

News

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EMPLOYMENT COST INDEX - SEPTEMBER 1992

The Employment Cost Index (ECI) increased 1.1 percent before seasonal adjustment in the 3 months ended in September 1992, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The September 1992 ECI level of 115.4 (June 1989=100) was 3.5 percent higher than the index in September 1991. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, compensation costs as measured by the ECI rose 0.7 percent in the June-September 1992 period, about the same as the 0.8 percent rise in the previous 3-month period. A deceleration in the rate of wage and salary increase (0.4 percent in June-September, down from 0.6 percent in March-June) was about offset by an acceleration in the rate of benefit cost increase (1.5 percent, up from 1.1 percent).

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Sep. 1992
	1990	1991			1992				
	Dec.	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	
Compensation costs..	1.0	1.1	1.3	0.8	0.9	0.9	0.8	0.7	3.5
Wages and salaries.	0.9	1.1	0.9	0.6	0.9	0.7	0.6	0.4	2.7
Benefit costs.....	1.5	1.4	1.5	1.6	1.2	1.3	1.1	1.5	5.2

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.5 percent for the year ended in September 1992, about the same as the 3.6 percent gain for the year ended in June 1992. Compensation cost gains for private industry workers averaged 3.4 percent, down from 3.7 percent, and for State and local government workers they averaged 3.5 percent, up from 3.3 percent.

The acceleration in the rate of compensation growth for State and local government workers primarily reflected benefit cost increases (5.1 percent in September 1991-92, up from 4.3 percent in June 1991-92). The benefit cost gains were boosted by higher payments for health insurance.

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

The slowdown in compensation cost increases for private industry workers (3.4 percent in September 1991-92, down from 3.7 percent in June 1991-92) reflected smaller gains in both wages and salaries and benefit costs. Wages and salaries rose 2.7 percent in September 1991-92, down from 3.0 percent in June 1991-92. Corresponding increases in benefit costs were 5.2 percent and 5.5 percent.

For the year ended September 1992, compensation cost increases in private industry were higher in goods-producing industries (3.9 percent) than in service-producing industries (3.1 percent). Compensation cost gains varied widely within both the goods-producing and service-producing industries.

Over-the-year compensation cost increases in private industry were higher for blue-collar workers (3.7 percent) than for either white-collar or service workers (3.3 and 3.5 percent, respectively). Compensation cost gains among blue-collar occupations ranged from 3.4 percent for precision production, craft, and repair occupations to 4.1 percent for machine operators, assemblers, and inspectors. Within white-collar occupations, compensation cost increases ranged from 1.8 percent for sales workers to 4.6 percent for professional specialty and technical occupations.

Compensation cost increases over the year ended September 1992 were higher for union (4.6 percent) than for nonunion workers (3.1 percent). This pattern held in both goods-producing and service-producing industries.

* The agreement with the Aerospace Industries Association to fund special *
* indexes for the aerospace industries has been modified. Indexes for *
* aircraft engines and parts manufacturing are being discontinued after this *
* release. Indexes for aircraft manufacturing will continue to be published. *

ECI data for December 1992 will be released on Tuesday, January 26, 1993, at 8:30 A.M. (EST)

