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EMPLOYMENT COST INDEX—MARCH 2002

The Employment Cost Index for total compensation increased 3.9 percent (civilian workers, not seasonally adjusted) for the year ended March 2002, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI), a component of the National Compensation Survey, measures changes in compensation costs, which include wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, the 3-month increase in compensation costs for civilian workers (nonfarm private industry plus State and local government) was 0.8 percent during the December 2001-March 2002 period, following a gain of 1.0 percent in September-December 2001. Wages and salaries increased 0.8 percent during the December 2001-March 2002 period, following a 0.9 percent increase during the previous 3-month period. Benefit costs rose 1.0 percent during the March quarter, following a 1.2 percent gain in the December quarter.

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

Compensation Component	June 2000	Sep. 2000	Dec. 2000	Mar. 2001	June 2001	Sep. 2001	Dec. 2001	Mar. 2002
Civilian workers								
Compensation costs	1.0	0.9	0.9	1.1	1.0	1.0	1.0	0.8
Wages and salaries	1.0	0.9	0.8	1.0	1.0	0.8	0.9	0.8
Benefit costs	1.2	1.0	1.1	1.2	1.1	1.5	1.2	1.0
Private industry								
Compensation costs	1.2	1.0	0.9	1.1	1.0	0.9	1.0	0.9
Wages and salaries	1.0	0.9	0.8	1.0	1.0	0.7	0.9	0.9
Benefit costs	1.3	1.2	1.1	1.3	1.1	1.4	1.3	1.1
State and local government								
Compensation costs	0.7	0.5	1.0	1.0	1.1	1.4	0.6	0.7
Wages and salaries	0.8	0.8	0.9	0.9	1.0	1.0	0.7	0.7
Benefit costs	0.5	0.1	0.9	1.1	1.2	2.2	0.8	0.7

NOTE
This release incorporates new seasonal adjustment factors. See page 3 for details.

The 3-month increase in compensation costs for private industry workers was 0.9 percent during the December 2001-March 2002 period, following an increase of 1.0 percent during the previous 3-month period. The gain in wages and salaries was 0.9 percent in the quarter ended in March, identical to the change in the previous 3-month period. Benefit costs showed a 3-month rise of 1.1 percent during the March quarter, compared with a 1.3 percent gain during the December quarter. (See tables A and 1.)

Compensation costs for State and local government workers increased 0.7 percent during the December 2001-March 2002 period; in the September-December 2001 period, the increase was 0.6 percent. Wages and salaries rose 0.7 percent in the quarter ended in March, identical to the increase of the previous quarter. Benefit costs rose 0.7 percent during the March quarter; in the December quarter, the increase was 0.8 percent.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 3.9 percent for the 12 months ended in March 2002 to 158.4 (June 1989=100). This compares with over-the-year increases of 4.1 percent in March 2001 and 4.3 percent in March 2000. Compensation costs in private industry rose 3.9 percent in the year ended March 2002, compared with increases of 4.2 percent in March 2001 and 4.6 percent in March 2000. In State and local government, compensation costs increased 3.9 percent for the year ended March 2002; over-the-year increases were 3.3 percent in March 2001 and 3.6 percent in March 2000. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 3.5 percent for the year ended March 2002, after increasing 3.8 percent in the year ended March 2001. (See tables B and 6.) Benefit costs for private industry workers increased 4.8 percent for the year ended in March 2002, compared with an increase of 5.0 percent in March 2001. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 4.0 percent for white-collar occupations, 3.6 percent for blue-collar occupations, and 4.3 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 3.3 percent for professional specialty and technical workers to 4.5 percent for executive, administrative, and managerial employees. (See table 3.)

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

Compensation Component	Mar. 1997	Mar. 1998	Mar. 1999	Mar. 2000	Mar. 2001	Mar. 2002
Civilian workers						
Compensation costs	2.9	3.3	3.0	4.3	4.1	3.9
Wages and salaries	3.3	3.7	3.3	4.0	3.8	3.5
Benefit costs	2.0	2.2	2.3	5.0	4.7	4.9
Private industry						
Compensation costs	3.0	3.5	3.0	4.6	4.2	3.9
Wages and salaries	3.4	4.0	3.3	4.2	3.8	3.5
Benefit costs	2.0	2.3	2.2	5.5	5.0	4.8
State and local government						
Compensation costs	2.5	2.5	2.9	3.6	3.3	3.9
Wages and salaries	2.8	2.8	2.9	3.8	3.5	3.4
Benefit costs	2.0	1.7	2.8	3.2	2.8	5.0

For the year ended March 2002, the compensation cost increase was 3.6 percent for goods-producing industries, compared with a 4.1 percent increase for the year ended March 2001. The over-the-year increase in compensation for service-producing industries was 4.0 percent, compared with a 4.3 percent increase for the year ended March 2001. Among service-producing industry divisions, the 12-month increases ranged from 3.2 percent for retail trade to 6.6 percent for banking, savings and loan, and other credit agencies. (See table 3.)

Compensation costs for union workers rose 4.7 percent over the year, greater than the 3.8 percent increase for nonunion workers. In service-producing industries, union compensation increased 5.7 percent, greater than the 3.8 percent increase for nonunion workers. In goods-producing industries, the increases for both union and nonunion workers were 3.7 percent. Among the four geographic regions, increases in compensation costs ranged from 3.4 percent in the South to 4.4 percent in the Northeast. (See table 4.)

State and local government

In State and local government, the March 2002 over-the-year increase in wages and salaries was 3.4 percent, compared with a gain of 3.5 percent for March 2001. The 12-month gain in benefit costs for March 2002 was 5.0 percent, significantly higher than the 2.8 percent gain for March 2001. (See tables B, 5, and 8.)

NOTES:

This release incorporates annual revisions in seasonally adjusted Employment Cost Index (ECI) data for total compensation, wages and salaries, and benefit costs. Seasonally adjusted data for 1997-2001 were revised to reflect updated seasonal factors. The new seasonal factors and historical listing containing revised seasonally adjusted indexes are available on the Internet site http://www.bls.gov/ect/home.htm or upon request.

The ECI for June 2002 is scheduled to be released Thursday, July 25, 2002, at 8:30 a.m. (EDT).

ECI data are available on the Compensation Cost Trends page at http://www.bls.gov/ncs/ect/home.htm.

