

News

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EMPLOYMENT COST INDEX—MARCH 2001

The Employment Cost Index (not seasonally adjusted) for March 2001 was 152.5 (June 1989=100), an increase of 4.1 percent from March 2000, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The Employment Cost Index (ECI) 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 1.1 percent during the December 2000-March 2001 period, following a gain of 0.9 percent in September-December 2000. Wages and salaries increased 1.0 percent during the December 2000-March 2001 period, following a 0.8 percent increase in the previous 3-month period. Benefit costs rose 1.3 percent during the March 2001 quarter, following a 1.0 percent increase in the December 2000 quarter.

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

Compensation Component	June 1999	Sep. 1999	Dec. 1999	Mar. 2000	June 2000	Sep. 2000	Dec. 2000	Mar. 2001
Civilian workers								
Compensation costs	1.0	0.9	1.0	1.3	1.0	0.9	0.9	1.1
Wages and salaries	1.1	0.9	0.9	1.1	1.0	0.9	0.8	1.0
Benefit costs	0.8	1.0	1.3	1.8	1.1	1.0	1.0	1.3
Private industry								
Compensation costs	1.1	0.8	1.1	1.4	1.2	0.9	0.9	1.1
Wages and salaries	1.2	0.9	1.0	1.1	1.0	0.9	0.8	1.1
Benefit costs	1.0	1.0	1.3	2.0	1.2	1.2	1.1	1.4
State and local government								
Compensation costs	0.9	0.8	1.1	0.8	0.8	0.6	0.8	1.0
Wages and salaries	1.0	0.9	1.0	0.9	0.8	0.8	0.8	1.0
Benefit costs	0.6	0.6	1.2	0.8	0.5	0.3	0.7	1.2

NOTE

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

The 3-month increase in compensation costs and wages and salaries for private industry workers was 1.1 percent during the December 2000-March 2001 period. Compensation costs rose 0.9 percent and wages and salaries gained 0.8 during the December 2000 quarter. Benefit costs showed a 3-month rise of 1.4 percent during the March 2001 quarter, compared with a 1.1 percent gain during the December 2000 quarter. (See tables A and 1.)

Compensation costs for State and local government workers increased 1.0 percent during the December 2000-March 2001 period; in the September-December 2000 period, the increase was 0.8 percent. Wages and salaries rose 1.0 percent in the quarter ended in March 2001, following a gain of 0.8 percent in the December 2000 quarter. Benefit costs rose 1.2 percent during the March 2001 quarter, an increase from the 0.7 percent gain in the December 2000 quarter. As was true with private sector workers, the increase in benefit costs was due, in part, to increases in employer costs for health insurance.

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 4.1 percent for the 12 months ended in March 2001. This compares with over-the-year increases of 4.3 percent in March 2000 and 3.0 percent in March 1999. Compensation costs in private industry rose 4.2 percent in the year ended March 2001, compared with increases of 4.6 percent in March 2000 and 3.0 percent in March 1999. In State and local government, compensation costs increased 3.3 percent for the year ended March 2001; over-the-year increases were 3.6 percent in March 2000 and 2.9 percent in March 1999. (See tables B, 2, and 3.)

Nonfarm private industry

In private industry, wages and salaries rose 3.8 percent for the year ended March 2001, after increasing 4.2 percent in the year ended March 2000. (See tables B and 6.) Benefit costs for private industry workers increased 5.0 percent for the year ended in March 2001, following an increase of 5.5 percent in March 2000. (See chart A and tables B and 8.)

In private industry, over-the-year compensation cost increases were 4.3 percent for white-collar occupations, 3.9 percent for blue-collar occupations, and 4.2 percent for service occupations. Among the occupational groups, increases in compensation costs ranged from 2.3 percent for sales workers to 5.3 percent for professional specialty and technical occupations. (See table 3.)

