News United States Department of Labor

Bureau of Labor Statistics Washington, D.C. 20212

Technical Contact:
(202) 691-6199 ocltinfo@bls.gov
Media Contact:
(202) 691-5902 hoyle_k@bls.gov
Internet address:
http://www.bls.gov/ncs/ect/home.htm

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EMPLOYMENT COST INDEX—SEPTEMBER 2002

The Employment Cost Index for total compensation increased 3.7 percent for the year ended September 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, for nonfarm private and State and local government workers.

Quarterly changes, seasonally adjusted

Seasonally adjusted, the 3-month increase in compensation costs for civilian workers (nonfarm private industry and State and local government) rose 0.8 percent from June to September 2002, following a gain of 1.0 percent in March-June 2002. Wages and salaries increased 0.5 percent during the September quarter, after a 1.0 percent gain in the June quarter. Benefit costs rose 1.4 percent during the June-September period, following a 1.3 percent increase in the March-June quarter.

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

Compensation Component	Dec. 2000	Mar. 2001	June 2001	Sep. 2001	Dec. 2001	Mar. 2002	June 2002	Sep. 2002
Civilian workers								
Compensation costs	0.9	1.1	1.0	1.0	1.0	0.8	1.0	0.8
Wages and salaries	0.8	1.0	1.0	0.8	0.9	0.8	1.0	0.5
Benefit costs	1.1	1.2	1.1	1.5	1.2	1.0	1.3	1.4
Private industry								
Compensation costs	0.9	1.1	1.0	0.9	1.0	0.9	1.1	0.6
Wages and salaries	0.8	1.0	1.0	0.7	0.9	0.9	1.0	0.4
Benefit costs	1.1	1.3	1.1	1.4	1.3	1.1	1.4	1.0
State and local government								
Compensation costs	1.0	1.0	1.1	1.4	0.6	0.7	0.8	1.5
Wages and salaries	0.9	0.9	1.0	1.0	0.7	0.7	0.8	0.9
Benefit costs	0.9	1.1	1.2	2.2	0.8	0.7	0.8	3.0

The increase in compensation costs for private industry workers was 0.6 percent during the June-September 2002 period, a smaller gain than the increase of 1.1 percent during the previous 3-month period. The gain in wages and salaries slowed to 0.4 percent in the quarter ended in September; in June, it was 1.0 percent. Benefit costs showed a rise of 1.0 percent during the September quarter, compared with a 1.4 percent gain during the June quarter. (See tables A and 1.)

Compensation costs for State and local government workers increased 1.5 percent during the June-September period, about twice the 0.8 percent gain during the June quarter. Wages and salaries rose 0.9 percent in the quarter ended in September, following a 0.8 percent increase the previous quarter. Benefit costs rose 3.0 percent during the September quarter, significantly higher than the 0.8 percent gain of the prior quarter. The increase in benefit costs was due largely to increases in employer costs for health insurance.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 3.7 percent for the 12 months ended in September 2002 to 161.3 (June 1989=100). This compares with over-the-year increases of 4.1 percent in September 2001 and 4.3 percent in September 2000. Compensation costs in private industry rose 3.7 percent in the year ended September 2002, compared with increases of 4.0 percent in September 2001 and 4.6 percent in September 2000. In State and local government, compensation costs increased 3.8 percent for the year ended September 2002; over-the-year increases were 4.4 percent in September 2001 and 3.3 percent in September 2000. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 3.2 percent for the year ended September 2002, after increasing 3.6 percent in the year ended September 2001. (See tables B and 6.) Benefit costs for private industry workers increased 4.8 percent for the year ended in September 2002, compared with an increase of 4.9 percent in September 2001. (See tables B and 8.)

In private industry, over-the-year compensation cost increases were 3.7 percent for white-collar occupations, 3.5 percent for blue-collar occupations, and 4.2 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 2.8 percent for professional specialty and technical employees to 4.3 percent for sales workers. (See table 3.)

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

Compensation Component	Sep. 1997	Sep. 1998	Sep. 1999	Sep. 2000	Sep. 2001	Sep. 2002
Civilian workers						
Compensation costs	3.0	3.7	3.1	4.3	4.1	3.7
Wages and salaries	3.5	4.0	3.3	4.0	3.6	3.2
Benefit costs	1.9	2.6	2.7	5.3	5.1	4.9
Private industry						
Compensation costs	3.2	3.8	3.1	4.6	4.0	3.7
Wages and salaries	3.6	4.3	3.2	4.1	3.6	3.2
Benefit costs	2.0	2.6	2.8	6.0	4.9	4.8
State and local government						
Compensation costs	2.4	3.0	2.9	3.3	4.4	3.8
Wages and salaries	2.7	3.0	3.3	3.5	3.9	3.1
Benefit costs	1.5	2.8	2.0	2.8	5.6	5.4

For the year ended September 2002, the compensation cost increase was 3.6 percent for goods-producing industries, compared with 3.5 percent for the year ended September 2001. The over-the-year increase in compensation for service-producing industries was 3.7 percent, compared with a 4.2 percent increase for the year ended September 2001. Among service-producing industries, the 12-month increases for the year ending September 2002 ranged from 1.2 percent for business services to 5.8 percent for electric, gas, and sanitary services. (See table 3.)

Compensation costs for union workers rose 4.7 percent over the year, compared with a 3.5 percent increase for nonunion workers. In service-producing industries, compensation increased 5.8 percent for union workers and 3.4 percent for nonunion workers. In goods-producing industries, the increase for union workers was 3.7 percent, compared with a 3.6 percent increase for nonunion workers. Among the four geographic

regions, increases in compensation costs ranged from 3.4 percent in the Northeast to 3.9 percent in the Midwest and West. (See table 4.)