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

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Employment Cost Index

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

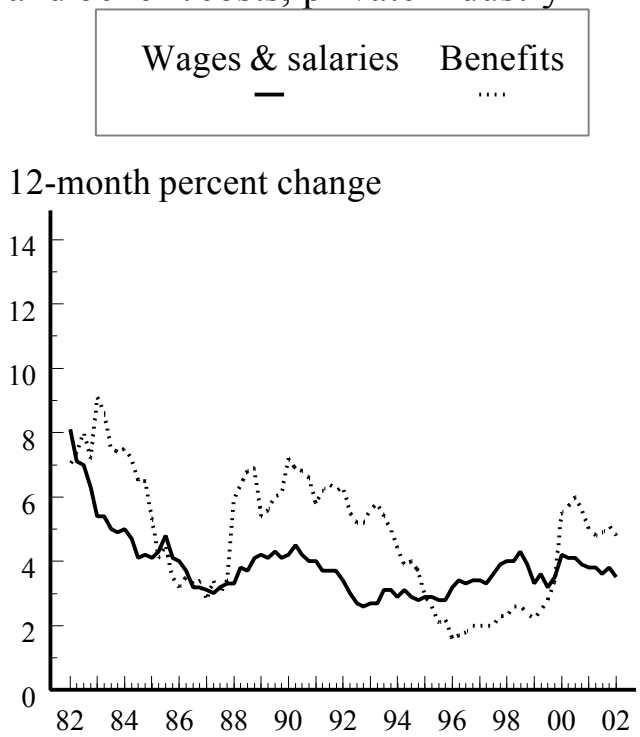

Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

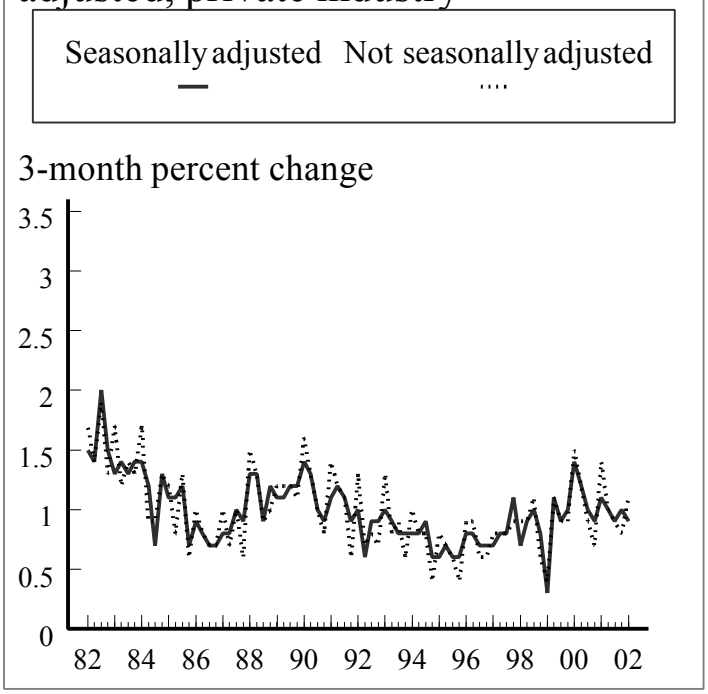

Chart C. Changes in benefit costs by bargaining status, private industry

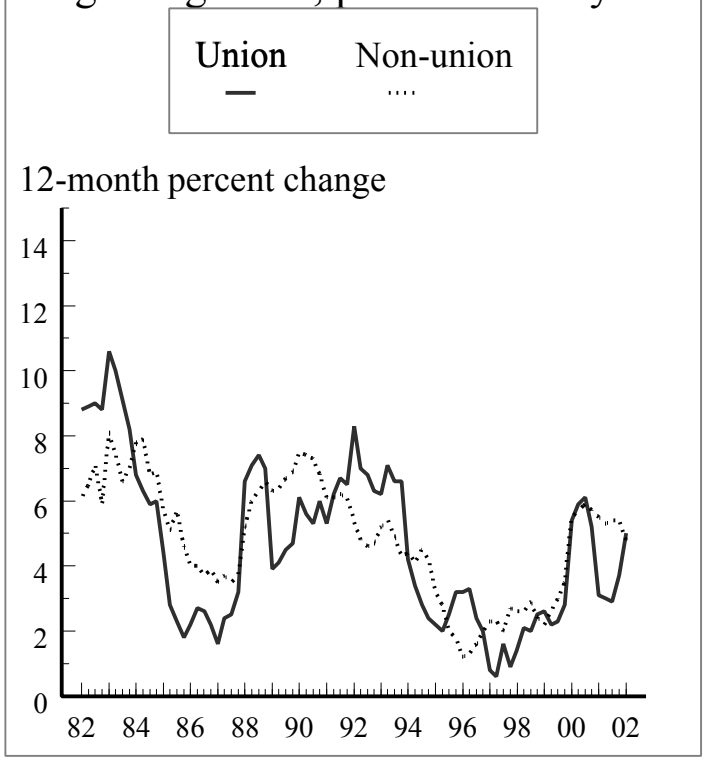

Chart D. Changes in benefit costs by industry sector, private industry

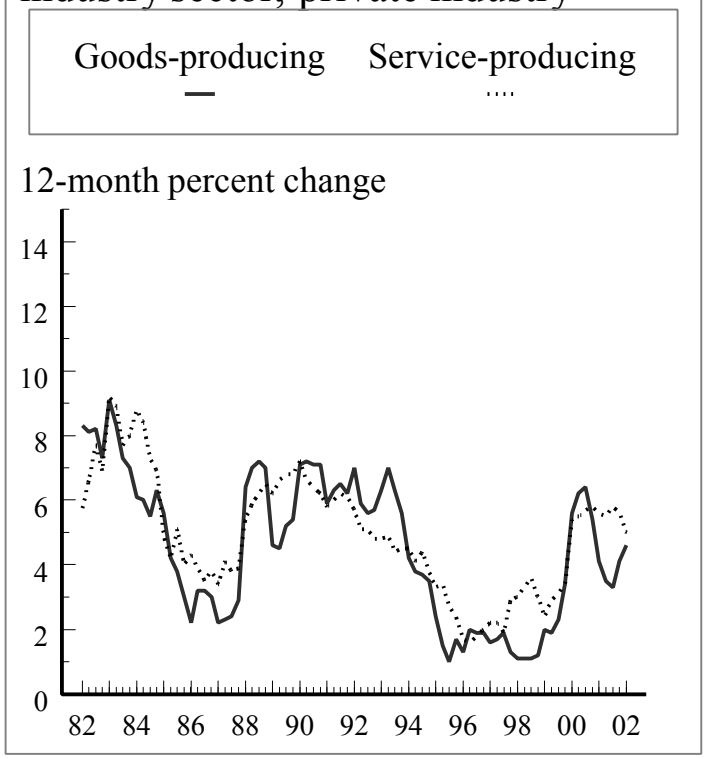

Table 1. Employment Cost Index for total compensation[1], wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended–							
	Dec. 2001	Mar. 2002	Jun. 2000	Sep. 2000	Dec. 2000	Mar. 2001	Jun. 2001	Sep. 2001	Dec. 2001	Mar. 2002
TOTAL COMPENSATION										
Civilian workers	156.9	158.2	1.0	0.9	0.9	1.1	1.0	1.0	1.0	0.8
State and local government	154.9	156.0	.7	.5	1.0	1.0	1.1	1.4	.6	.7
Private industry	157.3	158.7	1.2	1.0	.9	1.1	1.0	.9	1.0	.9
Industry										
Goods producing[2]	154.8	156.2	1.2	1.0	.6	1.1	.9	.8	.9	.9
Construction	153.3	154.3	1.3	1.4	1.4	1.0	1.1	1.0	1.2	.7
Manufacturing	154.8	156.4	1.1	1.0	.5	1.1	.9	.6	1.0	1.0
Durables	155.6	156.8	1.2	.9	.6	.9	.8	.7	1.0	.8
Nondurables	153.6	155.6	.9	1.2	.3	1.4	1.0	.5	.9	1.3
Service producing[3]	158.6	159.9	1.1	1.0	1.0	1.1	1.0	1.0	1.1	.8
Transportation and public utilities	155.8	157.3	1.2	1.2	.8	1.3	1.2	.7	1.6	1.0
Wholesale trade	159.4	162.2	.8	.5	1.4	.7	1.4	.8	.4	1.8
Retail trade	153.8	153.4	1.0	1.0	.8	1.0	.6	.8	2.1	-.3
Finance, insurance, and real estate[4]	161.3	165.2	.7	1.4	.3	1.4	1.0	.9	.2	2.4
Services	161.2	162.6	1.2	1.0	1.0	1.4	.8	1.3	.9	.9
Nonmanufacturing	157.9	159.2	1.2	1.1	1.0	1.1	1.0	1.0	1.1	.8
Occupational group										
White collar	160.5	161.8	1.2	1.0	.9	1.1	1.0	.9	1.2	.8
Blue collar	152.2	153.6	1.0	1.0	.9	1.0	.7	1.1	.9	.9
Service	154.4	156.2	1.1	.8	1.1	1.2	.8	1.0	1.4	1.2
WAGES AND SALARIES										
Civilian workers	153.4	154.7	1.0	.9	.8	1.0	1.0	.8	.9	.8
State and local government	153.4	154.5	.8	.8	.9	.9	1.0	1.0	.7	.7
Private industry	153.4	154.8	1.0	.9	.8	1.0	1.0	.7	.9	.9
