = 100]

Category	2007		2008										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
ALL COMMODITIES	127.5	127.3	129.2	129.5	133.5	137.3	141.2	145.5	147.5	143.0	138.0	130.6	121.9
Foods, feeds, and beverages	133.4	134.4	138.1	137.8	141.8	143.7	145.0	147.7	149.7	150.4	148.0	146.0	138.7
Agricultural foods, feeds, and beverages	147.1	148.3	153.1	152.6	157.3	159.8	162.2	165.1	167.6	167.9	164.9	162.4	152.9
Nonagricultural (fish, beverages) food products	102.5	103.0	104.3	104.4	106.8	107.2	105.9	108.4	109.1	110.9	109.6	108.9	106.7
Industrial supplies and materials	212.8	211.3	218.2	219.0	234.5	248.7	265.0	283.0	290.7	270.7	249.4	217.8	182.8
Fuels and lubricants	294.8	290.3	301.9	300.0	329.0	354.6	388.3	423.7	437.6	392.0	347.1	282.7	215.9
Petroleum and petroleum products	312.2	306.7	319.6	315.6	347.5	375.8	412.2	450.3	465.0	419.5	372.5	298.9	221.8
Paper and paper base stocks	108.0	109.2	112.5	113.4	114.1	116.2	117.1	117.3	118.9	119.7	119.8	116.2	115.1
Materials associated with nondurable supplies and materials	133.7	135.3	143.6	146.6	147.8	148.7	149.6	152.9	157.4	159.6	162.3	161.7	155.2
Selected building materials	115.6	116.0	115.9	113.8	114.1	114.3	116.2	119.2	121.3	122.1	122.7	120.6	119.1
Unfinished metals associated with durable goods	214.8	217.2	215.3	224.5	241.5	259.2	263.6	273.2	273.4	270.3	256.4	237.5	209.5
Nonmetals associated with durable goods	103.3	103.8	105.4	105.9	105.2	106.2	107.3	107.6	110.7	111.8	111.4	110.8	110.6
Capital goods	92.1	92.2	91.9	92.0	92.2	93.0	93.3	93.2	93.4	93.4	93.4	93.2	92.8
Electric and electrical generating equipment	107.5	107.9	107.7	108.7	109.3	111.5	111.7	112.0	112.7	113.0	112.8	112.1	111.4
Nonelectrical machinery	87.7	87.7	87.4	87.4	87.5	88.0	88.4	88.2	88.4	88.3	88.3	88.2	87.7
Automotive vehicles, parts, and engines	106.2	106.8	107.1	107.2	107.4	107.8	107.8	107.9	108.1	108.3	108.2	108.3	107.7
Consumer goods, excluding automotive	102.4	102.6	103.1	103.5	104.0	104.6	104.8	104.9	105.1	105.2	105.1	105.2	104.9
Nondurables, manufactured	105.3	105.5	106.5	106.8	107.5	107.9	108.0	107.9	108.2	108.4	108.2	108.2	108.1
Durables, manufactured	99.2	99.3	99.6	100.0	100.4	101.1	101.3	101.5	101.7	101.7	101.8	102.0	101.7
Nonmanufactured consumer goods	103.3	103.8	104.0	104.1	104.3	105.6	105.8	106.6	106.7	106.6	106.6	105.9	103.2

46. U.S. international price Indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2006		2007				2008		
	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.
Import air freight	133.1	131.2	130.7	132.3	134.2	141.8	144.4	158.7	156.8
Export air freight	117.9	116.7	117.0	117.0	119.8	127.1	132.0	140.8	146.2
Import air passenger fares (Dec. 2006 = 100)	130.9	125.4	122.9	144.6	140.2	135.3	131.3	171.6	161.3
Export air passenger fares (Dec. 2006 = 100)	142.4	137.3	140.2	147.3	154.6	155.7	156.4	171.4	174.9

47. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

[1992 = 100]

Item	2005		2006				2007				2008		
	III	IV	I	II	III	IV	I	II	III	IV	I	II	III
Business													
Output per hour of all persons	135.6	135.3	136.1	136.6	135.9	135.9	135.9	137.6	139.7	139.7	140.5	141.8	142.2
Compensation per hour	164.1	165.8	168.0	168.1	169.0	172.6	174.7	175.5	177.0	178.9	180.6	182.2	184.3
Real compensation per hour	119.6	119.6	120.7	119.7	119.1	122.1	122.4	121.6	121.9	121.7	121.5	121.2	120.6
Unit labor costs	121.1	122.6	123.5	123.1	124.3	127.0	128.5	127.5	126.7	128.1	128.5	128.6	129.6
Unit nonlabor payments	131.6	132.4	133.4	136.2	136.2	133.4	134.3	137.4	139.7	139.2	140.2	140.9	143.1
Implicit price deflator	125.0	126.3	127.2	128.0	128.8	129.4	130.7	131.2	131.6	132.2	132.9	133.2	134.7
Nonfarm business													
Output per hour of all persons	134.6	134.2	135.1	135.7	135.0	135.0	135.0	136.4	138.3	138.6	139.5	140.8	141.1
Compensation per hour	163.2	164.7	166.8	167.1	167.9	171.7	173.7	174.1	175.5	177.8	179.5	181.1	183.1
Real compensation per hour	118.9	118.8	119.8	118.9	118.3	121.4	121.8	120.7	120.8	120.9	120.8	120.4	119.8
Unit labor costs	121.2	122.7	123.5	123.2	124.4	127.1	128.7	127.7	126.9	128.3	128.7	128.6	129.8
Unit nonlabor payments	133.2	134.2	135.5	138.6	138.3	134.8	135.2	138.2	140.3	139.8	141.0	141.9	144.4
Implicit price deflator	125.6	126.9	127.9	128.8	129.5	130.0	131.1	131.5	131.8	132.5	133.2	133.5	135.2
Nonfinancial corporations													
Output per hour of all employees	142.8	144.8	146.3	146.0	147.0	146.0	146.2	147.4	148.1	148.8	148.7	151.8	–
Compensation per hour	160.8	161.2	164.5	164.5	165.1	167.8	170.3	171.3	172.5	175.0	176.2	177.8	–
Real compensation per hour	117.2	116.3	118.1	117.0	116.3	118.7	119.4	118.7	118.7	119.0	118.6	118.2	–
Total unit costs	113.5	111.8	112.5	113.1	112.8	115.3	116.7	116.5	116.8	117.9	118.6	117.7	–
Unit labor costs	112.6	111.4	112.4	112.6	112.3	114.9	116.5	116.2	116.5	117.6	118.5	117.1	–
Unit nonlabor costs	115.7	113.1	112.9	114.4	114.2	116.2	117.2	117.4	117.8	118.9	119.0	119.1	–
Unit profits	152.2	177.4	182.5	183.1	193.0	173.9	171.8	172.5	166.8	155.9	150.3	147.0	–
Unit nonlabor payments	125.5	130.3	131.5	132.8	135.3	131.6	131.8	132.2	130.9	128.8	127.4	126.6	–
Implicit price deflator	116.9	117.7	118.8	119.4	120.0	120.5	121.6	121.5	121.3	121.3	121.5	120.3	–
Manufacturing													
Output per hour of all persons	172.9	172.8	172.6	172.7	174.5	175.4	177.0	178.7	180.6	182.5	184.0	183.1	182.6
Compensation per hour	166.5	165.3	170.9	169.5	170.3	174.6	176.9	176.4	176.4	179.7	181.4	183.1	185.3
Real compensation per hour	121.3	119.2	122.7	120.7	120.0	123.5	124.0	122.3	121.4	122.2	122.1	121.7	121.2
Unit labor costs	96.3	95.6	99.0	98.2	97.6	99.5	100.0	98.7	97.6	98.5	98.6	100.0	101.5

NOTE: Dash indicates data not available.

48. Annual indexes of multifactor productivity and related measures, selected years

[2000 = 100, unless otherwise indicated]

Item	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Private business													
Productivity:													
Output per hour of all persons	87.4	90.0	91.7	94.3	97.2	100.0	102.8	107.1	111.2	114.5	116.8	118.0	120.2
Output per unit of capital services	104.6	104.7	104.9	103.5	102.3	100.0	96.0	94.8	95.6	97.5	98.6	99.1	98.1
Multifactor productivity	93.7	95.3	96.2	97.5	98.7	100.0	100.1	101.8	104.4	107.0	108.8	109.4	110.1
Output	79.2	82.8	87.2	91.5	96.2	100.0	100.5	102.0	105.2	109.7	113.8	117.4	120.1
Inputs:													
Labor input	88.8	90.7	94.2	96.4	99.0	100.0	98.6	97.2	97.0	98.4	100.2	102.8	103.8
Capital services	75.7	79.1	83.2	88.4	94.1	100.0	104.6	107.6	110.0	112.5	115.4	118.5	122.3
Combined units of labor and capital input	84.4	86.9	90.6	93.9	97.5	100.0	100.3	100.2	100.7	102.5	104.6	107.4	109.2
Capital per hour of all persons	83.6	85.9	87.4	91.1	95.0	100.0	107.0	112.9	116.3	117.4	118.4	119.1	122.3
Private nonfarm business													
Productivity:													
Output per hour of all persons	88.2	90.5	92.0	94.5	97.3	100.0	102.7	107.1	111.0	114.2	116.4	117.6	119.7
Output per unit of capital services	105.6	105.5	105.3	103.9	102.5	100.0	96.0	94.7	95.4	97.3	98.3	98.7	97.9
Multifactor productivity	94.5	95.9	96.5	97.8	98.8	100.0	100.1	101.8	104.3	106.8	108.6	109.0	109.7
Output	79.3	82.8	87.2	91.5	96.3	100.0	100.5	102.1	105.2	109.6	113.7	117.4	120.1
Inputs:													
Labor input	88.2	90.2	93.9	96.2	99.0	100.0	98.7	97.2	97.1	98.6	100.4	103.1	104.1
Capital services	75.0	78.5	82.7	88.1	93.9	100.0	104.7	107.8	110.3	112.7	115.6	118.9	122.8
Combined units of labor and capital input	83.9	86.4	90.3	93.6	97.4	100.0	100.5	100.2	100.8	102.6	104.7	107.6	109.4
Capital per hour of all persons	83.5	85.8	87.3	91.0	94.9	100.0	107.0	113.1	116.4	117.4	118.4	119.1	122.4
Manufacturing [1996 = 100]													
Productivity:													
Output per hour of all persons	79.8	82.7	87.3	92.0	96.1	100.0	101.6	108.6	115.3	117.9	123.5	125.0	–
Output per unit of capital services	98.7	98.0	100.6	100.7	100.4	100.0	93.5	92.3	93.2	95.4	98.9	100.2	–
Multifactor productivity	90.8	91.2	93.8	95.9	96.7	100.0	98.7	102.4	105.2	108.0	108.4	110.1	–
Output	80.3	83.1	89.2	93.8	97.4	100.0	94.9	94.3	95.2	96.9	100.4	102.3	–
Inputs:													
Hours of all persons	100.6	100.4	102.2	101.9	101.3	100.0	93.5	86.8	82.6	82.2	81.3	81.8	–
Capital services	81.4	84.8	88.7	93.2	97.0	100.0	101.5	102.1	102.1	101.6	101.5	102.0	–
Energy	113.7	110.4	108.2	105.4	105.5	100.0	90.6	89.3	84.4	84.0	91.6	86.6	–
Nonenergy materials	78.9	86.0	92.9	97.7	102.6	100.0	93.3	88.4	87.7	87.3	92.4	91.5	–
Purchased business services	88.8	88.5	92.1	95.0	100.0	100.0	100.7	98.2	99.1	97.0	104.5	106.6	–
Combined units of all factor inputs	88.5	91.1	95.1	97.8	100.7	100.0	96.2	92.1	90.5	89.7	92.7	92.9	–

NOTE: Dash indicates data not available.

49. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

[1992 = 100]

Item	1962	1972	1982	1992	1999	2000	2001	2002	2003	2004	2005	2006	2007
Business													
Output per hour of all persons	52.9	71.2	80.1	100.0	112.8	116.1	119.1	123.9	128.7	132.4	135.0	136.4	139.0
Compensation per hour	15.1	26.7	63.6	100.0	125.8	134.7	140.3	145.3	151.2	156.9	163.2	169.6	178.3
Real compensation per hour	65.2	83.3	90.6	100.0	108.1	112.0	113.5	115.7	117.7	119.0	119.7	120.5	123.2
Unit labor costs	28.5	37.4	79.4	100.0	111.5	116.0	117.9	117.3	117.5	118.5	120.9	124.4	128.3
Unit nonlabor payments	26.1	35.7	70.1	100.0	109.4	107.2	110.0	114.2	118.3	124.7	130.8	134.6	135.4
Implicit price deflator	27.6	36.8	75.9	100.0	110.7	112.7	114.9	116.1	117.8	120.8	124.5	128.2	131.0
Nonfarm business													
Output per hour of all persons	55.9	73.1	80.8	100.0	112.5	115.7	118.6	123.5	128.0	131.6	134.1	135.4	137.9
Compensation per hour	15.6	26.9	63.9	100.0	125.2	134.2	139.5	144.6	150.4	155.9	162.1	168.5	177.1
Real compensation per hour	67.3	84.0	91.1	100.0	107.6	111.6	112.8	115.1	117.1	118.2	118.9	119.7	122.3
Unit labor costs	27.8	36.8	79.1	100.0	111.3	116.0	117.7	117.1	117.5	118.5	120.9	124.5	128.4
Unit nonlabor payments	25.8	34.9	69.3	100.0	110.9	108.7	111.6	116.0	119.6	125.5	132.4	136.4	136.2
Implicit price deflator	27.1	36.1	75.5	100.0	111.1	113.3	115.4	116.7	118.3	121.1	125.1	128.9	131.3
Nonfinancial corporations													
Output per hour of all employees	60.4	74.2	83.1	100.0	117.9	122.5	124.7	129.7	134.6	139.6	141.6	142.6	144.8
Compensation per hour	17.4	28.8	66.5	100.0	124.2	133.0	138.6	143.6	149.5	153.9	159.8	165.4	173.4
Real compensation per hour	75.1	90.0	94.7	100.0	106.7	110.6	112.1	114.3	116.4	116.7	117.2	117.5	119.8
Total unit costs	27.3	37.5	80.4	100.0	104.0	107.4	111.6	110.7	111.0	110.0	112.7	115.4	118.5
Unit labor costs	28.7	38.8	80.0	100.0	105.3	108.6	111.2	110.7	111.0	110.3	112.9	116.0	119.8
Unit nonlabor costs	23.4	33.9	81.3	100.0	100.4	104.2	112.6	110.8	111.1	109.3	112.2	113.8	114.9
Unit profits	54.5	54.1	75.2	100.0	129.1	108.7	82.2	98.0	109.9	144.8	154.4	162.9	153.5
Unit nonlabor payments	31.7	39.3	79.7	100.0	108.0	105.4	104.5	107.4	110.7	118.8	123.5	126.9	125.2
Implicit price deflator	29.7	39.0	79.9	100.0	106.2	107.5	108.9	109.6	110.9	113.1	116.4	119.7	121.6
Manufacturing													
Output per hour of all persons	–	–	–	100.0	133.7	139.1	141.2	151.0	160.4	163.9	171.9	173.8	179.7
Compensation per hour	–	–	–	100.0	123.5	134.7	137.8	147.8	158.2	161.5	168.3	173.0	182.6
Real compensation per hour	–	–	–	100.0	106.1	112.0	111.5	117.7	123.2	122.4	123.5	122.8	126.1
Unit labor costs	–	–	–	100.0	92.4	96.9	97.6	97.9	98.7	98.5	97.9	99.5	101.6
Unit nonlabor payments	–	–	–	100.0	102.9	103.5	102.0	100.3	102.9	110.2	121.1	126.2	–
Implicit price deflator	–	–	–	100.0	99.5	101.4	100.6	99.5	101.5	106.4	113.5	117.4	–

Dash indicates data not available.

50. Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
	Mining												
21	Mining	85.5	100.0	103.6	111.4	111.0	109.1	113.6	116.0	106.8	96.0	87.2	-
211	Oil and gas extraction	80.1	100.0	101.2	107.9	119.4	121.6	123.8	130.1	111.7	107.8	100.3	-
2111	Oil and gas extraction	80.1	100.0	101.2	107.9	119.4	121.6	123.8	130.1	111.7	107.8	100.3	-
212	Mining, except oil and gas	69.8	100.0	104.5	105.8	106.3	109.0	110.9	113.6	115.9	114.0	110.6	-
2121	Coal mining	58.5	100.0	106.5	110.3	115.8	114.6	112.4	113.2	112.8	107.6	100.0	-
2122	Metal ore mining	71.2	100.0	109.3	112.3	122.0	131.9	138.6	142.8	137.4	130.0	123.4	-
2123	Nonmetallic mineral mining and quarrying	88.5	100.0	101.3	101.2	96.2	99.3	103.6	108.1	114.2	118.2	118.7	-
	Utilities												
2211	Power generation and supply	65.6	100.0	103.7	103.5	107.0	106.4	102.9	105.1	107.5	114.3	115.4	-
2212	Natural gas distribution	67.8	100.0	99.0	102.7	113.2	110.1	115.4	114.1	118.3	122.2	119.0	-
	Manufacturing												
311	Food	94.1	100.0	103.9	105.9	107.1	109.5	113.8	116.8	117.3	123.3	121.1	-
3111	Animal food	83.6	100.0	109.0	110.9	109.7	131.4	142.7	165.8	149.5	165.5	150.4	-
3112	Grain and oilseed milling	81.1	100.0	107.5	116.1	113.1	119.5	122.4	123.9	130.3	133.0	130.7	-
3113	Sugar and confectionery products	87.6	100.0	103.5	106.5	109.9	108.6	108.0	112.5	118.2	130.7	129.2	-
3114	Fruit and vegetable preserving and specialty	92.4	100.0	107.1	109.5	111.8	121.4	126.9	123.0	126.2	132.0	126.9	-
3115	Dairy products	82.7	100.0	100.0	93.6	95.9	97.1	105.0	110.5	107.4	109.6	110.2	-
3116	Animal slaughtering and processing	97.4	100.0	100.0	101.2	102.6	103.7	107.3	106.6	108.0	117.4	116.9	-
3117	Seafood product preparation and packaging	123.1	100.0	120.2	131.6	140.5	153.0	169.8	173.2	162.2	186.1	203.8	-
3118	Bakeries and tortilla manufacturing	100.9	100.0	103.8	108.6	108.3	109.9	108.9	109.3	113.8	115.4	110.5	-
3119	Other food products	97.5	100.0	107.8	111.4	112.6	106.2	111.9	118.8	119.3	116.2	116.3	-
312	Beverages and tobacco products	78.1	100.0	97.6	87.3	88.3	89.5	82.6	90.9	94.7	100.5	94.0	-
3121	Beverages	77.1	100.0	99.0	90.7	90.8	92.7	99.4	108.3	114.1	120.3	112.0	-
3122	Tobacco and tobacco products	71.9	100.0	98.5	91.0	95.9	98.2	67.0	78.7	82.4	93.1	94.9	-
313	Textile mills	73.7	100.0	102.6	106.2	106.7	109.5	125.3	136.1	138.6	152.8	150.5	-
3131	Fiber, yarn, and thread mills	66.5	100.0	102.1	103.9	101.3	109.1	133.3	148.8	154.1	143.5	139.7	-
3132	Fabric mills	68.0	100.0	104.2	110.0	110.1	110.3	125.4	137.3	138.6	164.2	170.5	-
3133	Textile and fabric finishing mills	91.3	100.0	101.2	102.2	104.4	108.5	119.8	125.1	127.7	139.8	126.2	-
314	Textile product mills	93.0	100.0	98.7	102.5	107.1	104.5	107.3	112.7	123.4	128.0	121.1	-
3141	Textile furnishings mills	91.2	100.0	99.3	99.1	104.5	103.1	105.5	114.4	122.3	125.7	117.3	-
3149	Other textile product mills	92.2	100.0	96.7	107.6	108.9	103.1	105.1	104.2	120.4	128.9	126.1	-
315	Apparel	71.9	100.0	101.8	111.7	116.8	116.5	102.9	112.4	103.4	110.9	114.0	-
3151	Apparel knitting mills	76.2	100.0	96.1	101.4	108.9	105.6	112.0	105.6	96.6	120.0	123.7	-
3152	Cut and sew apparel	69.8	100.0	102.3	114.6	119.8	119.5	103.9	117.2	108.4	113.5	117.6	-
3159	Accessories and other apparel	97.8	100.0	109.0	99.3	98.3	105.2	76.1	78.7	70.8	74.0	67.3	-
316	Leather and allied products	71.6	100.0	106.6	112.7	120.3	122.4	97.7	99.8	109.5	123.6	132.5	-
3161	Leather and hide tanning and finishing	94.0	100.0	100.3	98.1	100.1	100.3	81.2	82.2	93.5	118.7	118.1	-
3162	Footwear	76.7	100.0	102.1	117.3	122.3	130.7	102.7	104.8	100.7	105.6	115.4	-
3169	Other leather products	92.3	100.0	113.3	110.4	122.8	117.6	96.2	100.3	127.7	149.7	174.6	-
321	Wood products	95.0	100.0	101.2	102.9	102.7	106.1	113.6	114.7	115.6	123.1	124.9	-
3211	Sawmills and wood preservation	77.6	100.0	100.3	104.7	105.4	108.8	114.4	121.3	118.2	127.3	129.7	-
3212	Plywood and engineered wood products	99.7	100.0	105.1	98.7	98.8	105.2	110.3	107.0	102.9	110.2	117.4	-
3219	Other wood products	103.0	100.0	101.0	104.5	103.0	104.7	113.9	113.9	119.6	126.3	125.3	-
322	Paper and paper products	85.8	100.0	102.3	104.1	106.3	106.8	114.2	118.9	123.4	124.5	127.3	-
3221	Pulp, paper, and paperboard mills	81.7	100.0	102.5	111.1	116.3	119.9	133.1	141.4	148.0	147.7	151.1	-
3222	Converted paper products	89.0	100.0	102.5	100.1	101.1	100.5	105.6	109.6	112.9	114.8	116.6	-
323	Printing and related support activities	97.6	100.0	100.6	102.8	104.6	105.3	110.2	111.1	114.5	119.5	121.1	-
3231	Printing and related support activities	97.6	100.0	100.6	102.8	104.6	105.3	110.2	111.1	114.5	119.5	121.1	-
324	Petroleum and coal products	71.1	100.0	102.2	107.1	113.5	112.1	118.0	119.2	123.4	123.8	122.8	-
3241	Petroleum and coal products	71.1	100.0	102.2	107.1	113.5	112.1	118.0	119.2	123.4	123.8	122.8	-
325	Chemicals	85.9	100.0	99.9	103.5	106.6	105.3	114.2	118.4	125.8	134.1	137.5	-
3251	Basic chemicals	94.6	100.0	102.8	115.7	117.5	108.8	123.8	136.0	154.4	165.2	169.3	-
3252	Resin, rubber, and artificial fibers	77.4	100.0	106.0	109.8	109.8	106.2	123.1	122.2	121.9	130.5	134.9	-
3253	Agricultural chemicals	80.4	100.0	98.8	87.4	92.1	90.0	99.2	108.4	117.4	132.5	130.7	-
3254	Pharmaceuticals and medicines	87.3	100.0	93.8	95.7	95.6	99.5	97.4	101.5	104.1	110.0	115.0	-
3255	Paints, coatings, and adhesives	89.4	100.0	100.1	100.3	100.8	105.6	108.9	115.2	119.1	120.8	115.4	-
3256	Soap, cleaning compounds, and toiletries	84.4	100.0	98.0	93.0	102.8	106.0	124.1	118.2	135.3	153.1	162.9	-
3259	Other chemical products and preparations	75.4	100.0	99.2	109.3	119.7	110.4	120.8	123.0	121.3	123.5	118.1	-
326	Plastics and rubber products	80.9	100.0	103.2	107.9	110.2	112.3	120.8	126.0	128.7	132.6	132.8	-
3261	Plastics products	83.1	100.0	104.2	109.9	112.3	114.6	123.8	129.5	131.9	135.6	133.8	-
3262	Rubber products	75.5	100.0	99.4	100.2	101.7	102.3	107.1	111.0	114.4	118.7	124.9	-
327	Nonmetallic mineral products	87.6	100.0	103.7	104.3	102.5	100.0	104.6	111.2	108.7	115.3	114.6	-
3271	Clay products and refractories	86.9	100.0	101.2	102.7	102.9	98.4	99.7	103.5	109.2	114.6	111.9	-
3272	Glass and glass products	82.4	100.0	101.3	106.7	108.1	102.9	107.5	115.3	113.8	123.1	132.9	-
3273	Cement and concrete products	93.6	100.0	105.1	105.9	101.6	98.0	102.4	108.3	102.8	106.5	103.1	-