Changes in wages and salaries and benefit costs, private industry, 1980-92

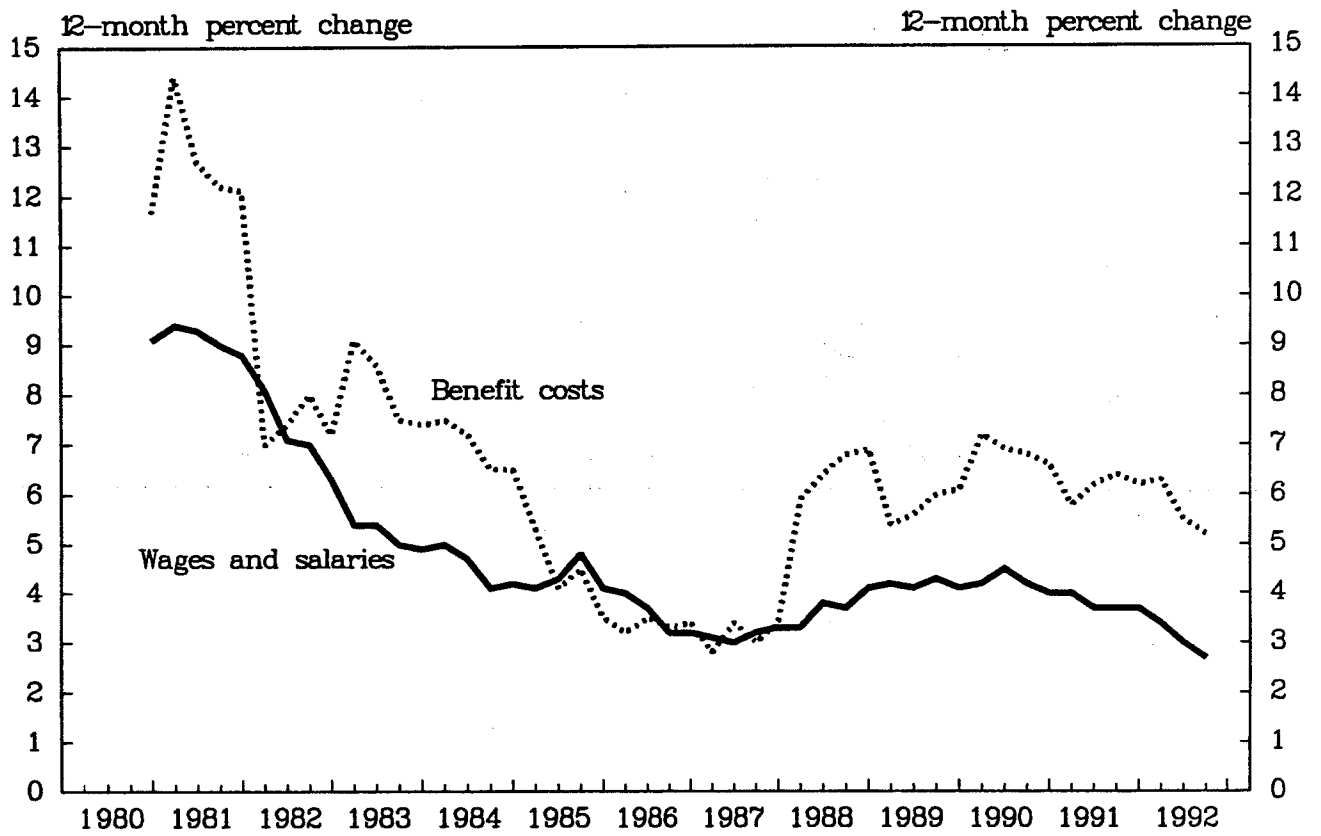


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	June 1992	Sep. 1992	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992
Civilian workers.....	114.1	114.9	1.0	1.1	1.3	0.8	0.9	0.9	0.8	0.7
State and local government.....	116.6	117.1	1.4	1.3	1.1	.4	.9	.7	1.4	.4
Private industry workers.....	113.7	114.6	.9	1.2	1.1	1.0	1.0	1.0	.6	.8
White-collar occupations 3/.....	114.2	115.1	.7	1.5	1.2	1.0	.7	1.1	.7	.8
Blue-collar occupations.....	113.3	114.3	.9	1.1	1.0	1.2	.9	1.1	.8	.9
Service occupations.....	114.2	115.5	1.3	.9	1.5	1.5	.8	1.1	.6	1.1
Goods-producing industries 1/.....	114.1	115.2	.9	1.1	1.2	1.0	1.1	1.3	.6	1.0
Construction.....	111.5	113.1	.9	1.2	.9	.8	1.0	.2	.9	1.4
Manufacturing.....	114.7	115.6	1.0	.9	1.3	1.2	1.1	1.3	.7	.8
Durables.....	114.7	115.8	1.0	.9	1.3	1.3	1.0	1.5	.6	1.0
Nondurables.....	114.6	115.4	.9	1.0	1.2	1.1	1.1	1.2	.7	.7
Service-producing industries 2/.....	113.4	114.3	1.0	1.2	1.1	1.0	1.0	.8	.5	.8
Transportation and public utilities.....	111.7	112.7	1.3	.8	1.3	1.2	1.0	1.2	.4	.9
Wholesale trade.....	113.3	113.0	.9	1.3	1.3	1.0	.5	1.5	.4	.3
Retail trade.....	111.8	112.7	.9	1.1	1.1	1.1	.8	.2	.7	.8
Finance, insurance, and real estate 3/.....	110.8	111.1	.1	2.7	1.1	.2	.3	1.5	.8	.3
Services.....	116.7	117.6	1.4	1.1	1.1	1.0	1.1	.9	1.4	.8
Nonmanufacturing industries.....	113.4	114.3	.9	1.3	1.0	1.1	.9	.8	.6	.8

NOTE: See footnotes at end of table 3.

Table 2. SEASONALLY ADJUSTED WAGES AND SALARIES: Employment Cost Index for wages and salaries, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended								
	June 1992	Sep. 1992	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	
	Civilian workers.....	112.2	112.7	0.9	1.1	0.9	0.6	0.9	0.7	0.6	0.4
State and local government.....	115.1	115.1	1.3	1.3	1.1	.2	.9	.7	1.1	.0	
Private industry workers.....	111.5	112.1	.8	1.0	1.0	.7	.8	.8	.5	.5	
White-collar occupations ^{3/}	112.3	112.9	.6	1.2	1.1	.9	.5	.9	.5	.6	
Blue-collar occupations ^{3/}	110.4	111.1	.6	1.1	.8	.7	.7	.8	.6	.7	
Service occupations.....	111.7	112.5	1.2	.8	1.3	1.3	.5	.9	.3	.7	
Goods-producing industries ^{1/3/}	111.4	112.1	.7	1.1	.9	.6	.9	.9	.6	.6	
Construction.....	107.7	108.7	.5	1.3	.5	.5	.8	.2	.5	.9	
Manufacturing ^{3/}	112.2	112.9	.8	1.1	.9	.8	.9	1.1	.6	.6	
Durables ^{3/}	111.8	112.7	.8	1.1	.9	.8	.9	.9	.5	.8	
Nondurables.....	112.7	113.2	.7	1.0	.9	.8	1.3	.8	.9	.4	
Service-producing industries ^{2/}	111.6	112.1	.9	1.0	.9	.8	.8	.7	.4	.4	
Transportation and public utilities.....	110.5	111.1	.8	.6	1.0	1.0	1.2	.7	.7	.5	
Wholesale trade.....	112.3	111.7	.9	1.4	1.2	1.1	.7	1.4	.4	-.7	
Retail trade.....	110.2	111.0	.8	.9	1.0	1.0	.9	.2	.5	.0	
Finance, insurance, and real estate ^{3/}	108.2	108.2	-.1	2.1	1.0	-.1	.4	1.0	-1.2	.0	
Services.....	114.3	114.9	1.5	.9	.8	.8	1.0	.7	1.1	.5	
Nonmanufacturing industries.....	111.2	111.8	.9	1.1	.9	.7	.6	.8	.4	.5	

NOTE: See footnotes at end of table 3.