Industry										
Goods producing[2,4]	150.5	151.7	1.2	.9	.6	1.2	1.1	.6	.7	.8
Construction	146.6	147.1	1.2	1.2	1.2	.9	1.0	1.0	1.1	.3
Manufacturing[4]	151.7	153.1	1.0	.9	.5	1.4	1.0	.5	.7	.9
Durables[4]	152.6	153.9	1.2	1.0	.8	1.2	1.0	.7	.7	.9
Nondurables	150.5	151.7	.9	.9	.3	1.2	1.1	.3	.7	.8
Service producing[3]	154.7	156.1	1.0	1.0	.9	.9	.9	.9	1.0	.9
Transportation and public utilities	149.2	150.7	.9	.9	.8	1.1	1.2	.7	1.8	1.0
Wholesale trade	154.6	157.7	.9	.3	1.2	.5	1.3	.1	.3	2.0
Retail trade	151.2	150.8	.9	.9	.8	.8	.5	.7	1.7	-.3
Finance, insurance, and real estate[4]	156.0	160.3	.5	1.5	.0	1.5	.5	.8	.1	2.8
Services	158.3	159.4	1.3	.9	.9	1.2	.9	1.2	.8	.7
Nonmanufacturing	153.7	155.0	1.0	1.0	.9	.9	.9	.9	1.1	.8

See footnotes at end of table.

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

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended–							
	Dec. 2001	Mar. 2002	Jun. 2000	Sep. 2000	Dec. 2000	Mar. 2001	Jun. 2001	Sep. 2001	Dec. 2001	Mar. 2002
WAGES AND SALARIES–Continued										
Occupational group										
White collar	156.3	157.7	1.1	0.9	0.8	1.0	0.9	0.7	1.0	0.9
Blue collar[4]	148.3	149.6	1.0	1.0	.6	1.3	.9	1.1	.5	.9
Service[4]	150.6	152.0	1.1	.7	1.0	1.0	.8	.8	1.3	.9
BENEFIT COSTS										
Civilian workers	165.3	166.9	1.2	1.0	1.1	1.2	1.1	1.5	1.2	1.0
State and local government	158.5	159.6	.5	.1	.9	1.1	1.2	2.2	.8	.7
Private industry	166.8	168.6	1.3	1.2	1.1	1.3	1.1	1.4	1.3	1.1
Industry										
Goods producing[2]	163.1	165.4	1.3	1.2	.6	.9	.8	1.0	1.4	1.4
Manufacturing	161.0	163.2	1.1	1.0	.2	.8	.6	.7	1.4	1.4
Service producing[3]	169.0	170.4	1.3	1.3	1.4	1.4	1.3	1.6	1.2	.8
Nonmanufacturing	169.4	170.8	1.4	1.3	1.4	1.5	1.3	1.5	1.3	.8
Occupational group										
White collar	172.0	173.1	1.4	1.4	1.1	1.6	1.4	1.4	1.5	.6
Blue collar	159.4	162.3	.9	1.0	.8	.9	.3	1.3	.8	1.8
Service	166.1	168.8	1.3	1.2	1.3	1.9	1.0	1.4	1.7	1.6

[1] Includes wages, salaries, and employer costs for employee benefits.
[2] Includes mining, construction, and manufacturing.
[3] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[4] No identifiable seasonality was found for this series.