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

Compensation Component	Mar. 1996	Mar. 1997	Mar. 1998	Mar. 1999	Mar. 2000	Mar. 2001
Civilian workers						
Compensation costs	2.8	2.9	3.3	3.0	4.3	4.1
Wages and salaries	3.1	3.3	3.7	3.3	4.0	3.8
Benefit costs	1.8	2.0	2.2	2.3	5.0	4.7
Private industry						
Compensation costs	2.7	3.0	3.5	3.0	4.6	4.2
Wages and salaries	3.2	3.4	4.0	3.3	4.2	3.8
Benefit costs	1.6	2.0	2.3	2.2	5.5	5.0
State and local government						
Compensation costs	2.8	2.5	2.5	2.9	3.6	3.3
Wages and salaries	2.8	2.8	2.8	2.9	3.8	3.5
Benefit costs	2.7	2.0	1.7	2.8	3.2	2.8

For the year ended March 2001, the compensation cost increase was 4.1 percent for goods-producing industries, compared with a 4.2 percent increase for the year ended March 2000. The over-the-year increase in compensation for service-producing industries was 4.3 percent, compared with a 4.6 percent increase for the year ended March 2000. Among service-producing industry divisions, March 2000-to-March 2001 increases ranged from 3.4 percent in wholesale trade to 6.7 percent in communications. (See table 3.)

Compensation costs for nonunion workers rose 4.3 percent over the year, compared with 3.4 percent for union workers. In service-producing industries, nonunion compensation increased 4.3 percent, compared with a 3.6 percent increase for union workers. In goods-producing industries, the increase for nonunion workers was 4.3 percent, compared with a 3.2 percent gain for union workers. Compensation in blue-collar occupations rose 4.2 percent for nonunion workers and 3.4 percent for union workers. (See table 4.)

State and local government

In State and local government, the March 2001 over-the-year increase in wages and salaries was 3.5 percent, compared with a 3.8 percent increase recorded for March 2000. The 12-month gain in benefit costs for March 2001 was 2.8 percent; in March 2000, the gain was 3.2 percent. (See tables B, 5 and 8.)

NOTES:

This release includes annual revisions in seasonally adjusted Employment Cost Index (ECI) data for total compensation, wages and salaries, and benefit costs. Seasonally adjusted data for 1996-2000 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/ecthome.htm>) or upon request.

The ECI for June 2001 is scheduled to be released Thursday, July 26, 2001, at 8:30 a.m. (EDT).

ECI data are available on the ECI home page (<http://www.bls.gov/ecthome.htm>). To access data using Anonymous FTP, use the Internet address (<ftp://ftp.bls.gov>).

For technical assistance in using the BLS Internet site, send e-mail to (labstat.helpdesk@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/ecthome.htm>) or (<http://www.bls.gov/newsrels.htm>).

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Employment Cost Index

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

Wages & salaries — Benefits

12-month percent change

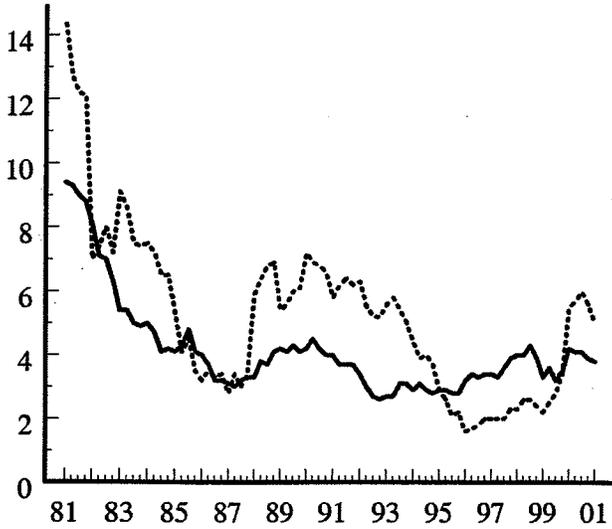


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted — Not seasonally adjusted