50. Continued - Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
4241	Paper and paper products	85.6	100.0	98.4	100.1	100.9	104.6	116.6	119.7	130.9	141.7	136.9	146.5
4242	Druggists' goods	70.7	100.0	94.2	93.1	85.9	84.9	89.8	100.2	105.8	112.1	109.7	104.3
4243	Apparel and piece goods	86.3	100.0	103.6	105.1	108.8	115.2	122.8	125.9	131.0	140.8	146.6	148.3
4244	Grocery and related products	87.9	100.0	101.1	101.0	102.4	101.9	98.6	104.9	104.1	103.4	103.8	109.7
4245	Farm product raw materials	81.6	100.0	94.3	101.6	105.1	102.1	98.1	98.2	109.3	111.0	117.9	125.1
4246	Chemicals	90.4	100.0	97.1	93.3	87.9	85.3	89.1	92.2	91.2	87.4	85.1	86.4
4247	Petroleum	84.4	100.0	88.5	102.9	138.1	140.6	153.6	151.1	163.2	153.3	149.4	149.1
4248	Alcoholic beverages	99.3	100.0	106.5	105.6	108.4	106.4	106.8	107.9	103.1	104.0	107.4	108.5
4249	Miscellaneous nondurable goods	111.2	100.0	105.4	106.8	115.0	111.9	106.1	109.8	120.7	124.1	121.9	117.1
425	Electronic markets and agents and brokers	64.3	100.0	102.4	112.3	120.1	110.7	109.8	104.5	101.6	91.5	95.0	98.3
4251	Electronic markets and agents and brokers	64.3	100.0	102.4	112.3	120.1	110.7	109.8	104.5	101.6	91.5	95.0	98.3
	Retail trade												
44-45	Retail trade	79.2	100.0	105.7	112.7	116.1	120.1	125.6	131.6	137.9	141.3	147.3	152.7
441	Motor vehicle and parts dealers	78.4	100.0	106.4	115.1	114.3	116.0	119.9	124.3	127.3	126.7	129.3	132.2
4411	Automobile dealers	79.2	100.0	106.5	116.3	113.7	115.5	117.2	119.5	124.7	123.5	125.8	129.8
4412	Other motor vehicle dealers	74.1	100.0	109.6	114.8	115.3	124.6	133.6	133.8	143.3	134.6	142.6	146.9
4413	Auto parts, accessories, and tire stores	71.8	100.0	105.1	107.6	108.4	101.3	107.7	115.1	110.1	115.5	115.9	112.0
442	Furniture and home furnishings stores	75.1	100.0	104.1	110.8	115.9	122.4	129.3	134.6	146.7	150.5	158.2	168.7
4421	Furniture stores	77.3	100.0	104.3	107.5	112.0	119.7	125.2	128.8	139.2	142.3	151.1	156.6
4422	Home furnishings stores	71.3	100.0	104.1	115.2	121.0	126.1	134.9	142.6	156.8	161.4	168.3	184.6
443	Electronics and appliance stores	38.0	100.0	122.6	150.6	173.7	196.7	233.5	292.7	334.1	367.5	412.0	471.1
4431	Electronics and appliance stores	38.0	100.0	122.6	150.6	173.7	196.7	233.5	292.7	334.1	367.5	412.0	471.1
444	Building material and garden supply stores	75.8	100.0	107.4	113.8	113.3	116.8	120.8	127.1	134.6	134.8	137.9	142.2
4441	Building material and supplies dealers	77.6	100.0	108.3	115.3	115.1	116.7	121.3	127.4	134.0	134.9	138.0	140.0
4442	Lawn and garden equipment and supplies stores	66.9	100.0	102.4	105.5	103.1	118.4	118.3	125.7	140.1	134.7	138.3	162.1
445	Food and beverage stores	110.8	100.0	99.9	101.9	101.0	103.8	104.7	107.2	112.9	117.9	120.6	123.8
4451	Grocery stores	111.1	100.0	99.6	102.5	101.1	103.3	104.8	106.7	112.2	116.8	118.2	120.6
4452	Specialty food stores	138.5	100.0	100.5	96.4	98.5	108.2	105.3	112.2	120.3	125.3	139.4	145.4
4453	Beer, wine, and liquor stores	93.6	100.0	104.6	99.1	105.7	107.1	110.1	117.0	127.8	139.8	146.1	156.8
446	Health and personal care stores	84.0	100.0	104.0	107.1	112.2	116.2	122.9	129.5	134.3	133.4	139.3	139.0
4461	Health and personal care stores	84.0	100.0	104.0	107.1	112.2	116.2	122.9	129.5	134.3	133.4	139.3	139.0
447	Gasoline stations	83.9	100.0	106.7	110.7	107.7	112.9	125.1	119.9	122.2	124.7	124.9	129.3
4471	Gasoline stations	83.9	100.0	106.7	110.7	107.7	112.9	125.1	119.9	122.2	124.7	124.9	129.3
448	Clothing and clothing accessories stores	66.3	100.0	106.3	114.0	123.5	126.4	131.3	138.9	139.1	147.6	162.4	176.6
4481	Clothing stores	67.1	100.0	108.7	114.2	125.0	130.3	136.0	141.8	140.9	153.0	169.4	186.9
4482	Shoe stores	65.3	100.0	94.2	104.9	110.0	111.5	125.2	132.5	124.8	132.0	145.1	141.6
4483	Jewelry, luggage, and leather goods stores	64.5	100.0	108.7	122.5	130.5	123.9	118.7	132.9	144.3	138.9	148.3	162.9
451	Sporting goods, hobby, book, and music stores	74.9	100.0	107.9	114.0	121.1	127.1	127.6	131.5	151.1	163.5	170.5	167.8
4511	Sporting goods and musical instrument stores	73.2	100.0	111.5	119.8	129.4	134.5	136.0	141.1	166.0	179.3	191.4	189.2
4512	Book, periodical, and music stores	78.9	100.0	101.0	103.2	105.8	113.0	111.6	113.7	123.6	134.3	132.4	128.3
452	General merchandise stores	73.5	100.0	105.3	113.4	120.2	124.8	129.1	136.9	140.7	145.0	149.8	152.5
4521	Department stores	87.2	100.0	100.4	104.5	106.2	103.8	102.0	106.8	109.0	110.0	112.7	107.0
4529	Other general merchandise stores	54.8	100.0	114.7	131.0	147.3	164.7	179.3	188.8	192.9	199.8	204.8	219.3
453	Miscellaneous store retailers	65.1	100.0	108.9	111.3	114.1	112.6	119.1	126.1	130.8	139.2	155.0	160.8
4531	Florists	77.6	100.0	102.3	116.2	115.2	102.7	113.8	108.9	103.4	123.7	145.1	132.9
4532	Office supplies, stationery and gift stores	61.4	100.0	111.5	119.2	127.3	132.3	141.5	153.9	172.8	182.4	204.8	224.5
4533	Used merchandise stores	64.5	100.0	119.1	113.4	116.5	121.9	142.0	149.7	152.6	156.6	167.6	182.0
4539	Other miscellaneous store retailers	68.3	100.0	105.3	103.0	104.4	96.9	94.4	99.9	96.9	101.6	114.0	115.4
454	Nonstore retailers	50.7	100.0	114.3	128.9	152.2	163.6	182.1	195.5	215.5	220.6	261.9	290.8
4541	Electronic shopping and mail-order houses	39.4	100.0	120.2	142.6	160.2	179.6	212.7	243.6	273.0	290.1	355.9	397.2
4542	Vending machine operators	95.5	100.0	106.3	105.4	111.1	95.7	91.3	102.3	110.5	114.4	125.7	132.4
4543	Direct selling establishments	70.8	100.0	101.9	104.3	122.5	127.9	135.1	127.0	130.3	119.6	127.5	138.4
	Transportation and warehousing												
481	Air transportation	81.1	100.0	97.6	98.2	98.1	91.9	102.1	112.8	126.9	135.5	142.5	-
482111	Line-haul railroads	58.9	100.0	102.1	105.5	114.3	121.9	131.9	142.0	146.4	138.4	142.8	-
48412	General freight trucking, long-distance	85.7	100.0	99.4	99.1	101.9	103.2	107.0	110.7	110.7	113.2	112.3	-
48421	Used household and office goods moving	106.7	100.0	91.0	96.1	94.8	84.0	81.6	86.2	88.6	88.3	87.0	-
491	U.S. Postal service	90.9	100.0	101.6	102.8	105.5	106.3	106.4	107.8	110.0	111.2	111.3	-
4911	U.S. Postal service	90.9	100.0	101.6	102.8	105.5	106.3	106.4	107.8	110.0	111.2	111.3	-
492	Couriers and messengers	148.3	100.0	112.6	117.6	122.0	123.4	131.1	134.0	126.8	125.1	128.6	-
493	Warehousing and storage	-	100.0	106.4	107.7	109.3	115.3	122.1	124.8	122.5	124.9	122.3	-
4931	Warehousing and storage	-	100.0	106.4	107.7	109.3	115.3	122.1	124.8	122.5	124.9	122.3	-
49311	General warehousing and storage	-	100.0	112.1	112.9	115.8	126.3	136.1	138.9	131.0	132.2	127.9	-
49312	Refrigerated warehousing and storage	-	100.0	97.9	103.4	95.4	85.4	87.2	92.3	99.3	97.5	88.5	-
	Information												
511	Publishing industries, except internet	64.1	100.0	116.1	116.3	117.1	116.6	117.2	126.4	130.7	136.5	142.7	-