Table 2. Employment Cost Index for total compensation[1] for civilian and State and local government workers by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Civilian workers	152.5	156.8	158.4	1.3	0.8	1.0	4.1	4.1	3.9
Excluding sales occupations	152.5	156.8	158.4	1.3	.8	1.0	4.2	4.2	3.9
Industry									
Goods producing[2]	150.7	154.4	156.3	1.3	.8	1.2	4.0	3.8	3.7
Manufacturing	151.3	154.6	156.6	1.3	.8	1.3	3.6	3.5	3.5
Service producing[3]	153.0	157.6	159.1	1.3	.8	1.0	4.0	4.3	4.0
Services	154.3	159.0	160.2	1.2	.6	.8	4.3	4.3	3.8
Health services	152.5	158.3	160.5	1.2	1.0	1.4	4.5	5.0	5.2
Hospitals	153.2	160.0	162.3	1.3	1.1	1.4	4.7	5.8	5.9
Educational services	151.7	156.6	157.1	.7	.3	.3	3.5	4.0	3.6
Public administration[4]	150.6	155.2	156.5	1.6	.9	.8	3.4	4.7	3.9
Nonmanufacturing	152.6	157.2	158.7	1.3	.8	1.0	4.1	4.3	4.0
Occupational group									
White collar	154.4	158.9	160.5	1.2	.8	1.0	4.0	4.2	4.0
Excluding sales	154.7	159.2	160.9	1.4	.7	1.1	4.3	4.3	4.0
Professional specialty and technical	153.2	157.5	158.5	1.3	.5	.6	4.4	4.1	3.5
Executive, administrative, and managerial	156.6	161.2	163.7	1.3	1.0	1.6	4.1	4.3	4.5
Administrative support, including clerical	155.3	160.0	162.0	1.6	.8	1.3	4.5	4.7	4.3
Blue collar	148.2	152.0	153.7	1.2	.6	1.1	3.9	3.8	3.7
Service	152.0	156.9	158.4	1.3	1.2	1.0	4.1	4.6	4.2
State and local government	150.3	155.2	156.1	.9	.6	.6	3.3	4.2	3.9
Industry									
Services	149.9	154.9	155.5	.7	.3	.4	3.2	4.0	3.7
Excluding schools	150.1	156.1	157.9	.9	1.0	1.2	3.4	4.9	5.2
Health services	152.1	158.6	160.4	.3	1.0	1.1	3.3	4.6	5.5
Hospitals	152.2	159.1	160.7	.1	1.1	1.0	2.9	4.7	5.6
Educational services	149.6	154.5	154.8	.6	.3	.2	3.2	3.9	3.5
Schools	149.9	154.8	155.1	.6	.3	.2	3.2	3.9	3.5
Elementary and secondary	148.5	153.1	153.4	.3	.2	.2	2.8	3.4	3.3
Colleges and universities	153.7	159.6	160.0	1.3	.4	.3	4.3	5.2	4.1
Public administration[4]	150.6	155.2	156.5	1.6	.9	.8	3.4	4.7	3.9
Occupational group									
White collar	149.5	154.4	155.2	.8	.5	.5	3.2	4.1	3.8
Professional specialty and technical	148.4	153.2	153.6	.7	.3	.3	3.0	3.9	3.5
Executive, administrative, and managerial	152.4	157.6	159.5	1.1	.8	1.2	3.7	4.6	4.7
Administrative support, including clerical	150.7	155.6	156.9	.9	.9	.8	3.3	4.1	4.1
Blue collar	148.6	153.2	154.0	1.0	1.1	.5	3.4	4.1	3.6
Service	155.3	160.5	161.5	1.6	.9	.6	3.9	5.0	4.0

[1] Includes wages, salaries, and employer costs for employee benefits.
[2] Includes mining, construction, and manufacturing.
[3] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.
[4] Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