3-month percent change

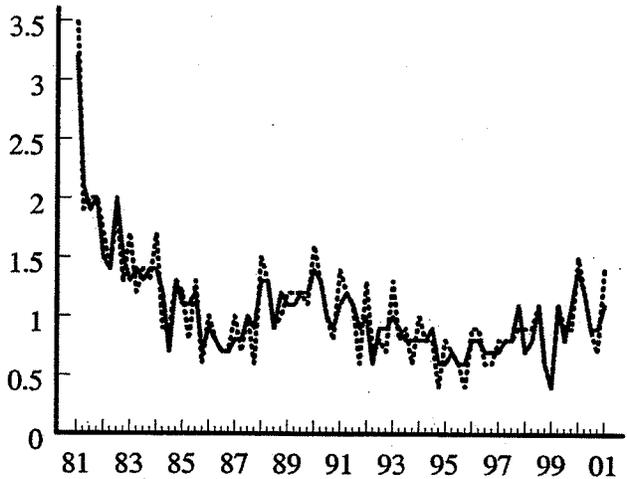


Chart C. Changes in benefit costs by occupational category, private industry

White-collar — Blue-collar

12-month percent change

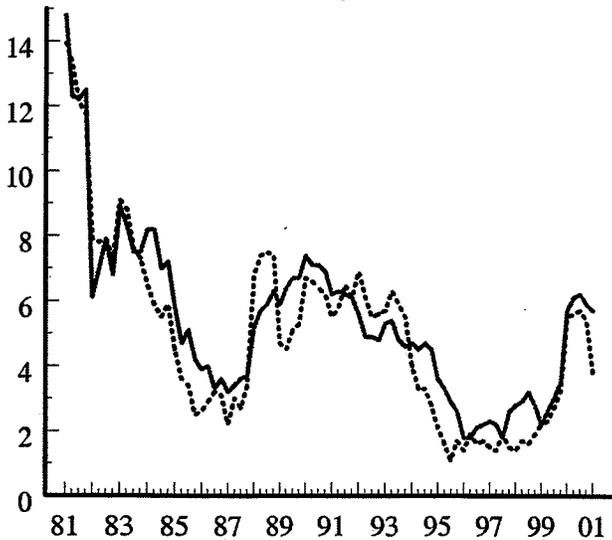


Chart D. Changes in benefit costs by industry sector, private industry

Goods-producing — Service-producing

12-month percent change

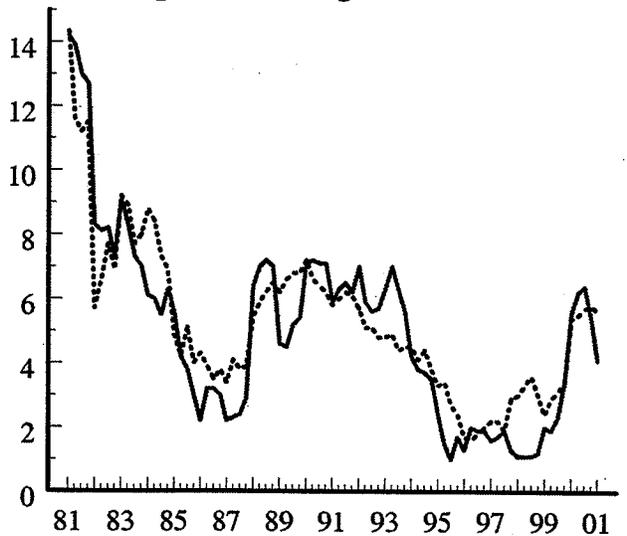


Table 1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Dec. 2000	Mar. 2001	Jun. 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000	Sep. 2000	Dec. 2000	Mar. 2001
TOTAL COMPENSATION										
Civilian workers	150.6	152.3	1.0	0.9	1.0	1.3	1.0	0.9	0.9	1.1
State and local government	148.6	150.1	.9	.8	1.1	.8	.8	.6	.8	1.0
Private industry	151.0	152.7	1.1	.8	1.1	1.4	1.2	.9	.9	1.1
Industry										
Goods producing ²	149.1	150.7	.6	.9	1.1	1.6	1.2	1.0	.7	1.1
Construction	147.0	148.4	.6	.8	.9	1.4	1.4	1.4	1.4	1.0
Manufacturing	149.5	151.2	.7	.9	1.3	1.4	1.0	1.0	.5	1.1
Durables	150.3	151.8	.7	.9	1.4	1.6	1.2	.7	.7	1.0
Nondurables	148.0	150.1	.6	.9	1.1	1.1	.8	1.1	.3	1.4
Service producing ³	152.0	153.7	1.3	.9	1.0	1.4	1.0	1.0	1.0	1.1
Transportation and public utilities	148.5	150.5	.9	.6	.6	1.0	1.3	1.0	.9	1.3
Wholesale trade	154.3	155.1	1.3	1.3	1.4	1.0	1.1	.4	1.3	.5
Retail trade	147.2	148.7	1.5	.6	1.1	1.4	1.0	.9	.9	1.0