50. Continued - Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
5111	Newspaper, book, and directory publishers	105.0	100.0	103.9	104.1	107.7	105.8	104.7	109.5	106.6	107.6	110.8	-
5112	Software publishers	10.2	100.0	134.8	129.2	119.2	117.4	122.1	138.1	160.6	173.7	177.0	-
51213	Motion picture and video exhibition	90.7	100.0	99.8	101.8	106.5	101.6	99.8	100.4	103.6	102.4	105.7	-
515	Broadcasting, except internet	99.5	100.0	100.8	102.9	103.6	99.2	104.0	107.9	112.5	117.7	125.5	-
5151	Radio and television broadcasting	98.1	100.0	91.5	92.6	92.1	89.6	95.1	94.6	96.6	100.9	109.5	-
5152	Cable and other subscription programming	105.6	100.0	136.2	139.1	141.2	128.1	129.8	146.0	158.7	164.6	169.9	-
5171	Wired telecommunications carriers	56.9	100.0	107.7	116.7	122.7	116.7	124.1	130.5	131.7	138.2	146.2	-
5172	Wireless telecommunications carriers	75.6	100.0	110.5	145.2	152.8	191.9	217.9	242.6	292.2	381.9	435.9	-
5175	Cable and other program distribution	105.2	100.0	97.1	95.8	91.6	87.7	95.0	101.3	113.8	110.6	110.6	-
	Finance and insurance												
52211	Commercial banking	72.8	100.0	97.0	99.8	102.7	99.6	102.1	103.6	108.4	108.5	114.2	-
	Real estate and rental and leasing												
532111	Passenger car rental	92.7	100.0	100.1	112.2	112.3	111.1	114.6	121.1	118.2	110.2	111.8	-
53212	Truck, trailer, and RV rental and leasing	60.3	100.0	115.4	120.9	121.7	113.5	114.0	115.8	136.6	145.1	162.2	-
53223	Video tape and disc rental	77.0	100.0	113.2	129.4	134.9	133.3	130.3	148.5	154.5	144.2	176.4	-
	Professional and technical services												
541213	Tax preparation services	82.9	100.0	107.6	105.8	100.9	94.4	111.4	110.0	99.9	103.6	99.7	-
54131	Architectural services	90.0	100.0	111.4	106.8	107.6	111.0	107.6	112.6	118.3	120.8	119.1	-
54133	Engineering services	90.2	100.0	98.2	98.0	102.0	100.1	100.5	100.5	107.8	115.4	116.2	-
54181	Advertising agencies	95.9	100.0	89.2	97.9	107.5	106.9	113.1	121.1	133.5	131.5	132.8	-
541921	Photography studios, portrait	98.1	100.0	124.8	109.8	108.9	102.2	97.6	104.1	93.0	93.5	95.3	-
	Administrative and waste services												
56131	Employment placement agencies	-	100.0	86.8	93.2	89.8	99.6	116.8	115.4	119.8	115.9	122.9	-
56151	Travel agencies	89.3	100.0	111.4	115.5	119.4	115.2	127.6	147.2	167.2	182.4	189.9	-
56172	Janitorial services	75.1	100.0	95.3	98.6	101.0	102.1	105.6	118.8	116.6	121.5	115.6	-
	Health care and social assistance												
6215	Medical and diagnostic laboratories	-	100.0	118.8	124.7	131.9	135.3	137.6	140.8	140.8	137.9	140.1	-
621511	Medical laboratories	-	100.0	117.2	121.4	127.4	127.7	123.1	128.6	130.7	126.0	128.2	-
621512	Diagnostic imaging centers	-	100.0	121.4	129.7	139.9	148.3	163.3	160.0	153.5	154.0	156.3	-
	Arts, entertainment, and recreation												
71311	Amusement and theme parks	112.0	100.0	110.5	105.2	106.0	93.0	106.5	113.2	101.4	109.9	97.7	-
71395	Bowling centers	106.0	100.0	89.9	89.4	93.4	94.3	96.4	102.4	107.9	106.1	110.6	-
	Accommodation and food services												
7211	Traveler accommodation	85.1	100.0	100.1	105.6	111.8	107.6	112.1	114.4	120.4	115.0	111.8	-
722	Food services and drinking places	96.0	100.0	101.0	100.9	103.5	103.8	104.4	106.3	107.0	107.9	109.7	109.2
7221	Full-service restaurants	92.1	100.0	100.9	100.8	103.0	103.6	104.4	104.2	104.8	105.2	106.0	105.1
7222	Limited-service eating places	96.5	100.0	101.2	100.4	102.0	102.5	102.7	105.4	106.8	107.5	109.8	108.6
7223	Special food services	89.9	100.0	100.6	105.2	115.0	115.3	114.9	117.6	118.0	119.2	118.7	120.2
7224	Drinking places, alcoholic beverages	136.7	100.0	99.7	98.8	100.6	97.6	102.9	118.6	112.2	121.6	135.7	145.2
	Other services												
8111	Automotive repair and maintenance	85.9	100.0	103.6	106.1	109.4	108.9	103.7	104.1	112.0	111.9	112.8	-
81211	Hair, nail, and skin care services	83.5	100.0	108.6	108.6	108.2	114.6	110.4	119.7	125.0	129.9	122.3	-
81221	Funeral homes and funeral services	103.7	100.0	106.8	103.3	94.8	91.8	94.6	95.7	92.9	93.2	99.7	-
8123	Drycleaning and laundry services	97.1	100.0	100.1	105.0	107.6	110.9	112.5	103.8	110.6	120.5	119.6	-
81292	Photofinishing	95.8	100.0	69.3	76.3	73.8	81.2	100.5	100.5	102.0	112.4	114.4	-

NOTE: Dash indicates data are not available.

51. Unemployment rates, approximating U.S. concepts, 10 countries, seasonally adjusted

[Percent]

Country	2006	2007	2006				2007				2008		
			I	II	III	IV	I	II	III	IV	I	II	III
United States	4.6	4.6	4.7	4.7	4.7	4.4	4.5	4.5	4.7	4.8	4.9	5.3	6.0
Canada	5.5	5.3	5.7	5.4	5.6	5.4	5.4	5.3	5.2	5.2	5.2	5.3	5.3
Australia	4.8	4.4	5.0	4.9	4.7	4.5	4.5	4.3	4.3	4.3	4.1	4.3	4.2
Japan	4.2	3.9	4.2	4.2	4.2	4.1	4.0	3.8	3.8	3.9	3.9	4.0	4.1
France	9.5	8.6	9.9	9.5	9.5	9.2	9.1	8.7	8.5	8.2	8.0	8.0	8.3
Germany	10.4	8.7	11.1	10.6	10.1	9.6	9.3	8.9	8.5	8.1	7.8	7.6	7.5
Italy	6.9	6.2	7.3	6.9	6.7	6.5	6.2	6.1	6.2	6.4	6.7	6.8	-
Netherlands	3.9	3.2	4.3	3.9	3.8	3.8	3.6	3.2	3.0	3.0	2.9	2.8	2.5
Sweden	7.0	6.1	7.3	7.3	6.7	6.5	6.4	6.1	5.8	5.9	5.8	5.8	5.9
United Kingdom	5.5	5.4	5.3	5.5	5.5	5.5	5.5	5.4	5.3	5.2	5.3	5.4	-

NOTE: Dash indicates data not available.