Table 3. SEASONALLY ADJUSTED BENEFIT COSTS: Employment Cost Index for benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended								
	June 1992	Sep. 1992	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	
Civilian workers	119.6	121.4	1.5	1.4	1.5	1.6	1.2	1.3	1.1	1.5	
State and local government	120.2	122.0	1.5	1.4	1.0	.7	.9	.9	1.8	1.5	
Private industry workers.....	119.4	121.3	1.5	1.4	1.6	1.7	1.4	1.5	.8	1.6	
White-collar occupations.....	119.2	121.0	1.5	1.5	1.6	1.5	1.4	1.0	.9	1.5	
Blue-collar occupations	119.6	121.1	1.4	1.3	1.6	2.0	1.1	2.1	.9	1.3	
Service occupations.....	121.5	123.9	1.7	1.7	2.1	2.0	1.6	.9	1.5	2.0	
Goods-producing industries 1/.....	120.4	122.2	1.5	1.2	1.9	1.8	1.2	2.0	.8	1.5	
Manufacturing.....	119.9	121.4	1.6	.6	2.1	1.9	1.3	2.0	.8	1.3	
Service-producing industries 2/.....	118.6	120.5	1.5	1.5	1.5	1.7	1.5	.9	1.0	1.6	
Nonmanufacturing industries.....	119.2	121.0	1.5	1.5	1.6	1.6	1.5	.9	1.2	1.5	

1/ Includes mining, construction, and manufacturing

2/ Includes transportation, public utilities, trade, finance, insurance, and real estate, and services

3/ No identifiable seasonality was found for this series

Table 4. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, civilian and state and local government workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for						
			3 Months Ended		6 Months Ended		12 Months Ended		
	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	
Civilian workers	111.5	114.2	1.2	0.6	1.1	1.1	4.3	3.6	3.5
Excluding sales	111.7	114.4	1.4	.7	1.1	1.1	4.5	3.8	3.6
Workers, by occupational group									
White-collar occupations	112.1	114.6	1.2	.6	1.0	1.0	4.3	3.4	3.3
Excluding sales	112.4	114.9	1.4	.6	1.3	1.3	4.4	3.6	3.6
Professional specialty and technical	113.5	116.2	1.6	.7	1.7	1.7	4.4	4.0	4.1
Executive, administrative, and managerial	111.8	113.4	1.1	.4	.8	.8	4.5	2.5	2.2
Administrative support, including clerical	111.4	114.6	1.1	.6	1.1	1.1	4.3	4.0	4.0
Blue-collar occupations	110.3	113.5	1.0	.8	.8	.8	4.3	3.9	3.7
Service occupations	112.3	114.7	1.7	.5	1.3	1.3	5.3	3.9	3.5
Workers, by industry division									
Goods-producing 1/	111.0	114.3	1.0	.7	.9	.9	4.5	4.0	3.9
Manufacturing	111.2	114.7	1.1	.6	.9	.9	4.5	4.3	4.0
Service-producing 2/	111.8	114.2	1.3	.6	1.1	1.1	4.3	3.4	3.2
Services	113.8	116.3	1.6	.7	1.6	1.6	4.4	3.8	3.9
Health services	115.0	118.4	1.6	.8	1.5	1.5	5.3	4.6	4.5
Hospitals	114.7	118.1	1.6	.7	1.4	1.4	5.1	4.6	4.4
Educational services	114.9	116.1	2.2	.3	2.4	2.4	4.2	3.3	3.5
Public administration	112.2	114.6	1.2	.5	1.0	1.0	4.1	3.3	3.2
Nonmanufacturing	111.7	114.1	1.3	.7	1.1	1.1	4.4	3.4	3.2
State and local government workers	113.9	115.7	1.7	.4	1.9	1.9	4.1	3.3	3.5
Workers, by occupational group									
White-collar occupations	114.2	115.8	1.7	.3	2.0	2.0	3.9	3.1	3.4
Professional specialty and technical	114.5	116.0	1.9	.4	2.2	2.2	3.8	3.2	3.5
Executive, administrative, and managerial	113.3	115.2	1.2	.2	1.4	1.4	3.7	2.9	3.1
Administrative support, including clerical	113.5	115.7	1.6	.3	1.6	1.6	4.4	3.6	3.5
Blue-collar occupations	112.4	115.3	1.4	1.0	1.4	1.4	3.9	4.0	4.0
Workers, by industry division									
Services	114.8	116.2	2.0	.3	2.2	2.2	4.2	3.2	3.5
Excluding schools 3/	113.7	115.6	1.8	.4	1.6	1.6	4.5	3.5	3.3
Health services	113.9	116.8	1.5	.8	1.5	1.5	3.6	4.1	3.9
Hospitals	114.1	116.7	1.8	.7	1.6	1.6	3.9	4.1	3.9
Educational services	114.9	116.1	2.0	.3	2.4	2.4	4.2	3.1	3.5
Schools	115.2	116.4	2.0	.3	2.4	2.4	4.2	3.1	3.5
Elementary and secondary	115.7	117.1	2.4	.4	2.4	2.4	4.1	3.6	3.6
Colleges and universities	113.4	114.1	.8	.1	2.5	2.5	3.8	1.4	3.1
Public administration	112.2	114.6	1.2	.5	1.0	1.0	4.1	3.3	3.2

NOTE: See footnotes at end of table 10.