State and local government

In State and local government, the September 2002 over-the-year increase in wages and salaries was 3.1 percent, lower than the gain of 3.9 percent for September 2001. The 12-month gain in benefit costs for September 2002 was 5.4 percent; in September 2001, the gain was 5.6 percent. (See tables B, 5, and 8.)

NOTES:

The ECI for December 2002 is scheduled to be released Thursday, January 30, 2003, at 8:30 a.m. (EST).

The costs per hour worked of compensation components, based on data from the ECI, were published on September 17 in a news release titled "Employer Costs for Employee Compensation–June 2002." Employer Costs for Employee Compensation was changed from an annual to a quarterly publication beginning with the June 2002 data. Future publications will be issued approximately three months after the month of reference for the survey months of March, June, September, and December.

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.

The ECI news release is available through an e-mail subscription service. See the subscription link on http://www.bls.gov/ncs/ect/home.htm or http://www.bls.gov/bls/newsrels.htm

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Employment Cost Index

Chart A. Changes in wages and salaries and in benefit costs, private industry, 1980-2002

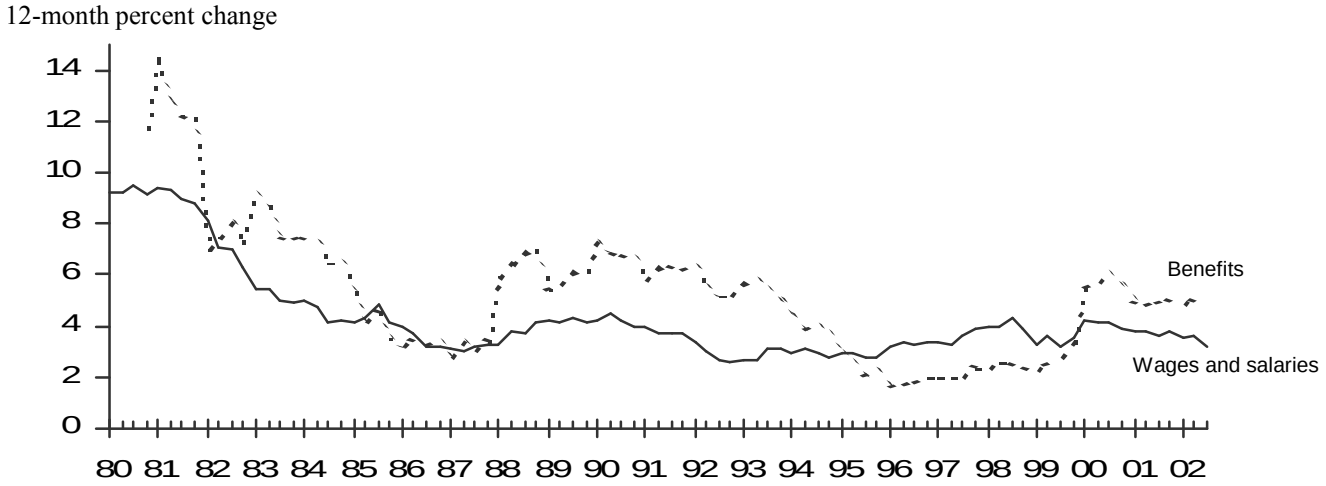

Chart B. Changes in wages and salaries, civilian workers, seasonally adjusted and not seasonally adjusted, 1981-2002

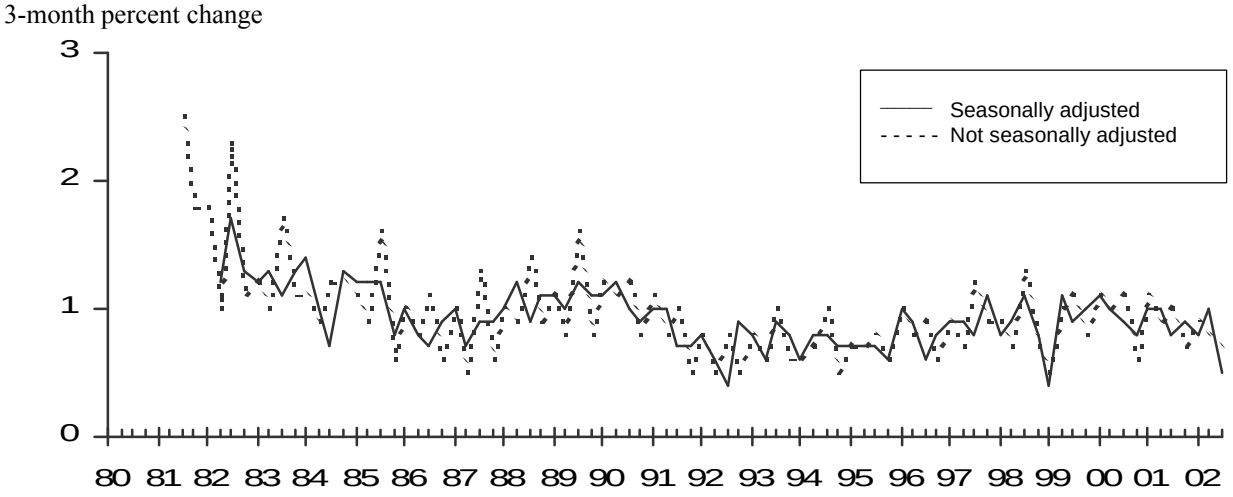

Chart C. Changes in benefits, civilian workers, seasonally adjusted and not seasonally adjusted, 1981-2002