Quarterly figures for France, Germany, Italy, and the Netherlands are calculated by applying annual adjustment factors to current published data and therefore should be viewed as less precise indicators of unemployment under U.S. concepts than the annual figures. Quarterly figures for Sweden are BLS seasonally adjusted estimates derived from Swedish not seasonally adjusted data. For further qualifications and historical annual data, see the BLS report *International comparisons of annual labor force statistics, 10 countries* (on the internet at **http://www.bls.gov/fls/flscomparelf.htm**). For monthly unemployment rates, as well as the quarterly and annual rates published in this table, see the BLS report *Unemployment rates in 10 countries, civilian labor force basis, approximating U.S. concepts, seasonally adjusted* (on the Internet at **http://www.bls.gov/fls/flsjec.pdf**). Unemployment rates may differ between the two reports mentioned, because the former is updated annually, whereas the latter is updated monthly and reflects the most recent revisions in source data.

52. Annual data: employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Civilian labor force											
United States	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401	149,320	151,428	153,124
Canada	14,884	15,135	15,403	15,637	15,891	16,366	16,733	16,955	17,108	17,351	17,696
Australia	9,204	9,339	9,414	9,590	9,744	9,893	10,079	10,221	10,506	10,699	10,949
Japan	67,200	67,240	67,090	66,990	66,860	66,240	66,010	65,770	65,850	65,960	66,080
France	25,116	25,434	25,791	26,099	26,393	26,646	26,851	26,937	27,092	27,322	27,535
Germany	39,415	39,752	39,375	39,302	39,459	39,413	39,276	39,711	40,760	41,250	41,416
Italy	22,753	23,004	23,176	23,361	23,524	23,728	24,020	24,084	24,179	24,395	24,459
Netherlands	7,612	7,744	7,881	8,052	8,199	8,345	8,379	8,439	8,459	8,541	8,686
Sweden	4,414	4,401	4,423	4,482	4,522	4,537	4,557	4,571	4,694	4,748	4,823
United Kingdom	28,403	28,474	28,786	28,962	29,092	29,343	29,564	29,802	30,138	30,600	30,790
Participation rate[1]											
United States	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0	66.0	66.2	66.0
Canada	65.1	65.4	65.9	66.0	66.1	67.1	67.7	67.7	67.4	67.4	67.7
Australia	64.3	64.3	64.0	64.4	64.4	64.3	64.6	64.6	65.3	65.6	66.0
Japan	63.2	62.8	62.4	62.0	61.6	60.8	60.3	60.0	60.0	60.0	60.0
France	55.6	56.0	56.3	56.6	56.7	56.8	56.8	56.6	56.5	56.6	56.7
Germany	57.3	57.7	56.9	56.7	56.7	56.4	56.0	56.4	57.6	58.2	58.4
Italy	47.3	47.7	47.9	48.1	48.3	48.5	49.1	49.1	48.7	48.9	48.6
Netherlands	61.1	61.8	62.5	63.4	64.0	64.7	64.6	64.8	64.7	65.1	65.9
Sweden	63.2	62.8	62.7	63.7	63.6	63.9	63.8	63.6	64.8	64.9	65.3
United Kingdom	62.5	62.4	62.8	62.8	62.7	62.9	62.9	63.0	63.1	63.5	63.4
Employed											
United States	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252	141,730	144,427	146,047
Canada	13,637	13,973	14,331	14,681	14,866	15,223	15,586	15,861	16,080	16,393	16,767
Australia	8,444	8,618	8,762	8,989	9,086	9,264	9,480	9,668	9,975	10,186	10,470
Japan	64,900	64,450	63,920	63,790	63,460	62,650	62,510	62,640	62,910	63,210	63,510
France	22,176	22,597	23,080	23,714	24,167	24,312	24,373	24,354	24,493	24,717	25,162
Germany	35,508	36,059	36,042	36,236	36,350	36,018	35,615	35,604	36,185	36,978	37,815
Italy	20,169	20,370	20,617	20,973	21,359	21,666	21,972	22,124	22,290	22,721	22,953
Netherlands	7,189	7,408	7,605	7,813	8,014	8,114	8,069	8,052	8,056	8,205	8,408
Sweden	3,969	4,033	4,110	4,222	4,295	4,303	4,293	4,271	4,334	4,416	4,530
United Kingdom	26,413	26,684	27,058	27,375	27,603	27,815	28,077	28,379	28,674	28,930	29,138
Employment-population ratio[2]											
United States	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3	62.7	63.1	63.0
Canada	59.6	60.4	61.3	62.0	61.9	62.4	63.1	63.3	63.4	63.6	64.2
Australia	59.0	59.3	59.6	60.3	60.0	60.2	60.7	61.1	62.0	62.5	63.1
Japan	61.0	60.2	59.4	59.0	58.4	57.5	57.1	57.1	57.3	57.5	57.6
France	49.1	49.7	50.4	51.4	51.9	51.8	51.5	51.1	51.1	51.2	51.8
Germany	51.6	52.3	52.1	52.2	52.2	51.5	50.8	50.6	51.2	52.2	53.3
Italy	41.9	42.2	42.6	43.2	43.8	44.3	44.9	45.1	44.9	45.5	45.6
Netherlands	57.7	59.1	60.3	61.5	62.6	62.9	62.2	61.8	61.6	62.5	63.8
Sweden	56.8	57.6	58.3	60.0	60.4	60.6	60.1	59.4	59.9	60.4	61.3
United Kingdom	58.1	58.5	59.0	59.4	59.5	59.6	59.8	60.0	60.0	60.1	60.0
Unemployed											
United States	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149	7,591	7,001	7,078
Canada	1,248	1,162	1,072	956	1,026	1,143	1,147	1,093	1,028	958	929
Australia	759	721	652	602	658	629	599	553	531	512	478
Japan	2,300	2,790	3,170	3,200	3,400	3,590	3,500	3,130	2,940	2,750	2,570
France	2,940	2,837	2,711	2,385	2,226	2,334	2,478	2,583	2,599	2,605	2,374
Germany	3,907	3,693	3,333	3,065	3,110	3,396	3,661	4,107	4,575	4,272	3,601
Italy	2,584	2,634	2,559	2,388	2,164	2,062	2,048	1,960	1,889	1,673	1,506
Netherlands	423	337	277	239	186	231	310	387	402	336	278
Sweden	445	368	313	260	227	234	264	300	361	332	293
United Kingdom	1,991	1,790	1,728	1,587	1,488	1,528	1,488	1,422	1,463	1,670	1,652
Unemployment rate											
United States	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5	5.1	4.6	4.6
Canada	8.4	7.7	7.0	6.1	6.5	7.0	6.9	6.4	6.0	5.5	5.3
Australia	8.3	7.7	6.9	6.3	6.8	6.4	5.9	5.4	5.1	4.8	4.4
Japan	3.4	4.1	4.7	4.8	5.1	5.4	5.3	4.8	4.5	4.2	3.9
France	11.7	11.2	10.5	9.1	8.4	8.8	9.2	9.6	9.6	9.5	8.6
Germany	9.9	9.3	8.5	7.8	7.9	8.6	9.3	10.3	11.2	10.4	8.7
Italy	11.4	11.5	11.0	10.2	9.2	8.7	8.5	8.1	7.8	6.9	6.2
Netherlands	5.6	4.4	3.5	3.0	2.3	2.8	3.7	4.6	4.8	3.9	3.2
Sweden	10.1	8.4	7.1	5.8	5.0	5.2	5.8	6.6	7.7	7.0	6.1
United Kingdom	7.0	6.3	6.0	5.5	5.1	5.2	5.0	4.8	4.9	5.5	5.4

[1] Labor force as a percent of the working-age population.

[2] Employment as a percent of the working-age population.

NOTE: There are breaks in series for the United States (1997, 1998, 1999, 2000, 2003, 2004), Australia (2001), Germany (1999, 2005), the Netherlands (2000, 2003), and Sweden (2005). For further qualifications and historical annual data, see the BLS report *International comparisons of annual labor force statistics. 10 countries* (on the Internet at **http://www.bls.gov/fls/flscomparelf.htm**). Unemployment rates may differ from those in the BLS report *Unemployment rates in 10 countries, civilian labor force basis, approximating U.S. concepts, seasonally adjusted* (on the Internet at **http://www.bls.gov/fls/flsjec.pdf**), because the former is updated annually, whereas the latter is updated monthly and reflects the most recent revisions in source data.

53. Annual indexes of manufacturing productivity and related measures, 16 economies

[1996 = 100]