Finance, insurance, and real estate ⁴	155.7	157.9	3.0	1.2	.5	2.5	.7	1.4	.3	1.4
Services	154.1	156.6	.8	1.0	1.1	1.3	1.1	1.1	.9	1.6
Nonmanufacturing	151.4	153.1	1.1	1.0	1.0	1.4	1.1	1.1	1.0	1.1
Occupational group										
White collar	153.9	155.6	1.2	1.0	1.2	1.4	1.2	.9	1.0	1.1
Blue collar	146.6	148.3	.8	.9	1.0	1.4	.8	1.0	.8	1.2
Service	147.8	149.6	.8	.3	1.1	.8	1.1	.8	1.1	1.2
WAGES AND SALARIES										
Civilian workers	147.9	149.4	1.1	.9	.9	1.1	1.0	.9	.8	1.0
State and local government	147.9	149.4	1.0	.9	1.0	.9	.8	.8	.8	1.0
Private industry	147.9	149.5	1.2	.9	1.0	1.1	1.0	.9	.8	1.1
Industry										
Goods producing ^{2,4}	145.2	147.0	.7	.9	.9	1.1	1.2	.9	.6	1.2
Construction	141.1	142.3	.5	.8	1.0	1.6	1.1	1.0	1.4	.9
Manufacturing ⁴	146.5	148.5	.8	.9	.9	1.0	1.0	.9	.5	1.4
Durables ⁴	147.3	149.0	.9	.9	1.0	.8	1.2	1.0	.8	1.2
Nondurables	145.6	147.3	.6	.8	1.0	1.0	.9	.8	.4	1.2
Service producing ³	149.0	150.5	1.4	.9	1.0	1.1	1.0	.9	.8	1.0
Transportation and public utilities	142.3	143.8	1.1	.3	.4	.5	1.1	.7	.9	1.1
Wholesale trade	151.3	151.9	.9	1.5	1.4	1.0	1.1	.3	1.1	.4
Retail trade	145.7	146.9	1.4	.4	1.1	1.4	.8	.8	.8	.8
Finance, insurance, and real estate ⁴	151.7	153.9	3.8	1.5	.5	2.4	.5	1.5	.0	1.5
Services	151.9	153.8	.7	.8	1.2	.9	1.2	.9	.9	1.3
Nonmanufacturing	148.0	149.5	1.3	.9	.9	1.2	1.1	.9	.8	1.0