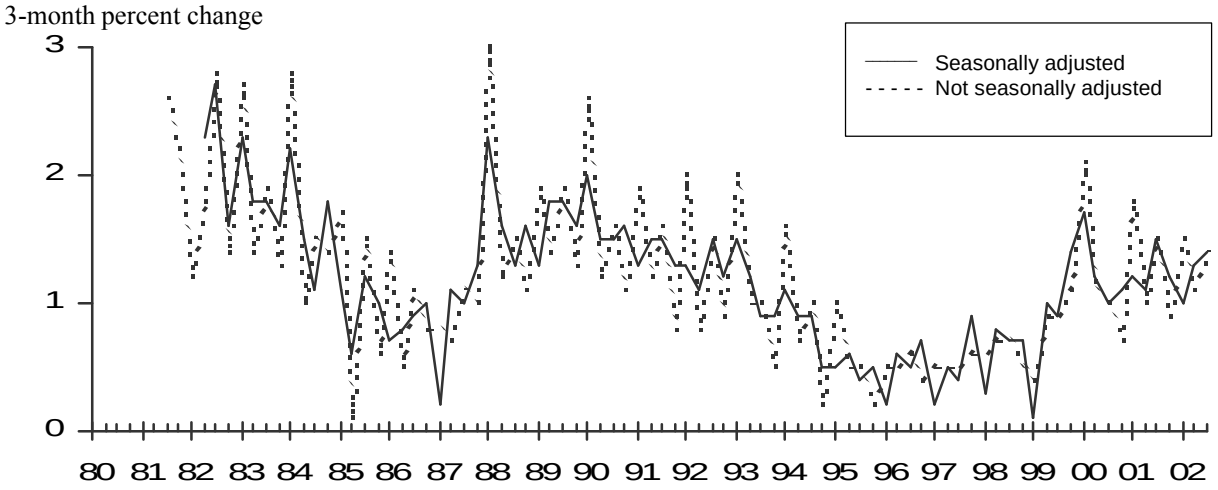

Table 1. Employment Cost Index for total compensation[1], wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended–							
	Jun. 2002	Sep. 2002	Dec. 2000	Mar. 2001	Jun. 2001	Sep. 2001	Dec. 2001	Mar. 2002	Jun. 2002	Sep. 2002
TOTAL COMPENSATION										
Civilian workers	159.8	161.1	0.9	1.1	1.0	1.0	1.0	0.8	1.0	0.8
State and local government	157.3	159.7	1.0	1.0	1.1	1.4	.6	.7	.8	1.5
Private industry	160.4	161.4	.9	1.1	1.0	.9	1.0	.9	1.1	.6
Industry										
Goods producing[2]	157.7	158.8	.6	1.1	.9	.8	.9	.9	1.0	.7
Construction	154.9	156.1	1.4	1.0	1.1	1.0	1.2	.7	.4	.8
Manufacturing	157.8	159.1	.5	1.1	.9	.6	1.0	1.0	.9	.8
Durables	158.1	158.9	.6	.9	.8	.7	1.0	.8	.8	.5
Nondurables	157.4	159.4	.3	1.4	1.0	.5	.9	1.3	1.2	1.3
Service producing[3]	161.8	162.7	1.0	1.1	1.0	1.0	1.1	.8	1.2	.6
Transportation and public utilities	158.8	160.6	.8	1.3	1.2	.7	1.6	1.0	1.0	1.1
Wholesale trade	166.0	166.0	1.4	.7	1.4	.8	.4	1.8	2.3	.0
Retail trade	155.4	155.8	.8	1.0	.6	.8	2.1	-.3	1.3	.3
Finance, insurance, and real estate[4]	167.3	168.0	.3	1.4	1.0	.9	.2	2.4	1.3	.4
Services	163.7	164.7	1.0	1.4	.8	1.3	.9	.9	.7	.6
Nonmanufacturing	161.0	161.9	1.0	1.1	1.0	1.0	1.1	.8	1.1	.6
Occupational group										
White collar	163.6	164.5	.9	1.1	1.0	.9	1.2	.8	1.1	.6
Blue collar	155.0	156.1	.9	1.0	.7	1.1	.9	.9	.9	.7
Service	157.1	158.8	1.1	1.2	.8	1.0	1.4	1.2	.6	1.1
WAGES AND SALARIES										
Civilian workers	156.2	157.0	.8	1.0	1.0	.8	.9	.8	1.0	.5
State and local government	155.7	157.1	.9	.9	1.0	1.0	.7	.7	.8	.9
Private industry	156.3	156.9	.8	1.0	1.0	.7	.9	.9	1.0	.4
Industry										
Goods producing[2,4]	153.1	153.9	.6	1.2	1.1	.6	.7	.8	.9	.5
Construction	147.9	148.9	1.2	.9	1.0	1.0	1.1	.3	.5	.7
Manufacturing[4]	154.5	155.4	.5	1.4	1.0	.5	.7	.9	.9	.6
Durables[4]	155.3	156.0	.8	1.2	1.0	.7	.7	.9	.9	.5
Nondurables	153.0	154.5	.3	1.2	1.1	.3	.7	.8	.9	1.0
Service producing[3]	157.6	158.3	.9	.9	.9	.9	1.0	.9	1.0	.4
Transportation and public utilities	152.0	153.3	.8	1.1	1.2	.7	1.8	1.0	.9	.9
Wholesale trade	160.9	160.5	1.2	.5	1.3	.1	.3	2.0	2.0	-.2
Retail trade	152.5	152.8	.8	.8	.5	.7	1.7	-.3	1.1	.2
Finance, insurance, and real estate[4]	162.0	162.4	.0	1.5	.5	.8	.1	2.8	1.1	.2
Services	160.4	161.4	.9	1.2	.9	1.2	.8	.7	.6	.6
Nonmanufacturing	156.4	157.1	.9	.9	.9	.9	1.1	.8	.9	.4