Measure and economy	1980	1990	1993	1994	1995	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Output per hour																
United States	58.6	80.1	88.1	92.7	96.2	104.2	111.5	117.1	126.1	127.4	140.9	149.8	159.0	162.4	165.9	172.7
Canada	66.5	85.2	94.0	99.3	100.5	104.5	109.6	114.2	121.1	118.5	120.5	121.1	123.1	127.8	127.7	130.4
Australia	72.6	91.1	96.2	98.7	97.2	102.2	107.3	109.0	115.2	117.9	123.2	125.5	127.2	128.1	129.4	133.4
Japan	54.8	81.3	87.6	89.0	95.6	103.5	104.5	107.3	113.0	110.6	114.7	122.5	131.0	139.6	142.2	146.2
Korea, Rep. of	–	58.0	75.9	82.8	90.9	112.8	125.7	139.8	151.7	150.6	165.3	176.8	197.2	212.1	233.5	253.9
Taiwan	40.4	73.9	83.4	86.6	93.0	104.1	109.2	116.0	122.2	127.7	139.2	143.6	150.9	162.3	173.9	189.0
Belgium	57.2	84.7	89.6	94.4	98.6	109.8	111.2	110.2	114.1	115.3	119.1	122.0	127.6	131.5	134.4	137.3
Denmark	75.3	90.3	92.0	103.4	103.4	108.0	107.4	109.1	113.0	113.2	113.9	118.7	125.5	126.9	133.4	134.3
France	56.9	84.2	90.0	95.9	99.7	105.9	111.4	116.2	124.5	127.0	132.4	138.4	142.2	148.7	154.6	158.5
Germany	67.1	86.1	89.1	95.8	97.3	105.9	106.3	108.9	116.5	119.5	120.7	125.0	129.7	134.6	144.1	151.3
Italy	60.1	82.5	87.2	94.9	99.5	102.0	100.6	101.4	106.7	107.0	105.7	103.5	105.0	106.4	105.9	105.4
Netherlands	58.7	81.4	86.2	94.1	97.9	100.3	103.2	107.4	115.2	115.7	119.2	121.7	129.9	135.8	140.2	144.0
Norway	77.3	96.8	98.3	98.3	97.1	100.2	97.7	101.1	104.2	107.1	110.2	119.7	126.8	131.2	135.0	134.7
Spain	62.8	86.8	94.9	97.8	101.2	101.0	102.7	104.5	105.6	108.0	108.4	111.1	113.2	115.4	117.7	122.2
Sweden	60.0	73.9	82.6	91.1	96.8	109.1	115.6	126.2	134.8	131.0	145.3	157.1	173.9	184.7	195.6	197.3
United Kingdom	55.9	87.8	100.1	102.7	101.0	102.0	102.9	107.8	115.2	119.4	122.4	128.2	136.0	140.2	147.0	150.8
Output																
United States	60.5	80.7	85.7	92.2	96.4	106.1	113.2	118.1	125.5	118.5	121.8	123.2	130.1	131.4	135.2	138.3
Canada	71.2	88.7	87.7	94.4	98.7	106.3	111.7	121.0	133.1	128.0	129.0	128.3	131.4	133.5	132.2	130.8
Australia	80.2	93.1	92.7	97.5	96.9	102.3	105.2	105.0	109.9	108.9	114.2	116.2	116.3	115.8	114.7	118.6
Japan	59.0	94.3	93.5	92.1	95.9	102.5	97.1	96.7	101.8	96.2	94.7	99.8	105.6	111.1	115.8	119.0
Korea, Rep. of	20.5	63.2	75.5	84.1	94.0	104.9	96.6	117.6	137.6	140.6	151.2	159.6	177.3	189.8	205.9	219.3
Taiwan	38.2	76.7	85.0	90.1	95.0	105.7	109.1	117.1	125.7	116.4	126.7	133.5	146.5	156.7	168.4	185.8
Belgium	74.8	96.6	92.8	97.0	99.6	108.2	110.1	110.2	114.9	114.9	114.0	112.5	116.6	116.3	119.4	122.4
Denmark	85.6	94.7	90.3	100.0	104.8	108.2	109.1	110.0	113.9	114.0	110.7	107.6	109.3	105.9	111.7	116.2
France	83.2	97.5	93.8	96.8	100.3	104.7	109.7	113.4	118.6	119.8	119.7	121.9	123.0	125.9	127.2	128.8
Germany	92.3	107.2	99.9	103.1	102.1	104.4	105.6	106.6	113.9	115.8	113.4	114.2	118.3	120.0	127.0	135.0
Italy	74.7	92.6	89.9	95.9	100.5	101.5	102.4	102.2	106.5	106.2	105.0	102.2	103.0	102.5	103.7	104.8
Netherlands	70.5	89.2	90.2	95.0	98.6	101.4	104.8	108.7	116.0	115.8	115.9	114.6	118.5	120.9	124.1	128.1
Norway	96.7	92.9	93.2	95.7	96.1	104.3	103.6	103.5	102.9	102.2	101.6	105.0	111.0	115.9	123.9	129.3
Spain	75.5	94.6	92.4	94.0	97.6	106.4	112.9	119.3	124.6	128.6	128.4	130.0	130.9	132.4	134.8	138.6
Sweden	67.1	80.4	74.1	85.5	96.8	107.8	116.7	127.6	138.1	134.9	143.4	150.4	164.2	171.8	180.6	185.2
United Kingdom	80.3	96.9	93.4	97.8	99.3	101.8	102.4	103.4	105.8	104.5	101.7	101.9	104.0	102.8	104.4	105.0
Total hours																
United States	103.3	100.7	97.3	99.5	100.2	101.8	101.5	100.9	99.6	93.0	86.5	82.2	81.8	80.9	81.5	80.1
Canada	107.0	104.1	93.3	95.1	98.3	101.6	101.9	105.9	109.9	107.9	107.1	105.9	106.7	104.4	103.5	100.3
Australia	110.5	102.2	96.4	98.7	99.7	100.1	98.1	96.3	95.4	92.3	92.7	92.6	91.4	90.4	88.7	88.9
Japan	107.6	115.9	106.7	103.5	100.4	99.1	92.9	90.2	90.1	87.0	82.6	81.4	80.6	79.6	81.5	81.4
Korea, Rep. of	–	109.0	99.5	101.6	103.3	93.0	76.8	84.1	90.7	93.3	91.5	90.2	89.9	89.5	88.2	86.4
Taiwan	94.5	103.7	101.9	104.0	102.2	101.6	99.9	101.0	102.9	91.1	91.1	92.9	97.1	96.5	96.8	98.3
Belgium	130.9	114.1	103.5	102.8	101.0	98.6	98.9	100.0	100.6	99.6	95.7	92.2	91.4	88.5	88.9	89.2
Denmark	113.7	104.8	98.1	96.7	101.4	100.2	101.5	100.8	100.8	100.7	97.2	90.7	87.1	83.5	83.7	86.5
France	146.3	115.8	104.1	101.0	100.6	98.9	98.5	97.6	95.3	94.3	90.4	88.1	86.5	84.7	82.3	81.2
Germany	137.4	124.6	112.1	107.6	105.0	98.6	99.4	97.9	97.7	96.9	94.0	91.4	91.2	89.2	88.1	89.2
Italy	124.3	112.2	103.1	101.1	100.9	99.5	101.8	100.8	99.9	99.3	99.3	98.8	98.1	96.4	97.9	99.4
Netherlands	120.1	109.6	104.6	100.9	100.7	101.0	101.5	101.2	100.7	100.1	97.2	94.1	91.2	89.0	88.5	88.9
Norway	125.1	96.0	94.8	97.3	99.0	104.1	106.1	102.4	98.8	95.4	92.3	87.7	87.5	88.4	91.8	96.0
Spain	120.3	109.0	97.4	96.1	96.4	105.4	109.9	114.1	118.0	119.0	118.4	117.0	115.6	114.7	114.6	113.4
Sweden	111.8	108.8	89.7	93.9	100.0	98.8	100.9	101.1	102.4	103.0	98.7	95.7	94.4	93.0	92.4	93.9
United Kingdom	143.8	110.4	93.3	95.2	98.3	99.8	99.6	95.9	91.8	87.5	83.1	79.5	76.5	73.3	71.0	69.6
Hourly compensation (national currency basis)																
United States	51.2	82.7	93.3	96.3	98.1	102.6	108.6	112.9	123.2	126.1	135.2	144.7	147.7	150.5	156.7	162.2
Canada	43.8	82.4	93.5	96.2	98.5	102.4	107.7	110.0	113.6	116.7	120.6	125.5	129.1	135.4	138.0	143.2
Australia	–	79.5	89.3	90.4	95.7	103.0	107.3	111.7	116.3	123.6	129.3	134.5	141.6	150.7	160.3	169.9
Japan	53.7	83.0	94.1	96.0	99.2	103.3	105.9	105.7	105.1	106.5	107.2	104.9	105.9	106.8	105.3	105.0
Korea, Rep. of	–	36.1	61.6	70.8	85.9	108.7	118.4	119.0	127.1	131.1	144.4	151.5	173.0	186.8	202.9	218.6
Taiwan	23.1	66.5	82.6	86.6	93.8	103.1	107.0	108.9	111.0	118.1	114.4	116.3	118.2	122.8	125.2	127.2
Belgium	47.5	81.4	94.8	95.5	98.2	103.8	105.3	106.7	108.6	114.3	119.3	122.8	125.4	129.8	132.5	136.0
Denmark	39.5	83.1	90.9	94.1	96.0	103.4	106.1	108.8	110.9	116.2	121.2	129.4	134.4	143.6	148.0	150.5
France	34.6	78.9	91.8	95.3	98.1	102.9	103.7	107.0	112.8	115.8	122.8	125.7	129.7	134.4	140.9	145.0
Germany	43.3	72.3	86.7	90.6	95.5	102.0	103.4	105.8	111.3	114.7	117.5	120.2	120.9	122.4	127.5	129.7
Italy	22.6	70.5	85.1	89.6	94.9	104.7	102.8	105.4	108.1	111.8	115.0	119.3	123.4	127.4	129.9	132.7
Netherlands	52.4	79.0	91.7	95.7	98.3	102.3	106.7	110.5	116.1	121.4	128.4	133.5	139.0	141.1	145.0	149.3
Norway	34.3	81.2	89.2	91.9	96.0	104.5	110.6	116.9	123.5	130.9	138.8	144.5	149.2	156.2	165.1	172.9
Spain	23.1	65.9	90.3	93.6	97.6	102.4	103.2	102.9	104.5	108.7	111.8	117.4	121.5	127.3	132.7	139.2
Sweden	32.9	77.4	85.8	88.0	92.8	105.4	109.4	112.8	117.2	122.8	129.4	135.2	138.9	143.6	147.7	152.9
United Kingdom	33.4	82.8	96.2	98.6	100.3	104.4	112.3	118.9	126.2	131.8	139.1	146.1	153.7	159.7	171.0	175.3

See notes at end of table.