Table 3. Employment Cost Index for total compensation[1] for private industry workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Private industry workers	153.0	157.2	158.9	1.4	0.8	1.1	4.2	4.2	3.9
Excluding sales occupations	153.0	157.2	159.0	1.4	.8	1.1	4.4	4.2	3.9
Industry									
Goods producing[2]	150.7	154.4	156.2	1.3	.8	1.2	4.1	3.8	3.6
Excluding sales	150.1	153.7	155.5	1.3	.8	1.2	4.1	3.7	3.6
White collar	154.5	158.1	160.1	1.7	.8	1.3	4.3	4.1	3.6
Excluding sales	153.0	156.5	158.4	1.7	.8	1.2	4.4	4.0	3.5
Blue collar	148.2	151.9	153.6	1.0	.7	1.1	3.8	3.5	3.6
Construction	148.2	153.0	154.1	1.0	.9	.7	5.3	4.3	4.0
Manufacturing	151.3	154.6	156.6	1.3	.8	1.3	3.6	3.5	3.5
White collar	154.2	156.9	159.1	1.8	.6	1.4	4.0	3.6	3.2
Excluding sales	152.2	154.7	156.7	1.7	.6	1.3	4.1	3.3	3.0
Blue collar	149.1	152.7	154.6	.9	.9	1.2	3.3	3.3	3.7
Durables	151.8	155.3	156.9	1.1	.8	1.0	3.6	3.5	3.4
Aircraft manufacturing (SIC 3721)	159.8	163.4	167.5	2.9	1.9	2.5	5.7	5.2	4.8
White collar	157.3	159.0	163.3	4.0	1.7	2.7	7.3	5.2	3.8
Blue collar	161.9	169.1	172.6	.9	2.3	2.1	2.6	5.4	6.6
Nondurables	150.4	153.2	156.0	1.8	.8	1.8	3.8	3.7	3.7
Service producing[3]	153.8	158.2	159.9	1.4	.8	1.1	4.3	4.3	4.0
Excluding sales	154.6	159.0	160.9	1.6	.8	1.2	4.7	4.5	4.1
White collar	155.8	160.3	162.1	1.4	.8	1.1	4.4	4.3	4.0
Excluding sales	157.5	162.2	164.1	1.5	.8	1.2	4.8	4.6	4.2
Blue collar	147.7	151.4	153.2	1.7	.3	1.2	4.2	4.2	3.7
Service	149.6	154.2	155.9	1.1	1.3	1.1	4.2	4.3	4.2
Transportation and public utilities	150.5	155.5	157.3	1.5	1.3	1.2	4.6	4.9	4.5
Transportation	145.4	151.1	152.5	1.0	2.0	.9	3.6	5.0	4.9
Public utilities	157.3	161.5	163.9	2.1	.5	1.5	5.9	4.8	4.2
Communications	158.3	163.4	166.0	2.3	.4	1.6	6.7	5.6	4.9
Electric, gas, and sanitary services	156.0	159.1	161.3	1.7	.6	1.4	4.8	3.7	3.4
Wholesale and retail trade	151.0	155.5	156.5	1.1	1.2	.6	3.7	4.1	3.6
Excluding sales	152.6	157.1	157.5	1.3	1.1	.3	4.2	4.3	3.2
Wholesale trade	155.1	159.5	161.9	.5	.6	1.5	3.4	3.3	4.4
Excluding sales	156.9	160.6	162.3	1.3	.4	1.1	4.9	3.7	3.4
Retail trade	148.7	153.2	153.5	1.4	1.5	.2	3.8	4.5	3.2
General merchandise stores	147.3	150.9	152.4	2.0	.8	1.0	5.4	4.5	3.5
Food stores	146.1	151.7	152.9	1.1	1.3	.8	4.3	5.0	4.7
Finance, insurance, and real estate	157.9	161.3	165.2	1.4	.2	2.4	3.9	3.6	4.6
Excluding sales	161.2	165.0	169.8	1.8	.2	2.9	4.5	4.2	5.3
Banking, savings and loan, and other credit agencies	170.8	174.3	182.1	2.6	-.6	4.5	5.0	4.7	6.6
Insurance	157.6	161.3	164.0	1.5	.9	1.7	5.1	3.9	4.1
Excluding sales	155.6	159.4	163.0	1.6	.9	2.3	4.1	4.1	4.8
Services	156.5	161.0	162.6	1.6	.6	1.0	4.8	4.5	3.9
Business services	160.5	166.2	166.3	1.3	.6	.1	4.1	4.9	3.6
Health services	152.7	158.4	160.6	1.4	1.0	1.4	4.7	5.2	5.2
Hospitals	153.5	160.3	162.8	1.6	1.2	1.6	5.3	6.1	6.1
Nursing homes	–	–	–	1.8	.9	1.4	6.6	5.1	4.7
Educational services	162.3	167.6	168.5	1.5	.7	.5	5.4	4.8	3.8
Colleges and universities	162.2	167.5	168.1	1.9	.8	.4	4.9	5.2	3.6

See footnotes at end of table.

Table 3. Employment Cost Index for total compensation[1] for private industry workers, by industry and occupational group — Continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Industry–Continued									
Nonmanufacturing industries	153.1	157.6	159.3	1.3	0.8	1.1	4.4	4.3	4.0
White collar	155.8	160.5	162.2	1.4	.9	1.1	4.4	4.4	4.1
Excluding sales	157.5	162.3	164.2	1.5	.9	1.2	4.9	4.6	4.3
Blue collar	146.9	150.6	152.2	1.5	.3	1.1	4.5	4.0	3.6
Service	149.5	154.1	155.9	1.2	1.3	1.2	4.2	4.3	4.3
Occupational group									
White collar	155.7	160.1	161.9	1.4	.9	1.1	4.3	4.2	4.0
Excluding sales	156.5	160.9	162.8	1.6	.8	1.2	4.8	4.4	4.0
Professional specialty and technical	156.3	160.3	161.5	1.7	.7	.7	5.3	4.3	3.3
Executive, administrative, and managerial	157.3	161.8	164.4	1.3	1.0	1.6	4.1	4.2	4.5
Sales	152.3	156.7	157.7	.6	1.1	.6	2.3	3.5	3.5
Administrative support, including clerical	156.1	160.8	162.8	1.8	.8	1.2	4.8	4.8	4.3
Blue collar	148.2	151.9	153.6	1.2	.6	1.1	3.9	3.8	3.6
Precision production, craft, and repair	148.7	152.5	153.7	1.4	.5	.8	4.5	4.0	3.4
Machine operators, assemblers, and inspectors	148.3	151.5	153.6	1.0	.7	1.4	3.0	3.2	3.6
Transportation and material moving	142.6	146.3	148.7	1.1	.5	1.6	3.7	3.7	4.3
Handlers, equipment cleaners, helpers, and laborers	152.2	156.5	158.7	1.2	1.0	1.4	4.0	4.1	4.3
Service	150.0	154.8	156.4	1.3	1.4	1.0	4.2	4.5	4.3
Production and nonsupervisory occupations[4]	151.4	155.5	157.1	1.3	.8	1.0	4.2	4.0	3.8

[1] Includes wages, salaries, and employer costs for employee benefits.
[2] Includes mining, construction, and manufacturing.
[3] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[4] This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

Table 4. Employment Cost Index for total compensation[1] for private industry workers, by bargaining status, region, and area

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Bargaining status									
Union	147.9	153.1	154.8	0.7	1.4	1.1	3.4	4.2	4.7
Blue-collar occupations	145.9	150.0	151.7	.6	.9	1.1	3.4	3.4	4.0
Goods-producing industries[2]	147.9	151.8	153.4	.4	.8	1.1	3.2	3.1	3.7
Service-producing industries[3]	147.6	154.2	156.0	.8	2.0	1.2	3.6	5.3	5.7
Manufacturing	147.9	151.4	153.4	.3	1.0	1.3	2.4	2.7	3.7
Blue-collar occupations	147.3	150.9	152.5	.2	1.0	1.1	2.4	2.7	3.5
Nonmanufacturing	147.3	153.5	155.0	.8	1.6	1.0	4.0	5.0	5.2
Nonunion	153.8	157.8	159.6	1.5	.7	1.1	4.3	4.1	3.8
Blue-collar occupations	149.4	152.9	154.7	1.5	.5	1.2	4.2	3.9	3.5
Goods-producing industries[2]	151.6	155.3	157.2	1.5	.8	1.2	4.3	4.0	3.7
Service-producing industries[3]	154.4	158.6	160.3	1.4	.7	1.1	4.3	4.1	3.8
Manufacturing	152.4	155.5	157.6	1.7	.7	1.4	4.0	3.7	3.4
Blue-collar occupations	149.9	153.5	155.6	1.3	.9	1.4	3.8	3.7	3.8
Nonmanufacturing	153.9	158.2	159.9	1.4	.8	1.1	4.4	4.2	3.9
Region[4]									
Northeast	151.6	156.3	158.3	.9	.7	1.3	3.6	4.0	4.4
South	151.1	154.6	156.2	1.7	.7	1.0	4.2	4.0	3.4
Midwest	154.8	158.6	161.1	1.0	.8	1.6	4.0	3.5	4.1
West	154.3	159.4	160.4	1.6	1.1	.6	5.0	5.0	4.0
Area									
Metropolitan	153.1	157.4	159.1	1.4	.9	1.1	4.2	4.2	3.9
Other	152.1	155.6	157.5	1.2	.5	1.2	4.2	3.5	3.6