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–							
	Jun. 2002	Sep. 2002	Dec. 2000	Mar. 2001	Jun. 2001	Sep. 2001	Dec. 2001	Mar. 2002	Jun. 2002	Sep. 2002
WAGES AND SALARIES–Continued										
Occupational group										
White collar	159.3	159.9	0.8	1.0	0.9	0.7	1.0	0.9	1.0	0.4
Blue collar[4]	150.9	151.7	.6	1.3	.9	1.1	.5	.9	.9	.5
Service[4]	152.8	153.9	1.0	1.0	.8	.8	1.3	.9	.5	.7
BENEFIT COSTS										
Civilian workers	169.0	171.3	1.1	1.2	1.1	1.5	1.2	1.0	1.3	1.4
State and local government	160.9	165.7	.9	1.1	1.2	2.2	.8	.7	.8	3.0
Private industry	170.9	172.6	1.1	1.3	1.1	1.4	1.3	1.1	1.4	1.0
Industry										
Goods producing[2]	167.1	168.9	.6	.9	.8	1.0	1.4	1.4	1.0	1.1
Manufacturing	165.2	167.0	.2	.8	.6	.7	1.4	1.4	1.2	1.1
Service producing[3]	173.1	174.8	1.4	1.4	1.3	1.6	1.2	.8	1.6	1.0
Nonmanufacturing	173.3	175.0	1.4	1.5	1.3	1.5	1.3	.8	1.5	1.0
Occupational group										
White collar	175.8	177.2	1.1	1.6	1.4	1.4	1.5	.6	1.6	.8
Blue collar	163.9	166.1	.8	.9	.3	1.3	.8	1.8	1.0	1.3
Service	170.2	173.5	1.3	1.9	1.0	1.4	1.7	1.6	.8	1.9

[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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Civilian workers	155.6	159.9	161.3	1.2	0.9	0.9	4.1	4.0	3.7
Excluding sales occupations	155.6	159.7	161.3	1.2	.8	1.0	4.1	3.8	3.7
Industry									
Goods producing[2]	153.2	157.7	158.7	.7	.9	.6	3.5	3.6	3.6
Manufacturing	153.3	158.1	159.1	.5	1.0	.6	3.1	3.6	3.8
Service producing[3]	156.4	160.7	162.2	1.3	1.0	.9	4.2	4.1	3.7
Services	158.1	161.1	163.2	1.7	.6	1.3	4.6	3.7	3.2
Health services	156.7	161.8	163.1	1.4	.8	.8	5.2	4.7	4.1
Hospitals	158.2	163.8	165.7	1.7	.9	1.2	5.8	5.3	4.7
Educational services	156.1	157.4	161.6	2.6	.2	2.7	4.3	3.4	3.5
Public administration[4]	153.8	157.5	160.2	1.3	.6	1.7	4.7	3.7	4.2
Nonmanufacturing	156.0	160.2	161.7	1.3	.9	.9	4.3	4.0	3.7
Occupational group									
White collar	157.7	162.1	163.5	1.1	1.0	.9	4.1	3.9	3.7
Excluding sales	158.1	162.1	163.7	1.2	.7	1.0	4.4	3.8	3.5
Professional specialty and technical	156.7	159.3	161.4	1.6	.5	1.3	4.5	3.2	3.0
Executive, administrative, and managerial	159.6	165.6	166.3	.6	1.2	.4	3.8	4.4	4.2
Administrative support, including clerical	158.8	163.3	164.9	1.3	.8	1.0	4.6	4.1	3.8
Blue collar	151.1	155.1	156.4	1.2	.9	.8	3.8	3.9	3.5
Service	155.0	159.4	161.3	1.1	.6	1.2	4.4	4.0	4.1
State and local government	154.3	156.7	160.1	2.1	.4	2.2	4.4	3.6	3.8
Industry									
Services	154.4	155.9	159.7	2.5	.3	2.4	4.3	3.5	3.4
Excluding schools	154.5	158.7	161.0	1.7	.5	1.4	4.7	4.5	4.2
Health services	157.1	161.4	163.5	1.7	.6	1.3	4.7	4.5	4.1
Hospitals	157.4	161.8	164.1	1.7	.7	1.4	4.4	4.6	4.3
Educational services	154.1	155.1	159.2	2.7	.2	2.6	4.2	3.3	3.3
Schools	154.4	155.4	159.6	2.6	.2	2.7	4.2	3.3	3.4
Elementary and secondary	152.8	153.6	157.7	2.6	.1	2.7	3.7	3.1	3.2
Colleges and universities	159.0	160.4	164.7	3.0	.3	2.7	5.6	4.0	3.6
Public administration[4]	153.8	157.5	160.2	1.3	.6	1.7	4.7	3.7	4.2
Occupational group									
White collar	153.7	155.7	159.3	2.2	.3	2.3	4.3	3.5	3.6
Professional specialty and technical	152.8	154.1	158.1	2.4	.3	2.6	4.2	3.3	3.5
Executive, administrative, and managerial	156.4	159.8	162.3	1.8	.2	1.6	4.8	4.0	3.8
Administrative support, including clerical	154.2	158.0	161.0	1.7	.7	1.9	4.0	4.2	4.4
Blue collar	151.5	154.7	158.4	1.7	.5	2.4	3.8	3.8	4.6
Service	159.0	162.4	165.2	1.6	.6	1.7	5.0	3.8	3.9