53. Continued— Annual indexes of manufacturing productivity and related measures, 16 economies

Measure and economy	1980	1990	1993	1994	1995	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Unit labor costs (national currency basis)																
United States	87.4	103.3	106.0	103.9	102.0	98.5	97.4	96.4	97.7	99.0	96.0	96.6	92.9	92.6	94.4	93.9
Canada	65.9	96.7	99.5	96.9	98.0	98.0	98.3	96.3	93.8	98.5	100.0	103.6	104.9	106.0	108.1	109.8
Australia	–	87.3	92.8	91.5	98.4	100.7	100.0	102.4	100.9	104.8	105.0	107.1	111.3	117.6	123.9	127.4
Japan	98.0	102.1	107.5	107.9	103.8	99.8	101.3	98.6	93.0	96.2	93.5	85.6	80.8	76.5	74.0	71.8
Korea, Rep. of	33.6	62.3	81.2	85.5	94.5	96.4	94.2	85.1	83.8	87.0	87.3	85.7	87.8	88.1	86.9	86.1
Taiwan	57.1	89.9	99.1	100.0	100.9	99.0	97.9	93.9	90.9	92.5	82.2	81.0	78.4	75.7	72.0	67.3
Belgium	83.0	96.1	105.7	101.2	99.6	94.5	94.7	96.9	95.1	99.1	100.2	100.6	98.3	98.7	98.6	99.1
Denmark	52.5	91.9	98.9	91.0	92.9	95.7	98.8	99.7	98.1	102.7	106.4	109.0	107.0	113.1	110.9	112.1
France	60.9	93.7	102.0	99.4	98.5	97.2	93.1	92.1	90.6	91.2	92.8	90.8	91.2	90.4	91.2	91.5
Germany	64.5	84.0	97.3	94.6	98.2	96.3	97.3	97.1	95.5	96.0	97.4	96.1	93.2	91.0	88.5	85.7
Italy	37.6	85.4	97.5	94.4	95.3	102.7	102.2	104.0	101.4	104.5	108.7	115.3	117.6	119.8	122.6	125.8
Netherlands	89.4	97.0	106.4	101.7	100.4	102.0	103.3	102.8	100.8	104.9	107.7	109.7	107.0	103.9	103.5	103.6
Norway	44.4	83.9	90.7	93.4	98.9	104.2	113.2	115.7	118.5	122.2	126.0	120.7	117.6	119.1	122.3	128.3
Spain	36.8	76.0	95.1	95.7	96.5	101.4	100.4	98.5	99.0	100.6	103.1	105.6	107.3	110.3	112.7	113.9
Sweden	54.9	104.8	103.9	96.6	95.8	96.6	94.7	89.4	86.9	93.8	89.1	86.1	79.9	77.8	75.5	77.5
United Kingdom	59.8	94.3	96.1	96.0	99.4	102.4	109.2	110.3	109.5	110.4	113.7	113.9	113.0	113.9	116.3	116.2
Unit labor costs (U.S. dollar basis)																
United States	87.4	103.3	106.0	103.9	102.0	98.5	97.4	96.4	97.7	99.0	96.0	96.6	92.9	92.6	94.4	93.9
Canada	76.8	113.1	105.2	96.7	97.4	96.5	90.4	88.4	86.1	86.7	86.9	100.9	109.9	119.3	130.0	139.5
Australia	–	87.1	80.6	85.5	93.1	95.7	80.4	84.5	75.0	69.2	72.9	89.3	104.7	114.6	119.3	136.6
Japan	47.0	76.6	105.2	114.8	120.2	89.7	84.1	94.3	93.9	86.1	81.2	80.3	81.3	75.6	69.2	66.3
Korea, Rep. of	44.6	70.5	81.1	85.3	98.4	81.9	54.1	57.6	59.6	54.2	56.2	57.9	61.7	69.3	73.3	74.6
Taiwan	43.6	91.8	103.0	103.8	104.6	94.5	80.2	79.8	79.9	75.1	65.4	64.6	64.5	64.7	60.8	56.3
Belgium	87.9	89.1	94.7	93.7	104.7	81.7	80.8	79.2	67.4	68.1	72.7	87.4	93.9	94.3	95.1	104.3
Denmark	54.1	86.2	88.4	83.1	96.2	84.0	85.5	82.7	70.3	71.5	78.2	96.1	103.7	109.5	108.3	119.5
France	73.7	88.0	92.1	91.7	101.0	85.2	80.7	76.5	65.2	63.7	68.4	80.2	88.5	87.8	89.3	97.8
Germany	53.4	78.2	88.5	87.8	103.2	83.5	83.2	79.6	67.8	66.1	70.8	83.7	89.2	87.1	85.5	90.5
Italy	67.7	110.0	95.6	90.4	90.2	93.0	90.8	88.2	74.6	74.5	81.9	104.0	116.5	118.8	122.7	137.5
Netherlands	75.8	89.8	96.6	94.3	105.6	88.1	87.8	83.8	71.2	71.9	77.9	95.0	101.8	98.9	99.5	108.7
Norway	58.1	86.6	82.6	85.5	100.8	95.0	96.8	95.7	86.9	87.8	101.9	110.1	112.7	119.4	123.2	141.6
Spain	65.0	94.4	94.5	90.5	98.0	87.6	85.1	79.9	69.6	68.6	74.2	91.1	101.6	104.5	107.8	118.9
Sweden	87.0	118.7	89.4	84.0	90.0	84.7	79.8	72.5	63.6	60.8	61.4	71.5	72.9	69.8	68.7	77.0
United Kingdom	89.1	107.8	92.5	94.3	100.5	107.4	116.0	114.3	106.4	101.9	109.5	119.3	132.7	132.9	137.4	149.1

NOTE: Data for Germany for years before 1993 are for the former West Germany. Data for 1993 onward are for unified Germany. Dash indicates data not available.

54. Occupational injury and illness rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 full-time workers[3]												
	1989[1]	1990	1991	1992	1993[4]	1994[4]	1995[4]	1996[4]	1997[4]	1998[4]	1999[4]	2000[4]	2001[4]
PRIVATE SECTOR[5]													
Total cases	8.6	8.8	8.4	8.9	8.5	8.4	8.1	7.4	7.1	6.7	6.3	6.1	5.7
Lost workday cases	4.0	4.1	3.9	3.9	3.8	3.8	3.6	3.4	3.3	3.1	3.0	3.0	2.8
Lost workdays	78.7	84.0	86.5	93.8	–	–	–	–	–	–	–	–	–
Agriculture, forestry, and fishing[5]													
Total cases	10.9	11.6	10.8	11.6	11.2	10.0	9.7	8.7	8.4	7.9	7.3	7.1	7.3
Lost workday cases	5.7	5.9	5.4	5.4	5.0	4.7	4.3	3.9	4.1	3.9	3.4	3.6	3.6
Lost workdays	100.9	112.2	108.3	126.9	–	–	–	–	–	–	–	–	–
Mining													
Total cases	8.5	8.3	7.4	7.3	6.8	6.3	6.2	5.4	5.9	4.9	4.4	4.7	4.0
Lost workday cases	4.8	5.0	4.5	4.1	3.9	3.9	3.9	3.2	3.7	2.9	2.7	3.0	2.4
Lost workdays	137.2	119.5	129.6	204.7	–	–	–	–	–	–	–	–	–
Construction													
Total cases	14.3	14.2	13.0	13.1	12.2	11.8	10.6	9.9	9.5	8.8	8.6	8.3	7.9
Lost workday cases	6.8	6.7	6.1	5.8	5.5	5.5	4.9	4.5	4.4	4.0	4.2	4.1	4.0
Lost workdays	143.3	147.9	148.1	161.9	–	–	–	–	–	–	–	–	–
General building contractors:													
Total cases	13.9	13.4	12.0	12.2	11.5	10.9	9.8	9.0	8.5	8.4	8.0	7.8	6.9
Lost workday cases	6.5	6.4	5.5	5.4	5.1	5.1	4.4	4.0	3.7	3.9	3.7	3.9	3.5
Lost workdays	137.3	137.6	132.0	142.7	–	–	–	–	–	–	–	–	–
Heavy construction, except building:													
Total cases	13.8	13.8	12.8	12.1	11.1	10.2	9.9	9.0	8.7	8.2	7.8	7.6	7.8
Lost workday cases	6.5	6.3	6.0	5.4	5.1	5.0	4.8	4.3	4.3	4.1	3.8	3.7	4.0
Lost workdays	147.1	144.6	160.1	165.8	–	–	–	–	–	–	–	–	–
Special trades contractors:													
Total cases	14.6	14.7	13.5	13.8	12.8	12.5	11.1	10.4	10.0	9.1	8.9	8.6	8.2
Lost workday cases	6.9	6.9	6.3	6.1	5.8	5.8	5.0	4.8	4.7	4.1	4.4	4.3	4.1
Lost workdays	144.9	153.1	151.3	168.3	–	–	–	–	–	–	–	–	–
Manufacturing													
Total cases	13.1	13.2	12.7	12.5	12.1	12.2	11.6	10.6	10.3	9.7	9.2	9.0	8.1
Lost workday cases	5.8	5.8	5.6	5.4	5.3	5.5	5.3	4.9	4.8	4.7	4.6	4.5	4.1
Lost workdays	113.0	120.7	121.5	124.6	–	–	–	–	–	–	–	–	–
Durable goods:													
Total cases	14.1	14.2	13.6	13.4	13.1	13.5	12.8	11.6	11.3	10.7	10.1	–	8.8
Lost workday cases	6.0	6.0	5.7	5.5	5.4	5.7	5.6	5.1	5.1	5.0	4.8	–	4.3
Lost workdays	116.5	123.3	122.9	126.7	–	–	–	–	–	–	–	–	–
Lumber and wood products:													
Total cases	18.4	18.1	16.8	16.3	15.9	15.7	14.9	14.2	13.5	13.2	13.0	12.1	10.6
Lost workday cases	9.4	8.8	8.3	7.6	7.6	7.7	7.0	6.8	6.5	6.8	6.7	6.1	5.5
Lost workdays	177.5	172.5	172.0	165.8	–	–	–	–	–	–	–	–	–
Furniture and fixtures:													
Total cases	16.1	16.9	15.9	14.8	14.6	15.0	13.9	12.2	12.0	11.4	11.5	11.2	11.0
Lost workday cases	7.2	7.8	7.2	6.6	6.5	7.0	6.4	5.4	5.8	5.7	5.9	5.9	5.7
Lost workdays	–	–	–	128.4	–	–	–	–	–	–	–	–	–
Stone, clay, and glass products:													
Total cases	15.5	15.4	14.8	13.6	13.8	13.2	12.3	12.4	11.8	11.8	10.7	10.4	10.1
Lost workday cases	7.4	7.3	6.8	6.1	6.3	6.5	5.7	6.0	5.7	6.0	5.4	5.5	5.1
Lost workdays	149.8	160.5	156.0	152.2	–	–	–	–	–	–	–	–	–
Primary metal industries:													
Total cases	18.7	19.0	17.7	17.5	17.0	16.8	16.5	15.0	15.0	14.0	12.9	12.6	10.7
Lost workday cases	8.1	8.1	7.4	7.1	7.3	7.2	7.2	6.8	7.2	7.0	6.3	6.3	5.3
Lost workdays	168.3	180.2	169.1	175.5	–	–	–	–	–	–	–	–	11.1
Fabricated metal products:													
Total cases	18.5	18.7	17.4	16.8	16.2	16.4	15.8	14.4	14.2	13.9	12.6	11.9	11.1
Lost workday cases	7.9	7.9	7.1	6.6	6.7	6.7	6.9	6.2	6.4	6.5	6.0	5.5	5.3
Lost workdays	147.6	155.7	146.6	144.0	–	–	–	–	–	–	–	–	–
Industrial machinery and equipment:													
Total cases	12.1	12.0	11.2	11.1	11.1	11.6	11.2	9.9	10.0	9.5	8.5	8.2	11.0
Lost workday cases	4.8	4.7	4.4	4.2	4.2	4.4	4.4	4.0	4.1	4.0	3.7	3.6	6.0
Lost workdays	86.8	88.9	86.6	87.7	–	–	–	–	–	–	–	–	–
Electronic and other electrical equipment:													
Total cases	9.1	9.1	8.6	8.4	8.3	8.3	7.6	6.8	6.6	5.9	5.7	5.7	5.0
Lost workday cases	3.9	3.8	3.7	3.6	3.5	3.6	3.3	3.1	3.1	2.8	2.8	2.9	2.5
Lost workdays	77.5	79.4	83.0	81.2	–	–	–	–	–	–	–	–	–
Transportation equipment:													
Total cases	17.7	17.8	18.3	18.7	18.5	19.6	18.6	16.3	15.4	14.6	13.7	13.7	12.6
Lost workday cases	6.8	6.9	7.0	7.1	7.1	7.8	7.9	7.0	6.6	6.6	6.4	6.3	6.0
Lost workdays	138.6	153.7	166.1	186.6	–	–	–	–	–	–	–	–	–
Instruments and related products:													
Total cases	5.6	5.9	6.0	5.9	5.6	5.9	5.3	5.1	4.8	4.0	4.0	4.5	4.0
Lost workday cases	2.5	2.7	2.7	2.7	2.5	2.7	2.4	2.3	2.3	1.9	1.8	2.2	2.0
Lost workdays	55.4	57.8	64.4	65.3	–	–	–	–	–	–	–	–	–
Miscellaneous manufacturing industries:													
Total cases	11.1	11.3	11.3	10.7	10.0	9.9	9.1	9.5	8.9	8.1	8.4	7.2	6.4
Lost workday cases	5.1	5.1	5.1	5.0	4.6	4.5	4.3	4.4	4.2	3.9	4.0	3.6	3.2
Lost workdays	97.6	113.1	104.0	108.2	–	–	–	–	–	–	–	–	–