Table 5. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1991	June 1992	3 Months Ended		12 Months Ended		Sep. 1992	Sep. 1992
			Sep. 1991	June 1992	Sep. 1991	June 1992		
Private industry workers	111.0	113.9	1.1	0.7	0.8	4.5	3.7	3.4
Excluding sales	111.1	114.1	1.2	.7	.9	4.5	3.9	3.6
White-collar occupations	111.4	114.2	1.0	.7	.8	4.4	3.5	3.3
Excluding sales	111.8	114.6	1.3	.7	1.0	4.6	3.8	3.6
Professional specialty and technical	112.8	116.4	1.5	1.0	1.4	4.9	4.8	4.6
Executive, administrative, and managerial	111.5	113.1	1.1	.4	.7	4.6	2.5	2.2
Sales	109.8	112.2	.0	.5	-.4	3.7	2.2	1.8
Administrative support, including clerical	111.0	114.4	1.0	.7	1.0	4.3	4.1	4.1
Blue-collar occupations	110.2	113.4	1.1	.8	.8	4.4	4.0	3.7
Precision production, craft, and repair	110.5	113.1	1.2	.8	1.1	4.6	3.6	3.4
Machine operators, assemblers, and inspectors	110.5	114.6	1.0	.6	.3	4.3	4.8	4.1
Transportation and material moving	108.3	111.4	.7	.9	1.0	3.2	3.5	3.9
Handlers, equipment cleaners, helpers, and laborers	110.4	113.4	1.0	.7	1.1	4.4	3.8	3.8
Service occupations	111.5	114.2	1.5	.6	1.1	5.5	3.9	3.5
Production and nonsupervisory occupations	110.8	113.8	1.1	.7	.9	4.5	3.8	3.6
Goods-producing industries 1/	111.0	114.3	1.1	.7	.9	4.5	4.1	3.9
Excluding sales occupations	110.9	114.1	1.0	.6	1.0	4.5	3.9	3.9
White-collar occupations	111.2	114.5	1.0	.8	.9	4.2	4.0	3.9
Excluding sales	111.1	113.9	1.0	.6	1.1	4.4	3.5	3.6
Blue-collar occupations	110.8	114.1	1.0	.6	.9	4.5	4.0	3.9
Service occupations	110.5	115.5	1.1	1.5	1.2	4.9	5.7	5.8
Construction	109.3	111.7	.7	1.0	1.3	3.9	2.9	3.5
Manufacturing	111.2	114.7	1.1	.6	.9	4.5	4.3	4.0
White-collar occupations	111.3	114.6	1.0	.9	.8	4.2	4.0	3.8
Excluding sales	111.1	113.8	1.1	.7	1.1	4.4	3.5	3.5
Blue-collar occupations	111.1	114.8	1.2	.5	1.8	4.6	4.6	4.1
Service occupations	110.3	115.4	1.0	1.3	1.4	4.9	5.7	6.1
Durables	111.2	114.8	1.2	.6	.9	4.6	4.5	4.1
Nondurables	111.2	114.7	1.0	.8	.6	4.3	4.2	3.8

Table 5. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, private industry workers, by industry and occupational group-Continued

Series	Indexes (June 1989=100)		Percent Changes for						
			3 Months Ended		6 Months Ended		12 Months Ended		
	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	
Service-producing industries 2/	111.0	113.6	1.1	0.7	0.7	0.7	4.5	3.5	3.1
Excluding sales occupations.....	111.3	114.0	1.3	.6	.6	1.0	4.6	3.7	3.4
White-collar occupations.....	111.5	114.1	1.0	1.4	1.4	1.0	4.5	3.9	3.6
Excluding sales.....	112.1	114.9	1.4	1.1	1.1	1.7	3.7	3.7	3.4
Blue-collar occupations.....	108.7	111.6	1.0	1.6	1.6	1.0	3.7	3.8	3.2
Service occupations.....	111.6	114.1	1.5	1.5	1.5	1.0	5.5	3.8	3.2
Transportation and public utilities.....	109.0	111.9	1.2	.7	.7	.9	4.6	3.9	3.6
Transportation.....	107.8	110.5	.9	1.0	1.0	1.1	3.9	3.5	3.6
Public utilities.....	110.4	113.7	1.5	1.0	1.0	.6	5.3	4.5	3.6
Communications.....	109.9	112.7	1.8	.8	.8	.6	5.5	4.4	3.2
Electric, gas, and sanitary services.....	111.0	115.0	1.1	1.1	1.1	.8	5.2	4.7	4.4
Wholesale and retail trade.....	110.3	112.5	1.0	1.0	1.0	.4	4.5	3.0	2.4
Excluding sales occupations.....	110.1	112.7	.9	1.1	1.1	.7	4.5	3.3	3.1
Wholesale trade.....	110.7	113.2	1.0	.9	.9	-.3	4.6	3.6	2.3
Excluding sales occupations.....	110.3	113.5	.6	.9	.9	.5	4.6	3.6	3.4
Retail trade.....	110.1	112.1	1.0	1.2	1.2	.7	4.4	2.8	2.5
General merchandise stores.....	111.2	112.9	1.0	1.1	1.1	.4	5.0	2.5	1.9
Food stores.....	110.3	113.6	.9	.9	.9	.5	4.4	3.9	3.5
Finance, insurance, and real estate.....	109.7	110.8	.2	-.8	-.8	.3	4.1	1.2	1.3
Excluding sales occupations.....	110.6	112.2	1.0	-.3	-.3	.3	4.0	2.5	1.7
Banking, savings and loan, and other credit agencies.....	107.5	110.0	.5	-.2	-.2	.9	3.0	2.8	3.3
Insurance.....	109.5	114.7	.0	1.3	1.3	.2	2.8	4.7	4.9
Services.....	113.1	116.4	1.4	1.0	1.0	1.2	4.6	4.4	4.2
Business services.....	110.0	113.6	-.4	1.0	1.0	1.4	3.5	2.9	4.7
Health services.....	115.3	118.9	1.6	.8	.8	1.4	5.8	4.8	4.6
Hospitals.....	114.9	118.5	1.5	1.1	1.1	1.4	5.5	4.7	4.6
Nursing homes.....	114.9	116.3	3.0	1.4	1.4	1.0	4.3	4.3	3.8
Educational services.....	115.5	117.4	3.1	.5	.5	2.5	5.2	4.8	4.2
Colleges and universities.....	110.9	113.5	1.1	.7	.7	.8	4.4	3.5	3.2
Nonmanufacturing industries.....	111.5	114.1	1.0	.6	.6	.7	4.5	3.4	3.0
White-collar occupations.....	112.1	114.9	1.4	.7	.7	1.0	4.8	3.9	3.5
Excluding sales.....	109.2	111.8	.9	1.0	1.0	.9	4.0	3.3	3.3
Blue-collar occupations.....	111.7	114.1	1.6	.6	.6	1.0	5.6	3.8	3.1
Service occupations.....	111.7	114.1	1.6	.6	.6	1.0	5.6	3.8	3.1