[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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Private industry workers	155.9	160.7	161.6	0.9	1.1	0.6	4.0	4.0	3.7
Excluding sales occupations	156.0	160.5	161.6	1.0	.9	.7	4.1	4.0	3.6
Industry									
Goods producing[2]	153.1	157.6	158.6	.7	.9	.6	3.5	3.6	3.6
Excluding sales	152.5	156.9	157.9	.7	.9	.6	3.6	3.6	3.5
White collar	156.8	161.9	162.9	.2	1.1	.6	3.6	3.5	3.9
Excluding sales	155.3	160.2	161.1	.2	1.1	.6	3.8	3.4	3.7
Blue collar	150.8	154.8	155.9	1.0	.8	.7	3.4	3.7	3.4
Construction	151.7	155.2	156.3	.9	.7	.7	4.5	3.3	3.0
Manufacturing	153.3	158.1	159.1	.5	1.0	.6	3.1	3.6	3.8
White collar	156.0	161.1	162.2	.0	1.3	.7	3.0	3.3	4.0
Excluding sales	153.8	158.6	159.6	-.1	1.2	.6	3.0	3.0	3.8
Blue collar	151.3	155.8	156.7	.9	.8	.6	3.1	3.9	3.6
Durables	154.0	158.3	158.9	.6	.9	.4	3.1	3.4	3.2
Aircraft manufacturing (SIC 3721)	160.3	168.9	168.8	-.1	.8	-.1	2.8	5.3	5.3
White collar	156.3	164.2	163.7	-.6	.6	-.3	3.0	4.4	4.7
Blue collar	165.3	174.8	175.4	1.0	1.3	.3	2.4	6.8	6.1
Nondurables	152.0	157.5	159.2	.3	1.0	1.1	3.1	3.9	4.7
Service producing[3]	156.9	161.8	162.7	1.0	1.2	.6	4.2	4.2	3.7
Excluding sales	157.8	162.4	163.5	1.2	.9	.7	4.4	4.1	3.6
White collar	159.0	164.0	164.7	1.0	1.2	.4	4.2	4.2	3.6
Excluding sales	160.9	165.6	166.5	1.1	.9	.5	4.5	4.1	3.5
Blue collar	150.9	155.2	156.6	1.5	1.3	.9	4.4	4.4	3.8
Service	152.2	157.0	158.5	.9	.7	1.0	4.0	4.1	4.1
Transportation and public utilities	153.5	158.9	160.8	.7	1.0	1.2	4.1	4.3	4.8
Transportation	148.2	153.9	155.4	.9	.9	1.0	3.8	4.8	4.9
Public utilities	160.7	165.5	168.2	.6	1.0	1.6	4.7	3.6	4.7
Communications	162.8	166.1	169.0	1.1	.1	1.7	5.8	3.1	3.8
Electric, gas, and sanitary services	158.1	164.8	167.2	.0	2.2	1.5	3.4	4.2	5.8
Wholesale and retail trade	153.7	159.5	159.6	.7	1.9	.1	3.6	4.5	3.8
Excluding sales	155.4	160.0	160.3	1.0	1.6	.2	3.9	4.0	3.2
Wholesale trade	158.6	166.3	165.9	.5	2.7	-.2	4.3	5.4	4.6
Excluding sales	160.0	164.4	166.1	.9	1.3	1.0	4.8	3.7	3.8
Retail trade	150.9	155.6	156.0	.8	1.4	.3	3.2	3.9	3.4
General merchandise stores	149.7	154.2	156.1	.2	1.2	1.2	5.3	3.2	4.3
Food stores	149.7	154.5	156.3	1.0	1.0	1.2	4.4	4.3	4.4
Finance, insurance, and real estate	160.9	167.3	168.0	.9	1.3	.4	3.7	4.9	4.4
Excluding sales	164.7	171.3	172.1	1.0	.9	.5	4.6	5.0	4.5
Banking, savings and loan, and other credit agencies	175.4	184.2	184.6	1.6	1.2	.2	5.8	6.7	5.2
Insurance	159.9	166.1	167.1	.4	1.3	.6	3.3	4.3	4.5
Excluding sales	158.0	164.3	165.1	.3	.8	.5	3.8	4.3	4.5
Services	160.0	163.7	164.9	1.4	.7	.7	4.6	3.7	3.1
Business services	165.2	166.6	167.2	1.3	.2	.4	4.9	2.2	1.2
Health services	156.8	162.0	163.2	1.4	.9	.7	5.2	4.7	4.1
Hospitals	158.4	164.5	166.2	1.6	1.0	1.0	6.2	5.5	4.9
Nursing homes	–	–	–	1.5	1.1	.7	5.6	5.0	4.1
Educational services	166.4	169.0	173.5	2.3	.3	2.7	4.8	3.9	4.3
Colleges and universities	166.2	168.4	172.0	2.2	.2	2.1	4.8	3.6	3.5

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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Industry–Continued									
Nonmanufacturing industries	156.3	161.1	162.0	1.0	1.1	0.6	4.2	4.1	3.6
White collar	159.0	164.1	164.8	1.0	1.2	.4	4.2	4.2	3.6
Excluding sales	160.9	165.7	166.6	1.1	.9	.5	4.6	4.1	3.5
Blue collar	150.2	154.0	155.4	1.4	1.2	.9	4.4	4.0	3.5
Service	152.1	156.9	158.4	.9	.6	1.0	4.0	4.1	4.1
Occupational group									
White collar	158.7	163.8	164.6	.8	1.2	.5	4.0	4.1	3.7
Excluding sales	159.6	164.3	165.3	.9	.9	.6	4.4	3.9	3.6
Professional specialty and technical	159.2	162.5	163.6	1.1	.6	.7	4.6	3.2	2.8
Executive, administrative, and managerial	160.2	166.6	167.0	.5	1.3	.2	3.8	4.5	4.2
Sales	155.0	161.6	161.6	.3	2.5	.0	2.5	4.6	4.3
Administrative support, including clerical	159.5	164.2	165.6	1.1	.9	.9	4.7	4.1	3.8
Blue collar	151.0	155.1	156.3	1.1	1.0	.8	3.8	3.9	3.5
Precision production, craft, and repair	151.8	155.7	156.9	1.4	1.3	.8	4.1	4.0	3.4
Machine operators, assemblers, and inspectors	150.4	154.7	155.4	.9	.7	.5	3.0	3.8	3.3
Transportation and material moving	145.6	149.6	151.0	1.2	.6	.9	4.1	4.0	3.7
Handlers, equipment cleaners, helpers, and laborers	154.9	159.9	161.4	1.0	.8	.9	3.7	4.2	4.2
Service	152.6	157.4	159.0	.9	.6	1.0	4.1	4.0	4.2
Production and nonsupervisory occupations[4]	154.3	158.7	159.7	1.0	1.0	.6	4.0	3.9	3.5