[1] Includes wages, salaries, and employer costs for employee benefits.
[2] Includes mining, construction, and manufacturing.
[3] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[4] The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Table 5. Employment Cost Index for wages and salaries for civilian and State and local government workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Civilian workers	149.5	153.4	154.8	1.1	0.7	0.9	3.8	3.7	3.5
Excluding sales occupations	149.4	153.4	154.8	1.2	.7	.9	4.0	3.9	3.6
Industry									
Goods producing[1]	147.0	150.5	151.8	1.2	.7	.9	4.0	3.6	3.3
Manufacturing	148.5	151.7	153.1	1.4	.7	.9	3.9	3.5	3.1
Service producing[2]	150.5	154.5	155.9	1.1	.7	.9	3.8	3.8	3.6
Services	152.6	157.1	158.1	1.1	.6	.6	4.1	4.0	3.6
Health services	149.8	155.5	157.3	1.0	1.2	1.2	4.2	4.9	5.0
Hospitals	148.8	155.5	157.2	1.0	1.3	1.1	4.3	5.6	5.6
Educational services	150.5	155.1	155.3	.6	.3	.1	3.6	3.7	3.2
Public administration[3]	147.6	151.6	152.5	1.0	.9	.6	3.6	3.8	3.3
Nonmanufacturing	149.7	153.8	155.0	1.1	.8	.8	3.8	3.8	3.5
Occupational group									
White collar	151.7	155.6	157.0	1.0	.7	.9	3.8	3.6	3.5
Excluding sales	152.1	156.1	157.6	1.1	.6	1.0	4.0	3.8	3.6
Professional specialty and technical	151.1	155.1	155.6	1.0	.6	.3	4.3	3.7	3.0
Executive, administrative, and managerial	154.0	158.1	160.7	1.0	.9	1.6	3.6	3.7	4.4
Administrative support, including clerical	151.6	155.7	157.3	1.3	.7	1.0	4.2	4.1	3.8
Blue collar	144.7	148.5	149.7	1.3	.6	.8	4.0	3.9	3.5
Service	148.6	153.0	154.2	1.0	1.2	.8	3.9	4.0	3.8
State and local government	149.3	153.7	154.4	.7	.5	.5	3.5	3.6	3.4
Industry									
Services	149.5	154.2	154.6	.5	.3	.3	3.4	3.7	3.4
Excluding schools	149.1	154.9	156.7	.8	1.1	1.2	3.3	4.7	5.1
Health services	149.9	155.8	157.8	.4	1.0	1.3	3.2	4.4	5.3
Hospitals	149.5	155.7	157.7	.2	1.0	1.3	2.9	4.4	5.5
Educational services	149.5	154.0	154.2	.5	.3	.1	3.5	3.6	3.1
Schools	149.7	154.1	154.3	.5	.2	.1	3.5	3.5	3.1
Elementary and secondary	149.0	153.1	153.4	.3	.2	.2	3.1	3.1	3.0
Colleges and universities	151.4	156.7	156.8	1.3	.1	.1	4.5	4.8	3.6
Public administration[3]	147.6	151.6	152.5	1.0	.9	.6	3.6	3.8	3.3
Occupational group									
White collar	149.0	153.3	153.9	.7	.4	.4	3.4	3.6	3.3
Professional specialty and technical	149.1	153.4	153.6	.6	.3	.1	3.3	3.5	3.0
Executive, administrative, and managerial	150.1	155.1	156.6	.9	.8	1.0	3.6	4.2	4.3
Administrative support, including clerical	147.0	150.9	151.9	.5	.7	.7	3.2	3.2	3.3
Blue collar	146.0	150.8	151.6	.6	1.1	.5	3.2	3.9	3.8
Service	152.8	157.4	158.3	1.1	.8	.6	4.4	4.1	3.6

[1] Includes mining, construction, and manufacturing.
[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.
[3] Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