-- Data not available.

NOTE: See footnotes at end of table 10.

Table 6. COMPENSATION (NOT SEASONALLY ADJUSTED): Employment Cost Index for total compensation, Private Industry workers, by bargaining status, region, and area size

Series	Indexes (June 1989=100)			Percent Changes for					
				3 Months Ended		6 Months Ended		12 Months Ended	
	Sep. 1991	June 1992	Sep. 1992	Sep. 1991	June 1992	Sep. 1992	Sep. 1991	June 1992	Sep. 1992
Workers, by bargaining status									
Union.....	110.1	114.0	115.2	1.2	0.8	1.1	4.8	4.8	4.6
Blue-collar occupations.....	109.7	113.8	114.8	1.0	.8	.9	4.7	4.8	4.6
Goods-producing industries 1/.....	110.3	114.6	115.7	1.0	.5	1.0	4.9	4.9	4.9
Service-producing industries 2/.....	109.8	113.2	114.6	1.4	1.2	1.2	4.7	4.5	4.4
Manufacturing.....	110.6	115.2	116.1	1.0	.3	.8	5.0	5.2	5.0
Blue-collar occupations.....	110.6	115.1	116.0	1.1	.3	.8	5.2	5.2	4.9
Nonmanufacturing.....	109.7	113.1	114.5	1.3	1.2	1.2	4.6	4.4	4.4
Nonunion.....	111.2	113.8	114.7	1.0	.6	.8	4.3	3.4	3.1
Blue-collar occupations.....	110.6	113.0	113.9	1.1	.7	.8	4.0	3.3	3.0
Goods-producing industries 1/.....	111.3	114.1	115.1	1.1	.7	.9	4.3	3.6	3.4
Service-producing industries 2/.....	111.2	113.7	114.4	1.0	.6	.6	4.4	3.3	2.9
Manufacturing.....	111.5	114.5	115.5	1.2	.8	.9	4.3	3.9	3.6
Blue-collar occupations.....	111.7	114.6	115.5	1.3	.7	.8	4.2	3.9	3.4
Nonmanufacturing.....	111.2	113.5	114.3	1.0	.5	.7	4.4	3.1	2.8
Workers, by region 5/									
Northeast.....	111.7	114.5	115.5	1.0	.5	.9	4.9	3.5	3.4
South.....	110.7	113.3	114.1	.8	.7	.7	4.1	3.2	3.1
Midwest.....	111.2	114.6	115.3	1.4	.7	.6	4.6	4.5	3.7
West.....	110.0	112.9	114.1	1.0	.9	1.1	4.2	3.7	3.7
Workers, by area size									
Metropolitan areas.....	111.0	113.9	114.8	1.1	.7	.8	4.4	3.7	3.4
Other areas.....	110.7	113.7	114.8	.7	.5	1.0	4.4	3.5	3.7

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

Table 7. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, civilian and state and local government workers, by industry and occupational group