[1] Includes wages, salaries, and employer costs for employee benefits.
[2] Includes mining, construction, and manufacturing.
[3] Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
[4] 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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Bargaining status									
Union	151.0	156.3	158.1	1.0	1.0	1.2	3.4	4.5	4.7
Blue-collar occupations	148.7	153.5	155.2	1.0	1.2	1.1	3.0	4.3	4.4
Goods-producing industries[2]	150.6	154.7	156.2	.9	.8	1.0	2.6	3.6	3.7
Service-producing industries[3]	151.2	157.6	159.9	1.1	1.0	1.5	4.1	5.4	5.8
Manufacturing	149.9	154.6	155.9	.7	.8	.8	1.9	3.9	4.0
Blue-collar occupations	149.4	153.7	155.0	.9	.8	.8	2.0	3.8	3.7
Nonmanufacturing	151.1	156.6	158.8	1.1	1.0	1.4	4.2	4.8	5.1
Nonunion	156.7	161.4	162.2	.9	1.1	.5	4.1	3.9	3.5
Blue-collar occupations	152.2	156.0	156.9	1.3	.8	.6	4.2	3.8	3.1
Goods-producing industries[2]	154.0	158.6	159.5	.6	.9	.6	3.8	3.6	3.6
Service-producing industries[3]	157.5	162.2	162.9	1.0	1.2	.4	4.2	4.0	3.4
Manufacturing	154.4	159.1	160.1	.5	1.0	.6	3.5	3.5	3.7
Blue-collar occupations	152.1	156.7	157.5	.9	.7	.5	3.7	3.9	3.6
Nonmanufacturing	157.0	161.7	162.4	1.0	1.1	.4	4.2	4.1	3.4
Region[4]									
Northeast	155.2	159.9	160.5	1.0	1.0	.4	4.0	4.0	3.4
South	153.5	157.6	158.9	.8	.9	.8	4.0	3.5	3.5
Midwest	157.4	162.6	163.5	.9	.9	.6	3.4	4.2	3.9
West	157.6	162.9	163.8	1.0	1.6	.6	4.5	4.4	3.9
Area									
Metropolitan	156.0	160.9	161.8	.9	1.1	.6	3.9	4.1	3.7
Other	154.8	158.5	160.0	.7	.6	.9	4.0	3.1	3.4

[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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Civilian workers	152.3	156.1	157.2	1.0	0.8	0.7	3.6	3.5	3.2
Excluding sales occupations	152.3	155.9	157.1	1.1	.7	.8	3.8	3.5	3.2
Industry									
Goods producing[1]	149.5	153.1	153.9	.6	.9	.5	3.6	3.0	2.9
Manufacturing	150.7	154.5	155.4	.5	.9	.6	3.4	3.0	3.1
Service producing[2]	153.4	157.2	158.4	1.1	.8	.8	3.6	3.6	3.3
Services	156.2	158.8	160.7	1.7	.4	1.2	4.2	3.4	2.9
Health services	153.7	158.5	159.6	1.3	.8	.7	4.8	4.4	3.8
Hospitals	153.5	158.6	160.3	1.5	.9	1.1	5.4	4.9	4.4
Educational services	154.6	155.6	159.3	2.4	.2	2.4	3.8	3.0	3.0
Public administration[3]	150.3	153.4	154.8	1.1	.6	.9	3.9	3.2	3.0
Nonmanufacturing	152.6	156.4	157.5	1.1	.9	.7	3.7	3.6	3.2
Occupational group									
White collar	154.5	158.4	159.6	.9	.9	.8	3.6	3.5	3.3
Excluding sales	155.1	158.7	160.1	1.2	.7	.9	3.9	3.5	3.2
Professional specialty and technical	154.2	156.2	158.0	1.4	.4	1.2	4.0	2.8	2.5
Executive, administrative, and managerial	156.7	162.6	163.5	.6	1.2	.6	3.4	4.4	4.3
Administrative support, including clerical	154.6	158.4	159.6	1.2	.7	.8	4.1	3.7	3.2
Blue collar	147.6	151.0	151.9	1.1	.9	.6	3.9	3.4	2.9
Service	151.2	155.1	156.2	1.0	.6	.7	3.8	3.6	3.3
State and local government	153.0	154.9	157.7	1.9	.3	1.8	3.9	3.2	3.1
Industry									
Services	153.7	155.0	158.4	2.3	.3	2.2	3.9	3.2	3.1
Excluding schools	153.2	157.3	159.1	1.7	.4	1.1	4.4	4.4	3.9
Health services	154.2	158.8	160.5	1.5	.6	1.1	4.4	4.5	4.1
Hospitals	154.2	158.8	160.6	1.6	.7	1.1	4.4	4.6	4.2
Educational services	153.6	154.5	158.1	2.4	.2	2.3	3.8	3.0	2.9
Schools	153.8	154.6	158.3	2.4	.2	2.4	3.8	2.9	2.9
Elementary and secondary	152.8	153.6	157.4	2.2	.1	2.5	3.3	2.7	3.0
Colleges and universities	156.5	157.3	160.7	3.1	.3	2.2	5.5	3.6	2.7
Public administration[3]	150.3	153.4	154.8	1.1	.6	.9	3.9	3.2	3.0
Occupational group									
White collar	152.7	154.4	157.4	1.9	.3	1.9	3.8	3.1	3.1
Professional specialty and technical	153.0	154.1	157.5	2.1	.3	2.2	3.8	2.9	2.9
Executive, administrative, and managerial	153.9	156.8	159.0	1.6	.1	1.4	4.5	3.5	3.3
Administrative support, including clerical	149.8	152.8	155.1	1.5	.6	1.5	3.3	3.5	3.5
Blue collar	149.1	152.1	154.5	1.8	.3	1.6	3.6	3.8	3.6
Service	156.1	159.2	160.6	1.6	.6	.9	4.3	3.6	2.9