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

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Private industry workers	149.4	153.3	154.7	1.2	0.8	0.9	3.8	3.8	3.5
Excluding sales occupations	149.5	153.3	154.9	1.3	.7	1.0	4.2	3.9	3.6
Industry									
Goods producing[1]	147.0	150.5	151.7	1.2	.7	.8	4.0	3.7	3.2
Excluding sales	146.3	149.7	150.9	1.2	.7	.8	4.1	3.5	3.1
White collar	150.5	153.6	155.0	1.2	.7	.9	3.8	3.3	3.0
Excluding sales	148.9	151.7	152.9	1.2	.6	.8	4.0	3.1	2.7
Blue collar	144.7	148.4	149.6	1.1	.7	.8	4.1	3.7	3.4
Construction	142.1	146.3	147.0	1.0	.8	.5	4.5	4.0	3.4
Manufacturing	148.5	151.7	153.1	1.4	.7	.9	3.9	3.5	3.1
White collar	151.1	153.3	154.9	1.3	.3	1.0	3.6	2.7	2.5
Excluding sales	149.1	151.0	152.3	1.1	.3	.9	3.8	2.4	2.1
Blue collar	146.4	150.3	151.7	1.2	.8	.9	4.0	3.9	3.6
Durables	149.0	152.6	153.9	1.2	.7	.9	4.2	3.6	3.3
Aircraft manufacturing (SIC 3721)	154.3	158.3	161.4	1.8	1.1	2.0	5.5	4.4	4.6
White collar	149.8	152.2	155.9	2.5	.9	2.4	5.4	4.1	4.1
Blue collar	160.3	167.4	169.0	.6	1.5	1.0	5.6	5.1	5.4
Nondurables	147.5	150.2	151.9	1.4	.6	1.1	3.4	3.3	3.0
Service producing[2]	150.5	154.5	156.1	1.1	.8	1.0	3.8	3.8	3.7
Excluding sales	151.3	155.5	157.2	1.3	.8	1.1	4.1	4.1	3.9
White collar	152.5	156.5	158.2	1.1	.8	1.1	3.8	3.7	3.7
Excluding sales	154.3	158.6	160.4	1.3	.9	1.1	4.4	4.1	4.0
Blue collar	144.3	148.1	149.4	1.5	.4	.9	3.7	4.1	3.5
Service	146.1	150.2	151.6	.9	1.2	.9	3.5	3.7	3.8
Transportation and public utilities	143.7	149.2	150.5	1.0	1.7	.9	3.8	4.8	4.7
Transportation	139.8	145.7	147.4	.9	2.2	1.2	3.6	5.1	5.4
Public utilities	148.7	153.6	154.3	1.1	1.1	.5	3.8	4.4	3.8
Communications	149.2	155.2	155.3	1.2	1.2	.1	4.0	5.3	4.1
Electric, gas, and sanitary services	148.1	151.7	153.0	1.0	.9	.9	3.6	3.5	3.3
Wholesale and retail trade	148.4	152.1	153.0	.7	1.0	.6	3.2	3.2	3.1
Excluding sales	150.7	154.6	154.8	1.1	1.0	.1	3.8	3.8	2.7
Wholesale trade	151.6	154.8	157.2	.0	.5	1.6	2.8	2.1	3.7
Excluding sales	154.9	157.9	159.4	1.1	.3	.9	4.7	3.1	2.9
Retail trade	146.9	150.7	150.9	1.2	1.3	.1	3.4	3.8	2.7
General merchandise stores	143.8	146.5	147.9	1.1	.5	1.0	4.4	3.0	2.9
Food stores	143.3	146.7	148.0	1.2	.7	.9	4.8	3.6	3.3
Finance, insurance, and real estate	153.9	156.0	160.3	1.5	.1	2.8	3.5	2.8	4.2
Excluding sales	156.6	159.1	164.5	1.6	.0	3.4	4.3	3.2	5.0
Banking, savings and loan, and other credit agencies	169.4	171.7	181.2	2.2	-.9	5.5	4.6	3.6	7.0
Insurance	152.4	155.0	157.1	1.1	.9	1.4	4.7	2.8	3.1
Excluding sales	148.3	151.2	154.3	1.2	.9	2.1	3.6	3.2	4.0
Services	153.8	158.2	159.5	1.3	.7	.8	4.3	4.2	3.7
Business services	158.2	163.7	164.0	1.4	.6	.2	4.1	4.9	3.7
Health services	149.8	155.4	157.3	1.1	1.2	1.2	4.4	4.9	5.0
Hospitals	148.5	155.4	157.1	1.2	1.4	1.1	4.7	5.9	5.8
Nursing homes	–	–	–	1.7	1.1	1.4	6.2	5.1	4.7
Educational services	155.4	160.6	161.2	.7	.6	.4	4.4	4.1	3.7
Colleges and universities	154.1	159.6	159.9	.8	.8	.2	3.5	4.4	3.8

See footnotes at end of table.

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

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Industry–Continued									
Nonmanufacturing industries	149.5	153.5	155.0	1.1	0.9	1.0	3.9	3.8	3.7
White collar	152.3	156.4	158.0	1.1	.9	1.0	4.0	3.9	3.7
Excluding sales	153.9	158.3	160.1	1.3	.9	1.1	4.4	4.2	4.0
Blue collar	142.8	146.4	147.5	1.3	.4	.8	3.9	3.9	3.3
Service	146.0	150.1	151.4	.9	1.3	.9	3.6	3.7	3.7
Occupational group									
White collar	152.3	156.1	157.7	1.1	.8	1.0	3.9	3.7	3.5
Excluding sales	153.0	156.9	158.6	1.3	.8	1.1	4.3	3.8	3.7
Professional specialty and technical	152.1	155.9	156.7	1.3	.7	.5	4.8	3.8	3.0
Executive, administrative, and managerial	154.7	158.6	161.3	1.1	.9	1.7	3.7	3.7	4.3
Sales	149.2	152.6	153.6	.3	.9	.7	1.7	2.6	2.9
Administrative support, including clerical	152.3	156.5	158.2	1.5	.8	1.1	4.3	4.3	3.9
Blue collar	144.6	148.3	149.6	1.3	.5	.9	4.0	3.9	3.5
Precision production, craft, and repair	144.6	148.4	149.2	1.3	.5	.5	4.1	3.9	3.2
Machine operators, assemblers, and inspectors	145.6	149.0	150.5	1.3	.6	1.0	3.5	3.7	3.4
Transportation and material moving	139.5	142.8	144.8	1.4	.5	1.4	4.0	3.8	3.8
Handlers, equipment cleaners, helpers, and laborers	148.0	152.4	154.2	1.2	.9	1.2	4.4	4.2	4.2
Service	146.4	150.6	152.0	1.0	1.3	.9	3.8	3.9	3.8
Production and nonsupervisory occupations[3]	147.7	151.5	152.7	1.2	.8	.8	3.9	3.8	3.4