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		6 Months Ended		12 Months Ended		
	Sep. 1991	June 1992	Sep. 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	
Civilian workers	110.0	112.1	113.0	1.0	0.5	0.8	0.8	3.8	2.9	2.7
Excluding sales	110.1	112.2	113.2	1.1	.5	.9	.9	3.8	3.0	2.8
Workers, by occupational group										
White-collar occupations	110.8	112.8	113.7	1.1	.5	.8	.8	3.7	2.9	2.6
Excluding sales	111.2	113.2	114.4	1.3	.5	1.1	1.1	3.9	3.1	2.9
Professional specialty and technical	112.3	114.4	116.0	1.7	.7	1.4	1.4	4.1	3.6	3.3
Executive, administrative, and managerial	110.8	112.2	112.8	1.1	.3	.5	.5	4.0	2.4	1.8
Administrative support, including clerical	109.9	112.5	113.4	1.0	.6	.8	.8	3.8	3.4	3.2
Blue-collar occupations	108.2	110.6	111.3	1.7	.7	.6	.6	3.3	3.0	2.9
Service occupations	110.6	112.4	113.4	1.6	.4	.9	.9	4.7	3.2	2.5
Workers, by industry division										
Goods-producing 1/	108.8	111.4	112.2	.7	.6	.7	.7	3.5	3.1	3.1
Manufacturing	109.3	112.2	112.9	.8	.6	.6	.6	3.7	3.5	3.3
Service-producing 2/	110.6	112.4	113.3	1.2	.5	.6	.6	3.8	2.8	2.4
Services	112.4	114.3	115.9	1.5	.5	1.4	1.4	4.0	3.3	3.1
Health services	113.4	116.2	117.7	1.4	.7	1.3	1.3	4.7	3.9	3.8
Hospitals	113.1	115.7	117.1	1.4	.4	1.2	1.2	4.4	3.8	3.5
Educational services	113.6	114.4	116.9	2.3	.3	2.2	2.2	3.6	3.0	2.9
Public administration	110.6	112.4	113.1	1.0	.4	.6	.6	3.8	2.6	2.3
Nonmanufacturing	110.2	112.0	113.0	1.1	.4	.9	.9	3.8	2.8	2.5
State and local government workers	112.8	114.2	115.9	1.7	.4	1.5	1.5	3.9	3.0	2.7
Workers, by occupational group										
White-collar occupations	113.1	114.3	116.2	1.7	.3	1.7	1.7	3.6	2.8	2.7
Professional specialty and technical	113.8	114.8	117.0	1.9	.3	1.9	1.9	3.6	2.8	2.8
Executive, administrative, and managerial	112.0	113.5	114.7	1.2	.2	1.1	1.1	3.3	2.5	2.4
Administrative support, including clerical	111.4	112.9	114.1	1.5	.2	1.1	1.1	3.9	2.9	2.4
Blue-collar occupations	111.1	113.7	115.0	1.0	1.1	1.1	1.1	3.6	3.4	3.5
Workers, by industry division										
Services	113.7	114.7	116.9	2.0	.3	1.9	1.9	3.8	2.9	2.8
Excluding schools 3/	113.5	115.2	116.4	1.9	.3	1.0	1.0	4.3	3.4	2.6
Health services	113.0	115.7	116.7	1.2	.7	1.9	1.9	3.8	3.6	3.3
Hospitals	112.9	115.2	116.5	1.4	.6	1.1	1.1	4.0	3.5	3.2
Educational services	113.8	114.6	116.9	2.1	.3	2.0	2.0	3.7	2.8	2.7
Schools	113.7	114.6	117.0	2.0	.3	2.1	2.1	3.6	2.8	2.9
Elementary and secondary	114.3	115.3	117.9	2.3	.3	2.3	2.3	3.8	3.2	3.1
Colleges and universities	112.0	112.3	114.1	1.9	.0	1.6	1.6	3.3	1.2	1.9
Public administration	110.6	112.4	113.1	1.0	.4	.6	.6	3.8	2.6	2.3

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1991	June 1992	3 Months Ended		6 Months Ended		12 Months Ended	
			Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992
Private industry workers	109.3	111.6	0.8	0.6	0.5	3.7	3.0	2.7
Excluding sales	109.4	111.8	.9	.6	.6	3.8	3.1	2.8
White-collar occupations	110.1	112.3	.9	.5	.5	3.9	2.9	2.5
Excluding sales	110.5	112.8	1.2	.6	.8	4.0	3.3	2.9
Professional specialty and technical	111.1	114.0	1.5	.9	1.1	4.3	4.1	3.8
Executive, administrative, and managerial	110.6	112.0	1.1	.4	.4	4.1	2.4	1.7
Sales	108.2	110.1	-.3	.4	-.4	2.7	1.5	1.4
Administrative support, including clerical	109.6	112.4	.9	.7	.7	3.7	3.5	3.3
Blue-collar occupations	108.0	110.4	.7	.6	.6	3.3	2.9	2.9
Precision production, craft, and repair	107.8	110.1	.7	.7	.8	3.3	2.9	3.0
Machine operators, assemblers, and inspectors	108.7	111.6	.6	.6	.1	3.6	3.3	2.8
Transportation and material moving	106.1	108.3	.5	.8	.9	2.4	2.6	3.0
Handlers, equipment cleaners, helpers, and laborers	109.2	111.3	.6	.6	.7	3.7	2.6	2.7
Service occupations	109.8	111.6	1.4	.4	.8	4.7	3.0	2.5
Production and nonsupervisory occupations	109.0	111.3	.8	.6	.6	3.6	3.0	2.8
Goods-producing industries 1/	108.7	111.4	.6	.6	.6	3.4	3.1	3.1
Excluding sales occupations	108.7	111.2	.7	.6	.7	3.5	3.1	3.0
White-collar occupations	109.5	112.5	.9	.7	.6	3.6	3.7	3.4
Excluding sales	108.5	110.7	.7	.5	.8	3.7	3.2	3.1
Blue-collar occupations	107.8	111.0	1.0	.8	.6	3.4	2.9	2.9
Service occupations	106.3	107.9	.4	.7	.7	2.7	1.9	4.1
Construction	109.3	112.2	.8	.6	.6	3.7	3.5	2.3
Manufacturing	109.8	112.9	1.0	.9	.6	3.7	3.8	3.3
White-collar occupations	109.7	112.2	1.0	.7	.7	3.9	3.3	3.0
Excluding sales	109.0	111.7	.7	.5	.6	3.7	3.2	3.1
Blue-collar occupations	107.7	111.0	1.1	.8	1.2	3.5	4.2	4.3
Service occupations	109.2	111.8	.8	.5	.8	3.7	3.2	3.2
Durables	109.4	112.8	.7	.9	.4	3.5	3.9	3.5
Nondurables	109.4	112.8	.7	.9	.4	3.5	3.9	3.5