[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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Private industry workers	152.1	156.3	157.0	0.8	1.0	0.4	3.6	3.6	3.2
Excluding sales occupations	152.2	156.1	157.0	.9	.8	.6	3.9	3.5	3.2
Industry									
Goods producing[1]	149.5	153.1	153.9	.6	.9	.5	3.6	3.0	2.9
Excluding sales	148.7	152.2	153.0	.6	.9	.5	3.7	3.0	2.9
White collar	152.6	156.6	157.5	.2	1.0	.6	3.2	2.8	3.2
Excluding sales	150.8	154.5	155.4	.2	1.0	.6	3.3	2.7	3.1
Blue collar	147.4	150.7	151.5	.9	.7	.5	3.8	3.1	2.8
Construction	145.1	148.2	149.0	.8	.8	.5	4.1	3.0	2.7
Manufacturing	150.7	154.5	155.4	.5	.9	.6	3.4	3.0	3.1
White collar	152.8	156.6	157.7	.1	1.1	.7	2.8	2.6	3.2
Excluding sales	150.5	153.9	155.0	.0	1.1	.7	2.7	2.3	3.0
Blue collar	149.1	152.8	153.5	.9	.7	.5	4.0	3.4	3.0
Durables	151.5	155.3	156.0	.7	.9	.5	3.7	3.2	3.0
Aircraft manufacturing (SIC 3721)	156.6	162.5	162.5	1.0	.7	.0	4.4	4.8	3.8
White collar	150.9	156.4	155.9	.5	.3	-.3	3.4	4.2	3.3
Blue collar	164.9	171.4	172.2	1.7	1.4	.5	6.3	5.7	4.4
Nondurables	149.3	153.1	154.4	.2	.8	.8	3.0	2.8	3.4
Service producing[2]	153.2	157.7	158.4	.9	1.0	.4	3.6	3.8	3.4
Excluding sales	154.2	158.5	159.3	1.0	.8	.5	4.0	3.9	3.3
White collar	155.2	159.9	160.5	.8	1.1	.4	3.5	3.8	3.4
Excluding sales	157.2	161.6	162.5	1.0	.7	.6	4.0	3.9	3.4
Blue collar	147.5	151.1	151.8	1.5	1.1	.5	4.2	4.0	2.9
Service	148.4	152.4	153.5	.8	.5	.7	3.4	3.5	3.4
Transportation and public utilities	146.7	152.1	153.4	.7	1.1	.9	3.8	4.4	4.6
Transportation	142.6	148.6	149.6	.7	.8	.7	3.8	4.9	4.9
Public utilities	152.0	156.4	158.2	.7	1.4	1.2	3.8	3.6	4.1
Communications	153.3	157.1	159.6	1.0	1.2	1.6	4.5	3.5	4.1
Electric, gas, and sanitary services	150.4	155.5	156.5	.3	1.6	.6	3.1	3.7	4.1
Wholesale and retail trade	150.6	155.7	155.5	.3	1.8	-.1	2.9	3.7	3.3
Excluding sales	153.1	157.1	157.1	.8	1.5	.0	3.3	3.4	2.6
Wholesale trade	154.1	161.3	160.4	-.3	2.6	-.6	3.0	4.4	4.1
Excluding sales	157.4	161.2	162.6	.6	1.1	.9	4.0	3.0	3.3
Retail trade	148.8	152.7	152.9	.7	1.2	.1	2.8	3.3	2.8
General merchandise stores	145.7	148.9	150.1	.1	.7	.8	4.3	2.3	3.0
Food stores	145.7	148.9	150.1	.8	.6	.8	3.9	3.0	3.0
Finance, insurance, and real estate	155.8	162.0	162.4	.8	1.1	.2	2.7	4.8	4.2
Excluding sales	159.1	165.7	166.1	1.0	.7	.2	3.8	5.1	4.4
Banking, savings and loan, and other credit agencies	173.2	182.8	182.7	1.4	.9	-.1	5.0	7.0	5.5
Insurance	153.6	158.6	159.6	.2	1.0	.6	1.9	3.5	3.9
Excluding sales	149.8	155.1	155.9	.1	.5	.5	2.8	3.7	4.1
Services	157.1	160.3	161.5	1.4	.5	.7	4.3	3.4	2.8
Business services	162.8	164.0	164.6	1.2	.0	.4	4.8	2.0	1.1
Health services	153.6	158.4	159.5	1.2	.7	.7	4.8	4.3	3.8
Hospitals	153.3	158.6	160.2	1.5	1.0	1.0	5.8	5.0	4.5
Nursing homes	–	–	–	1.5	.9	.8	5.1	5.0	4.3
Educational services	159.6	161.2	165.2	2.2	.0	2.5	4.0	3.3	3.5
Colleges and universities	158.4	159.9	163.1	2.2	.0	2.0	3.9	3.2	3.0