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, 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. 2000	Mar. 2001	Jun. 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000	Sep. 2000	Dec. 2000	Mar. 2001
WAGES AND SALARIES—Continued										
Occupational group										
White collar	150.7	152.4	1.2	1.0	1.0	1.2	1.0	0.9	0.8	1.1
Blue collar ⁴	142.8	144.6	1.0	.9	.7	1.0	1.0	1.0	.6	1.3
Service ⁴	144.9	146.4	.8	.1	1.2	1.0	1.1	.7	1.0	1.0
BENEFIT COSTS										
Civilian workers	157.1	159.2	.8	1.0	1.3	1.8	1.1	1.0	1.0	1.3
State and local government	150.2	152.0	.6	.6	1.2	.8	.5	.3	.7	1.2
Private industry	158.7	161.0	1.0	1.0	1.3	2.0	1.2	1.2	1.1	1.4
Industry										
Goods producing ²	156.8	158.3	.5	1.0	1.6	2.3	1.2	1.2	.7	1.0
Manufacturing	155.4	156.9	.5	1.0	1.8	2.6	.9	.9	.3	1.0
Service producing ³	159.8	162.5	1.2	1.1	1.2	1.9	1.2	1.3	1.3	1.7
Nonmanufacturing	160.1	162.8	1.1	1.0	1.2	1.9	1.3	1.3	1.3	1.7
Occupational group										
White collar	162.0	165.0	1.0	1.1	1.4	2.0	1.4	1.3	1.1	1.9
Blue collar	154.3	155.9	.7	.9	1.2	2.6	.7	1.1	.8	1.0
Service	156.5	159.5	.8	.6	1.1	.5	1.2	1.2	1.4	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 compensation¹ 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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Civilian workers	146.5	150.6	152.5	1.3	0.7	1.3	4.3	4.1	4.1
Excluding sales occupations	146.3	150.5	152.5	1.2	.7	1.3	4.1	4.2	4.2
Industry									
Goods producing ²	144.9	148.8	150.7	1.7	.5	1.3	4.2	4.4	4.0
Manufacturing	146.0	149.3	151.3	1.7	.4	1.3	4.4	4.0	3.6
Service producing ³	147.1	151.1	153.0	1.2	.7	1.3	4.4	4.0	4.0
Services	148.0	152.4	154.3	1.0	.8	1.2	4.0	4.0	4.3
Health services	145.9	150.7	152.5	1.1	1.1	1.2	3.8	4.4	4.5
Hospitals	146.3	151.3	153.2	.9	1.2	1.3	3.5	4.3	4.7
Educational services	146.5	150.6	151.7	.5	.6	.7	3.7	3.3	3.5
Public administration ⁴	145.7	148.3	150.6	.9	1.0	1.6	3.5	2.7	3.4
Nonmanufacturing	146.6	150.7	152.6	1.3	.7	1.3	4.3	4.1	4.1
Occupational group									
White collar	148.4	152.5	154.4	1.4	.7	1.2	4.6	4.2	4.0
Excluding sales	148.3	152.6	154.7	1.3	.7	1.4	4.3	4.2	4.3
Professional specialty and technical	146.7	151.3	153.2	1.0	.9	1.3	3.8	4.1	4.4
Executive, administrative, and managerial ...	150.5	154.6	156.6	1.3	.6	1.3	4.9	4.0	4.1
Administrative support, including clerical	148.6	152.8	155.3	1.7	.7	1.6	4.3	4.6	4.5
Blue collar	142.7	146.5	148.2	1.5	.6	1.2	4.1	4.2	3.9
Service	146.0	150.0	152.0	.8	1.0	1.3	3.3	3.6	4.1
State and local government	145.5	148.9	150.3	.6	.7	.9	3.6	3.0	3.3
Industry									
Services	145.2	148.9	149.9	.5	.6	.7	3.7	3.0	3.2
Excluding schools	145.2	148.8	150.1	1.0	.8	.9	4.0	3.5	3.4
Health services	147.3	151.6	152.1	1.0	1.1	.3	4.3	4.0	3.3
Hospitals	147.9	152.0	152.2	1.1	.9	.1	4.4	3.9	2.9
Educational services	145.0	148.7	149.6	.4	.5	.6	3.6	3.0	3.2
Schools	145.3	149.0	149.9	.4	.5	.6	3.6	3.0	3.2
Elementary and secondary	144.5	148.1	148.5	.3	.5	.3	3.5	2.8	2.8
Colleges and universities	147.4	151.7	153.7	.6	.8	1.3	4.0	3.5	4.3
Public administration ⁴	145.7	148.3	150.6	.9	1.0	1.6	3.5	2.7	3.4
Occupational group									
White collar	144.9	148.3	149.5	.6	.7	.8	3.6	3.0	3.2
Professional specialty and technical	144.1	147.4	148.4	.6	.5	.7	3.8	2.9	3.0
Executive, administrative, and managerial ...	147.0	150.7	152.4	.6	1.0	1.1	3.1	3.1	3.7
Administrative support, including clerical	145.9	149.4	150.7	.6	.7	.9	3.2	3.0	3.3
Blue collar	143.7	147.2	148.6	.8	.9	1.0	3.5	3.3	3.4
Service	149.5	152.9	155.3	.6	.9	1.6	3.6	2.9	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 compensation¹ for private industry workers, by industry and occupational group