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

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended			12 Months Ended		
	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1992	Sep. 1991	June 1992	Sep. 1992
Service-producing industries 2/	109.7	111.7	0.9	0.5	0.5	3.8	2.8	2.4
Excluding sales occupations.....	110.0	112.2	1.2	.6	.7	4.0	3.2	2.7
White-collar occupations.....	110.3	112.8	.9	.4	.5	4.0	2.7	2.3
Excluding sales.....	110.9	113.1	1.3	.6	.8	4.2	3.3	2.8
Blue-collar occupations.....	107.3	109.7	.8	.9	.5	3.0	3.0	2.8
Service occupations.....	110.0	111.7	1.5	.4	.8	4.8	3.0	2.4
Transportation and public utilities.....	107.7	110.6	1.0	.8	.5	3.5	3.8	3.2
Transportation.....	106.6	109.2	1.0	.8	.5	3.2	3.5	3.0
Public utilities.....	109.0	112.4	.9	.9	.5	3.8	4.1	3.7
Communications.....	108.5	111.7	.8	.8	.4	3.3	3.8	3.4
Electric, gas, and sanitary services.....	109.5	113.3	.8	1.0	.8	4.3	4.3	4.3
Wholesale and retail trade.....	109.4	111.2	.9	1.2	.3	4.1	2.6	1.9
Excluding sales occupations.....	109.2	111.4	.8	1.2	.6	4.1	2.9	2.7
Wholesale trade.....	110.4	112.5	1.1	1.0	.5	4.6	3.0	1.4
Excluding sales occupations.....	109.8	112.7	.5	1.1	.5	4.4	3.2	3.2
Retail trade.....	109.0	110.6	.9	1.2	.6	3.8	2.4	2.1
General merchandise stores.....	110.9	111.7	.8	1.5	.0	5.0	1.5	1.7
Food stores.....	109.4	112.3	.6	1.3	.5	4.1	3.3	3.2
Finance, insurance, and real estate.....	108.0	108.2	-1.1	-1.2	.0	3.0	1.1	.2
Excluding sales occupations.....	109.5	109.9	1.0	-.6	.0	3.5	1.4	.4
Banking, savings and loan, and other credit agencies.....	106.4	107.7	.5	-.5	.8	2.4	1.7	2.1
Insurance.....	107.5	112.7	-.3	1.3	.0	1.6	4.5	4.8
Services.....	111.5	114.0	1.4	.7	1.1	4.1	3.6	3.3
Business services.....	108.9	111.7	-.5	.6	1.4	3.0	2.0	4.0
Health services.....	113.5	116.3	1.4	.6	1.4	5.0	3.9	3.9
Hospitals.....	113.2	115.9	1.4	.4	1.2	4.6	3.9	3.6
Nursing homes.....	-	-	-	1.0	.9	-	-	-
Educational services.....	113.0	113.6	3.0	.2	2.6	3.5	3.6	3.1
Colleges and universities.....	113.7	114.5	3.2	.3	2.4	4.6	3.9	3.2
Nonmanufacturing industries.....	109.3	111.3	.8	.5	.5	3.7	2.7	2.4
White-collar occupations.....	110.2	112.1	.9	.4	.6	3.9	2.7	2.4
Excluding sales.....	110.7	113.0	1.2	.6	.8	4.1	3.3	2.9
Blue-collar occupations.....	107.1	109.1	.8	.8	.5	3.0	2.6	2.4
Service occupations.....	110.0	111.7	1.5	.4	.8	4.8	3.0	2.4

- Data not available.

NOTE: See footnotes at end of table 10.

Table 9. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		6 Months Ended		12 Months Ended	
	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992
Workers, by bargaining status								
Union.....	108.0	110.8	0.8	0.9	0.8	0.8	3.6	3.5
Blue-collar occupations.....	107.3	109.9	.6	.7	.8	.8	3.4	3.0
Goods-producing industries 1/.....	107.7	110.2	.6	.5	.8	.8	3.6	2.9
Service-producing industries 2/.....	108.4	111.5	1.3	1.3	.9	.9	3.8	4.2
Manufacturing.....	108.3	110.9	.7	.5	.7	.7	3.8	3.2
Blue-collar occupations.....	108.2	110.8	.7	.5	.7	.7	3.8	3.1
Nonmanufacturing.....	107.9	110.7	1.1	1.2	.9	.9	3.7	3.5
Nonunion.....	109.7	111.8	.9	.5	.5	.5	3.7	2.9
Blue-collar occupations.....	108.5	110.8	.7	.6	.5	.5	3.2	2.9
Goods-producing industries 1/.....	109.2	111.9	.8	.6	.6	.6	3.5	3.3
Service-producing industries 2/.....	109.9	111.7	.9	.4	.5	.5	3.8	2.6
Manufacturing.....	109.7	112.7	.8	.7	.6	.6	3.6	3.6
Blue-collar occupations.....	109.7	112.5	.8	.5	.5	.5	3.5	3.4
Nonmanufacturing.....	109.6	111.4	.8	.5	.5	.5	3.7	2.5
Workers, by region 5/								
Northeast.....	110.3	112.2	.8	.4	.7	.7	4.2	2.6
South.....	109.2	111.5	.6	.6	.4	.4	3.3	2.8
Midwest.....	108.9	111.3	1.1	.5	.4	.4	3.6	3.3
West.....	108.6	111.1	.9	.8	1.0	1.0	3.6	3.3
Workers, by area size								
Metropolitan areas.....	109.3	111.6	.8	.6	.6	.6	3.7	3.0
Other areas.....	109.0	111.2	.6	.5	.7	.7	3.5	2.6