[1] Includes mining, construction, and manufacturing.
[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[3] This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Bargaining status									
Union	142.1	147.4	148.4	0.6	1.6	0.7	3.6	4.4	4.4
Blue-collar occupations	140.3	144.7	145.6	.8	1.0	.6	3.8	4.0	3.8
Goods-producing industries[1]	142.4	146.3	147.2	.8	.7	.6	3.8	3.5	3.4
Service-producing industries[2]	142.2	148.9	150.0	.5	2.4	.7	3.3	5.2	5.5
Manufacturing	143.9	148.0	149.0	.9	.9	.7	3.7	3.8	3.5
Blue-collar occupations	143.0	147.0	147.8	.9	.8	.5	3.8	3.7	3.4
Nonmanufacturing	141.1	147.1	148.1	.5	1.9	.7	3.4	4.8	5.0
Nonunion	150.8	154.4	155.9	1.2	.7	1.0	3.9	3.6	3.4
Blue-collar occupations	147.1	150.5	151.9	1.5	.3	.9	4.0	3.9	3.3
Goods-producing industries[1]	148.8	152.1	153.5	1.4	.7	.9	4.1	3.6	3.2
Service-producing industries[2]	151.4	155.1	156.7	1.2	.6	1.0	3.8	3.7	3.5
Manufacturing	150.1	153.1	154.7	1.4	.6	1.0	3.9	3.4	3.1
Blue-collar occupations	148.7	152.6	154.3	1.4	.9	1.1	4.1	4.1	3.8
Nonmanufacturing	150.7	154.4	155.9	1.2	.7	1.0	3.9	3.7	3.5
Region[3]									
Northeast	147.3	151.7	153.5	.9	.7	1.2	3.5	3.9	4.2
South	148.3	151.2	152.5	1.4	.7	.9	3.7	3.3	2.8
Midwest	150.9	154.7	157.1	.9	.7	1.6	3.9	3.4	4.1
West	151.3	156.0	156.4	1.4	1.1	.3	4.6	4.6	3.4
Area									
Metropolitan	149.8	153.7	155.1	1.2	.9	.9	4.0	3.9	3.5
Other	147.4	150.5	151.7	1.0	.5	.8	3.7	3.1	2.9

[1] Includes mining, construction, and manufacturing.

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

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

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

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

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for–					
				3 months ended–			12 months ended–		
	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002	Mar. 2001	Dec. 2001	Mar. 2002
Civilian workers	159.7	165.1	167.5	1.8	0.9	1.5	4.7	5.2	4.9
State and local government	152.3	158.4	159.9	1.4	.7	.9	2.8	5.5	5.0
Private industry	161.5	166.7	169.3	1.8	.9	1.6	5.0	5.1	4.8
Industry									
Goods producing[1]	158.5	162.6	165.8	1.5	1.1	2.0	4.1	4.1	4.6
Service producing[2]	162.6	168.4	170.7	2.0	.8	1.4	5.6	5.6	5.0
Manufacturing	157.1	160.4	163.7	1.5	1.2	2.1	3.2	3.6	4.2
Aircraft manufacturing (SIC 3721)	171.4	174.4	180.7	5.1	3.7	3.6	5.9	6.9	5.4
White collar	175.0	175.0	180.7	7.5	3.6	3.3	11.6	7.5	3.3
Blue collar	165.0	172.4	179.5	1.4	3.8	4.1	-2.5	6.0	8.8
Nonmanufacturing	162.9	168.8	171.1	2.0	.8	1.4	5.8	5.7	5.0
Occupational group									
White collar	165.2	171.2	173.5	2.3	1.0	1.3	5.7	6.0	5.0
Blue collar	155.7	159.2	162.2	1.0	.6	1.9	3.8	3.3	4.2
Service	159.5	166.0	168.9	2.0	1.7	1.7	5.8	6.1	5.9
Bargaining status									
Union	158.5	163.4	166.5	.6	.9	1.9	3.1	3.7	5.0
Nonunion	162.0	167.2	169.7	2.1	.8	1.5	5.5	5.4	4.8

[1] Includes mining, construction, and manufacturing.
[2] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

EXPLANATORY NOTES

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

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

Benefits covered by the ECI are: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in lieu of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security,medicare, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

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

Data for this quarter were collected from a probability sample of approximately 29,800 occupational observations within about 7,200 sample establishments in private industry and approximately 3,800 occupations within about 800 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sampled establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. Details on the sample design are included in the bulletin,Employment Cost Indexes, 1975-99, (Bulletin 2532). Within an establishment, specific job categories are selected and classified into about 500 occupational classifications according to the 1990 Census of Population. Individual occupations are combined into broader occupational groups. 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 occupation series indexes. Since March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Statistics survey, have been used. For more information on these topics, see the articles,"Introducing New Weights for the Employment Cost Index," in the June 1985 issue of the Monthly Labor Review and "Introducing 1990 Weights for the Employment Cost Index" in the June 1995 issue of Compensation and Working Conditions.

For the series based on bargaining status, region, and area size, 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 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 identify. For more information on the methodology used to seasonally adjust ECI series, see the bulletin,Employment Cost Indexes, 1975-99, (Bulletin 2532). The seasonal adjustment factors are recalculated once a year. The March release contains data reflecting the

newly updated seasonal adjustment factors. The historical data for the last five years are revised based on the newly estimated factors. The seasonal factors for 2002 and revised seasonally adjusted indexes for the past five years are availableon the Internet site (http://www.bls.gov/ncs/ect/home.htm) or upon request.

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

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

Because standard errors vary from quarter to quarter, the ECI uses a five-year moving average of standard errors to evaluate published series. To assist users in ascertaining the reliability of series, the five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (http://www.bls.gov/ncs/ect/home.htm) shortly after publication of the news release.

When determining data to be used in contract negotiations, it is important to note that differences by bargaining status may be due to factors other than union status, such as occupational and industry mix. For example, union occupations tend to be concentrated in blue-collar occupations within manufacturing industries. Thus, differences between blue-collar and white-collar pay or differences in manufacturing versus nonmanufacturing industries could explain such differences. An important consideration when choosing a series for escalation is the number of workers covered. Series with smaller numbers of workers may have larger sampling errors or be dominated by a smaller number of employers.

More detailed information on the ECI is available from several sources. These include an historical bulletin--Employment Cost Indexes, 1975-99, (Bulletin 2532), a chapter, “National Compensation Measures,” in the BLS Handbook of Methods (Bulletin 2490), and several articles published in theMonthly Labor Review and Compensation and Working Conditions. The bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690, (312) 353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling (202) 691-6199 orsending e-mail to (ocltinfo@bls.gov). Current and historical data are available at the web site: (http://www.bls.gov/ncs/ect/home.htm).

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 2001." Historical data and related articles are included in the bulletin,Employer Costs for Employee Compensation, 1986-99, (Bulletin 2526). An historical summary from 1986 through 2001 is also available on the Internet site (http://www.bls.gov/ncs/ect/home.htm) or upon request. Data for March 2002 are scheduled to be released this summer. The cost levels are calculated with current employment weights, rather than the fixed 1990 weights used in computing the ECI. Therefore, year-to-year changes in the cost levels usually differ from those in the ECI.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.