See footnotes at end of table.

54. Continued—Occupational injury and illness rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 workers [3]												
	1989 [1]	1990	1991	1992	1993 [4]	1994 [4]	1995 [4]	1996 [4]	1997 [4]	1998 [4]	1999 [4]	2000 [4]	2001 [4]
Nondurable goods:													
Total cases	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8	8.2	7.8	7.8	6.8
Lost workday cases	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4	4.3	4.2	4.2	3.8
Lost workdays	107.8	116.9	119.7	121.8	–	–	–	–	–	-	–	–	–
Food and kindred products:													
Total cases	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5	13.6	12.7	12.4	10.9
Lost workday cases	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0	7.5	7.3	7.3	6.3
Lost workdays	174.7	202.6	207.2	211.9	–	–	–	–	–	-	–	–	–
Tobacco products:													
Total cases	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9	6.4	5.5	6.2	6.7
Lost workday cases	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7	3.4	2.2	3.1	4.2
Lost workdays	64.2	62.3	52.0	42.9	–	–	–	–	–	-	–	–	–
Textile mill products:													
Total cases	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7	7.4	6.4	6.0	5.2
Lost workday cases	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1	3.4	3.2	3.2	2.7
Lost workdays	81.4	85.1	88.3	87.1	–	–	–	–	–	–	–	–	–
Apparel and other textile products:													
Total cases	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0	6.2	5.8	6.1	5.0
Lost workday cases	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1	2.6	2.8	3.0	2.4
Lost workdays	80.5	92.1	99.9	104.6	–	–	–	–	–	-	–	–	–
Paper and allied products:													
Total cases	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3	7.1	7.0	6.5	6.0
Lost workday cases	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7	3.7	3.7	3.4	3.2
Lost workdays	132.9	124.8	122.7	125.9	–	–	–	–	–	–	–	–	–
Printing and publishing:													
Total cases	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7	5.4	5.0	5.1	4.6
Lost workday cases	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7	2.8	2.6	2.6	2.4
Lost workdays	63.8	69.8	74.5	74.8	–	–	–	–	–	–	–	–	–
Chemicals and allied products:													
Total cases	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8	4.2	4.4	4.2	4.0
Lost workday cases	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3	2.1	2.3	2.2	2.1
Lost workdays	63.4	61.6	62.4	64.2	–	–	–	–	–	–	–	–	–
Petroleum and coal products:													
Total cases	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3	3.9	4.1	3.7	2.9
Lost workday cases	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2	1.8	1.8	1.9	1.4
Lost workdays	68.1	77.3	68.2	71.2	–	–	–	–	–	–	–	–	–
Rubber and miscellaneous plastics products:													
Total cases	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9	11.2	10.1	10.7	8.7
Lost workday cases	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8	5.8	5.5	5.8	4.8
Lost workdays	147.2	151.3	150.9	153.3	–	–	–	–	–	–	–	–	–
Leather and leather products:													
Total cases	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6	9.8	10.3	9.0	8.7
Lost workday cases	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3	4.5	5.0	4.3	4.4
Lost workdays	130.4	152.3	140.8	128.5	–	–	–	–	–	–	–	–	–
Transportation and public utilities													
Total cases	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2	7.3	7.3	6.9	6.9
Lost workday cases	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8	4.3	4.4	4.3	4.3
Lost workdays	121.5	134.1	140.0	144.0	–	–	–	–	–	–	–	–	–
Wholesale and retail trade													
Total cases	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7	6.5	6.1	5.9	6.6
Lost workday cases	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0	2.8	2.7	2.7	2.5
Lost workdays	63.5	65.6	72.0	80.1	–	–	–	–	–	–	–	–	–
Wholesale trade:													
Total cases	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5	6.5	6.3	5.8	5.3
Lost workday cases	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2	3.3	3.3	3.1	2.8
Lost workdays	71.9	71.5	79.2	82.4	–	–	–	–	–	–	–	–	–
Retail trade:													
Total cases	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8	6.5	6.1	5.9	5.7
Lost workday cases	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.5	2.4
Lost workdays	60.0	63.2	69.1	79.2	–	–	–	–	–	–	–	–	–
Finance, insurance, and real estate													
Total cases	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2	.7	1.8	1.9	1.8
Lost workday cases	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	.9	.5	.8	.8	.7
Lost workdays	17.6	27.3	24.1	32.9	–	–	–	–	–	–	–	–	–
Services													
Total cases	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6	5.2	4.9	4.9	4.6
Lost workday cases	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5	2.4	2.2	2.2	2.2
Lost workdays	51.2	56.4	60.0	68.6	–	–	–	–	–	–	–	–	–

[1] Data for 1989 and subsequent years are based on the *Standard Industrial Classification Manual*, 1987 Edition. For this reason, they are not strictly comparable with data for the years 1985–88, which were based on the *Standard Industrial Classification Manual*, 1972 Edition, 1977 Supplement.

[2] Beginning with the 1992 survey, the annual survey measures only nonfatal injuries and illnesses, while past surveys covered both fatal and nonfatal incidents. To better address fatalities, a basic element of workplace safety, BLS implemented the Census of Fatal Occupational Injuries.

[3] The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as (N/EH) X 200,000, where:
N = number of injuries and illnesses or lost workdays;
EH = total hours worked by all employees during the calendar year; and
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

[4] Beginning with the 1993 survey, lost workday estimates will not be generated. As of 1992, BLS began generating percent distributions and the median number of days away from work by industry and for groups of workers sustaining similar work disabilities.

[5] Excludes farms with fewer than 11 employees since 1976.

NOTE: Dash indicates data not available.

55. Fatal occupational injuries by event or exposure, 1996-2005

Event or exposure[1]	1996-2000 (average)	2001-2005 (average)[2]	2005[3]	
			Number	Percent
All events	6,094	5,704	5,734	100
Transportation incidents	2,608	2,451	2,493	43
Highway	1,408	1,394	1,437	25
Collision between vehicles, mobile equipment	685	686	718	13
Moving in same direction	117	151	175	3
Moving in opposite directions, oncoming	247	254	265	5
Moving in intersection	151	137	134	2
Vehicle struck stationary object or equipment on side of road	264	310	345	6
Noncollision	372	335	318	6
Jack-knifed or overturned--no collision	298	274	273	5
Nonhighway (farm, industrial premises)	378	335	340	6
Noncollision accident	321	277	281	5
Overturned	212	175	182	3
Worker struck by vehicle, mobile equipment	376	369	391	7
Worker struck by vehicle, mobile equipment in roadway	129	136	140	2
Worker struck by vehicle, mobile equipment in parking lot or non-road area	171	166	176	3
Water vehicle	105	82	88	2
Aircraft	263	206	149	3
Assaults and violent acts	1,015	850	792	14
Homicides	766	602	567	10
Shooting	617	465	441	8
Suicide, self-inflicted injury	216	207	180	3
Contact with objects and equipment	1,005	952	1,005	18
Struck by object	567	560	607	11
Struck by falling object	364	345	385	7
Struck by rolling, sliding objects on floor or ground level	77	89	94	2
Caught in or compressed by equipment or objects	293	256	278	5
Caught in running equipment or machinery	157	128	121	2
Caught in or crushed in collapsing materials	128	118	109	2
Falls	714	763	770	13
Fall to lower level	636	669	664	12
Fall from ladder	106	125	129	2
Fall from roof	153	154	160	3
Fall to lower level, n.e.c.	117	123	117	2
Exposure to harmful substances or environments	535	498	501	9
Contact with electric current	290	265	251	4
Contact with overhead power lines	132	118	112	2
Exposure to caustic, noxious, or allergenic substances	112	114	136	2
Oxygen deficiency	92	74	59	1
Fires and explosions	196	174	159	3
Fires--unintended or uncontrolled	103	95	93	2
Explosion	92	78	65	1

[1] Based on the 1992 BLS Occupational Injury and Illness Classification Manual.
[2] Excludes fatalities from the Sept. 11, 2001, terrorist attacks.
[3] The BLS news release of August 10, 2006, reported a total of 5,702 fatal work injuries for calendar year 2005. Since then, an additional 32 job-related fatalities were identified, bringing the total job-related fatality count for 2005 to 5,734.

NOTE: Totals for all years are revised and final. Totals for major categories may include subcategories not shown separately. Dashes indicate no data reported or data that do not meet publication criteria. N.e.c. means "not elsewhere classified."

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, in cooperation with State, New York City, District of Columbia, and Federal agencies, Census of Fatal Occupational Injuries.