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

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1991	June 1992	3 Months Ended		6 Months Ended		12 Months Ended	
			Sep. 1991	June 1992	Sep. 1991	June 1992	Sep. 1991	June 1992
Civilian workers.....	115.4	119.6	1.6	0.8	1.5	6.0	5.3	5.2
State and local government workers.....	116.4	119.3	1.7	.7	2.5	4.6	4.3	5.1
Private industry workers.....	115.2	119.7	1.5	.9	1.3	6.4	5.5	5.2
Workers, by occupational group								
White-collar occupations.....	115.3	119.4	1.3	.8	1.3	6.2	4.9	4.9
Blue-collar occupations.....	114.9	119.7	1.9	.8	1.3	6.5	6.1	5.5
Service occupations.....	116.5	121.6	1.7	1.3	1.7	7.8	6.2	6.2
Workers, by industry division								
Goods-producing industries 1/.....	115.8	120.6	1.7	.8	1.4	6.5	5.9	5.6
Service-producing industries 2/.....	114.6	118.8	1.4	.9	1.3	6.2	5.1	5.1
Manufacturing.....	115.3	120.1	1.8	.7	1.2	6.4	6.0	5.4
Nonmanufacturing.....	115.1	119.4	1.4	1.0	1.3	6.4	5.2	5.1

1/ Includes mining, construction, and manufacturing.

2/ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, where applicable, public administration in State and local governments.

3/ Formerly called 'Hospitals and other services.'

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

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

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

Table 11. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation 1/

Series	Indexes (June 1989=100)			Percent Changes for					
	June 1992		Sep. 1992	3 Months Ended		6 Months Ended		12 Months Ended	
	Sep. 1991	June 1992	Sep. 1992	Sep. 1991	June 1992	Sep. 1992	Sep. 1991	June 1992	Sep. 1992
COMPENSATION									
Aircraft manufacturing (SIC 3721)	113.1	119.0	120.1	1.2	1.8	0.9	4.2	6.4	6.2
White-collar occupations	110.5	116.3	117.0	.7	1.8	.6	3.1	6.0	5.9
Blue-collar occupations	116.7	122.8	124.2	1.7	1.7	1.1	6.0	7.1	6.4
Aircraft engines and parts manufacturing (SIC 3724)	108.8	114.5	115.5	1.6	.6	.9	3.6	6.9	6.2
White-collar occupations	105.9	110.6	111.4	1.2	.5	.7	3.0	5.7	5.2
Blue-collar occupations	110.9	117.5	118.6	1.7	.7	.9	3.9	7.8	6.9
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721)	110.9	115.2	116.0	1.0	1.4	0.7	4.9	4.9	4.6
White-collar occupations	107.9	111.6	112.2	.5	1.5	.5	3.6	3.9	4.0
Blue-collar occupations	115.4	120.5	121.5	1.7	1.3	.8	7.1	6.2	5.3
Aircraft engines and parts manufacturing (SIC 3724)	109.4	112.4	113.4	1.6	.5	.9	4.0	4.4	3.7
White-collar occupations	107.4	110.0	110.8	1.3	.4	.7	3.2	3.8	3.2
Blue-collar occupations	111.1	114.3	115.4	1.8	.6	1.0	4.7	4.8	3.9
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721)	117.7	127.3	128.9	1.5	2.6	1.3	2.8	9.7	9.5
White-collar occupations	116.4	127.5	128.4	1.1	2.8	.7	1.8	10.8	10.3
Blue-collar occupations	119.3	127.2	129.5	1.9	2.4	1.8	4.1	8.6	8.5
Aircraft engines and parts manufacturing (SIC 3724)	107.6	118.7	119.7	1.5	.8	.8	2.8	12.0	11.2
White-collar occupations	102.7	111.9	112.8	1.1	1.1	.8	2.8	10.1	9.8
Blue-collar occupations	110.5	123.0	124.1	1.7	.7	.9	2.6	13.2	12.3

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

NOTE: SIC refers to the 1987 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

EXPLANATORY NOTE

The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The wage and salary series and the benefit cost series provide the change for the two components of compensation.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the ECI are: Paid leave (vacations, holidays, sick leave, and other leave); supplemental pay (premium pay for overtime, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases); insurance benefits (life, health, and sickness and accident); retirement and savings benefits (pension and other retirement plans and savings and thrift plans); legally required benefits (social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and state unemployment insurance, workers' compensation, and other legally required benefits such as state temporary disability); and other benefits (severance pay and supplemental unemployment plans).

The ECI provides data for the civilian economy, which includes the total private economy and the public sector--excluding farms, households, and the Federal government. The private industry series and the State and local government series provide data for the two sectors separately.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of over 23,000 occupations within over 4,600 sample establishments in private industry and about 7,000 occupations within 1,000 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

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

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

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

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

Beginning with the December 1990 ECI release, seasonally adjusted data are available for selected ECI series. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to spot.

The costs per hour worked of compensation components, based on March 1992 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1992." A description of the cost levels is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1980 Census weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-91, (Bulletin 2389); a chapter in the BLS Handbook of Methods (Bulletin 2414), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-606-7828, Telecommunications Device for the Deaf (TDD) phone: 202-606-5897, TDD Message Referral Phone Number: 1-800-326-2577.