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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Industry–Continued									
Nonmanufacturing industries	152.2	156.5	157.2	0.9	1.0	0.4	3.6	3.7	3.3
White collar	155.0	159.6	160.2	.8	1.0	.4	3.6	3.8	3.4
Excluding sales	156.9	161.3	162.1	1.0	.7	.5	4.1	3.9	3.3
Blue collar	145.8	149.0	149.8	1.3	1.0	.5	3.9	3.5	2.7
Service	148.2	152.3	153.4	.7	.6	.7	3.3	3.5	3.5
Occupational group									
White collar	154.8	159.4	160.0	.7	1.1	.4	3.4	3.6	3.4
Excluding sales	155.7	160.0	160.8	.8	.9	.5	3.9	3.6	3.3
Professional specialty and technical	154.8	157.4	158.2	1.0	.4	.5	4.2	2.7	2.2
Executive, administrative, and managerial	157.2	163.6	164.3	.4	1.4	.4	3.2	4.5	4.5
Sales	151.2	157.0	156.9	-.2	2.2	-.1	1.5	3.6	3.8
Administrative support, including clerical	155.3	159.2	160.3	1.1	.6	.7	4.2	3.6	3.2
Blue collar	147.5	150.9	151.7	1.1	.9	.5	3.9	3.4	2.8
Precision production, craft, and repair	147.7	151.0	151.8	1.4	1.2	.5	4.0	3.6	2.8
Machine operators, assemblers, and inspectors	148.1	151.6	152.0	.8	.7	.3	3.6	3.2	2.6
Transportation and material moving	142.1	145.2	146.3	1.0	.3	.8	4.1	3.2	3.0
Handlers, equipment cleaners, helpers, and laborers	151.0	155.1	156.0	.8	.6	.6	4.1	3.5	3.3
Service	148.7	152.8	153.9	.8	.5	.7	3.6	3.6	3.5
Production and nonsupervisory occupations[3]	150.3	154.0	154.7	.9	.9	.5	3.7	3.4	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] 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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Bargaining status									
Union	145.1	149.8	151.3	1.0	0.9	1.0	3.6	4.2	4.3
Blue-collar occupations	143.3	147.2	148.4	1.1	1.1	.8	3.7	3.8	3.6
Goods-producing industries[1]	145.3	148.6	150.0	.8	1.0	.9	3.6	3.1	3.2
Service-producing industries[2]	145.4	151.4	152.9	1.2	.9	1.0	3.8	5.4	5.2
Manufacturing	146.7	150.2	151.6	.8	.8	.9	3.7	3.2	3.3
Blue-collar occupations	145.8	149.0	150.3	1.0	.8	.9	3.8	3.3	3.1
Nonmanufacturing	144.3	149.6	151.1	1.1	1.0	1.0	3.7	4.8	4.7
Nonunion	153.4	157.5	158.1	.8	1.0	.4	3.6	3.5	3.1
Blue-collar occupations	150.0	153.1	153.7	1.2	.8	.4	4.1	3.3	2.5
Goods-producing industries[1]	151.1	154.8	155.5	.5	.8	.5	3.6	3.0	2.9
Service-producing industries[2]	154.1	158.3	158.9	.9	1.0	.4	3.6	3.7	3.1
Manufacturing	152.2	156.1	156.8	.4	.9	.4	3.4	3.0	3.0
Blue-collar occupations	151.3	155.3	155.7	.8	.6	.3	4.1	3.5	2.9
Nonmanufacturing	153.3	157.5	158.1	.9	1.0	.4	3.6	3.6	3.1
Region[3]									
Northeast	150.6	154.9	155.1	.9	.9	.1	3.6	3.8	3.0
South	150.2	153.6	154.7	.6	.7	.7	3.4	2.9	3.0
Midwest	153.6	158.5	159.2	.9	.9	.4	3.4	4.1	3.6
West	154.3	158.7	159.3	.9	1.5	.4	4.1	3.8	3.2
Area									
Metropolitan	152.4	156.7	157.4	.8	1.0	.4	3.6	3.6	3.3
Other	149.7	152.6	153.8	.6	.6	.8	3.5	2.6	2.7

[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–		
	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002	Sep. 2001	Jun. 2002	Sep. 2002
Civilian workers	163.7	169.4	171.7	1.5	1.1	1.4	5.1	5.0	4.9
State and local government	157.3	160.6	165.8	2.5	.4	3.2	5.6	4.6	5.4
Private industry	165.2	171.6	173.1	1.2	1.4	.9	4.9	5.1	4.8
Industry									
Goods producing[1]	160.8	167.4	168.8	.8	1.0	.8	3.3	4.9	5.0
Service producing[2]	167.1	173.3	174.9	1.5	1.5	.9	5.8	5.3	4.7
Manufacturing	158.5	165.5	166.8	.4	1.1	.8	2.3	4.8	5.2
Aircraft manufacturing (SIC 3721)	168.2	182.6	182.6	-2.0	1.1	.0	-.3	6.3	8.6
White collar	168.9	182.6	182.2	-3.0	1.1	-.2	2.1	4.8	7.9
Blue collar	166.1	181.4	181.8	-.4	1.1	.2	-4.2	8.8	9.5
Nonmanufacturing	167.4	173.5	175.2	1.5	1.4	1.0	5.9	5.2	4.7
Occupational group									
White collar	169.5	176.1	177.2	1.3	1.5	.6	5.7	5.2	4.5
Blue collar	158.3	164.0	166.2	1.3	1.1	1.3	3.4	5.0	5.0
Service	163.2	170.4	173.4	1.3	.9	1.8	5.7	5.8	6.3
Bargaining status									
Union	161.9	168.1	170.8	1.1	1.0	1.6	2.9	5.0	5.5
Nonunion	165.8	172.1	173.4	1.3	1.4	.8	5.4	5.1	4.6

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

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 28,800 occupational observations within about 7,000 sample establishments in private industry and approximately 3,700 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 then revised based on the newly estimated factors. The new 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 one 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 data from the ECI, were recently published in a separate news release titled "Employer Costs for Employee Compensation–June 2002." Historical data and related articles are included in the bulletin,Employer Costs for Employee Compensation, 1986-99, (Bulletin 2526). An annual historical summary from March 1986 through March 2002 is also available on the Internet site (http://www.bls.gov/ncs/ect/home.htm) or upon request. Data are now available on a quarterly basis beginning with June 2002 data. The September release is expected to be published in December. 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.