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Private industry workers	146.8	150.9	153.0	1.5	0.7	1.4	4.6	4.4	4.2
Excluding sales occupations	146.5	150.9	153.0	1.4	.7	1.4	4.3	4.4	4.4
Industry									
Goods producing²	144.8	148.8	150.7	1.6	.6	1.3	4.2	4.4	4.1
Excluding sales	144.2	148.2	150.1	1.7	.7	1.3	4.3	4.5	4.1
White collar	148.1	151.9	154.5	1.8	.4	1.7	4.5	4.4	4.3
Excluding sales	146.5	150.5	153.0	1.8	.6	1.7	4.4	4.6	4.4
Blue collar	142.8	146.8	148.2	1.5	.7	1.0	4.2	4.3	3.8
Construction	140.8	146.7	148.2	1.5	1.1	1.0	3.8	5.8	5.3
Manufacturing	146.0	149.3	151.3	1.7	.4	1.3	4.4	4.0	3.6
White collar	148.2	151.5	154.2	1.6	.1	1.8	4.5	3.9	4.0
Excluding sales	146.2	149.7	152.2	1.7	.3	1.7	4.4	4.1	4.1
Blue collar	144.4	147.8	149.1	1.6	.7	.9	4.3	4.0	3.3
Durables	146.5	150.1	151.8	1.7	.5	1.1	4.7	4.2	3.6
Aircraft manufacturing (SIC 3721)	151.2	155.3	159.8	2.9	-.4	2.9	7.6	5.7	5.7
White collar	146.6	151.2	157.3	3.5	-.4	4.0	6.8	6.7	7.3
Blue collar	157.8	160.4	161.9	2.2	-.6	.9	9.4	3.9	2.6
Nondurables	144.9	147.7	150.4	1.5	.1	1.8	3.8	3.4	3.8
Service producing ³	147.4	151.7	153.8	1.4	.7	1.4	4.6	4.4	4.3
Excluding sales	147.7	152.2	154.6	1.2	.7	1.6	4.2	4.3	4.7
White collar	149.3	153.7	155.8	1.6	.7	1.4	4.9	4.6	4.4
Excluding sales	150.3	155.1	157.5	1.3	.8	1.5	4.5	4.6	4.8
Blue collar	141.8	145.3	147.7	1.4	.6	1.7	4.1	3.9	4.2
Service	143.6	147.9	149.6	.8	1.1	1.1	3.1	3.9	4.2
Transportation and public utilities	143.9	148.3	150.5	1.1	.6	1.5	3.0	4.2	4.6
Transportation	140.4	143.9	145.4	.6	.8	1.0	2.6	3.2	3.6
Public utilities	148.6	154.1	157.3	1.7	.4	2.1	3.6	5.5	5.9
Communications	148.4	154.7	158.3	1.6	.5	2.3	3.6	6.0	6.7
Electric, gas, and sanitary services	148.9	153.4	156.0	1.9	.3	1.7	3.8	5.0	4.8
Wholesale and retail trade	145.6	149.4	151.0	1.5	.7	1.1	4.8	4.1	3.7
Excluding sales	146.4	150.6	152.6	1.5	.7	1.3	4.6	4.4	4.2
Wholesale trade	150.0	154.4	155.1	1.0	1.5	.5	5.1	4.0	3.4
Excluding sales	149.6	154.9	156.9	1.5	1.4	1.3	5.1	5.1	4.9
Retail trade	143.2	146.6	148.7	1.8	.3	1.4	4.7	4.2	3.8
General merchandise stores	139.7	144.4	147.3	1.0	1.5	2.0	3.5	4.4	5.4
Food stores	140.1	144.5	146.1	1.4	.8	1.1	4.3	4.6	4.3
Finance, insurance, and real estate	152.0	155.7	157.9	2.5	.3	1.4	7.4	5.0	3.9
Excluding sales	154.2	158.4	161.2	1.7	.6	1.8	5.9	4.5	4.5
Banking, savings and loan, and other credit agencies	162.7	166.5	170.8	1.8	.4	2.6	9.3	4.2	5.0
Insurance	149.9	155.2	157.6	2.8	.3	1.5	5.8	6.4	5.1
Excluding sales	149.4	153.1	155.6	1.6	.6	1.6	3.4	4.1	4.1
Services	149.4	154.1	156.5	1.2	.8	1.6	4.1	4.4	4.8
Business services	154.2	158.4	160.5	1.5	.6	1.3	4.5	4.3	4.1
Health services	145.8	150.6	152.7	1.1	1.1	1.4	3.8	4.4	4.7
Hospitals	145.8	151.1	153.5	.8	1.3	1.6	3.3	4.5	5.3
Nursing homes	—	—	—	1.3	1.5	1.8	4.2	6.1	6.6
Educational services	154.0	159.9	162.3	.7	.7	1.5	3.8	4.5	5.4
Colleges and universities	154.6	159.2	162.2	.8	.4	1.9	3.6	3.8	4.9

See footnotes at end of table.

Table 3. Employment Cost Index for total compensation¹ 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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Industry—Continued									
Nonmanufacturing industries	146.7	151.1	153.1	1.5	0.7	1.3	4.6	4.6	4.4
White collar	149.2	153.7	155.8	1.6	.7	1.4	4.8	4.6	4.4
Excluding sales	150.2	155.1	157.5	1.4	.8	1.5	4.5	4.7	4.9
Blue collar	140.6	144.8	146.9	1.4	.6	1.5	4.0	4.4	4.5
Service	143.5	147.8	149.5	.8	1.0	1.2	3.1	3.9	4.2
Occupational group									
White collar	149.3	153.6	155.7	1.6	.7	1.4	4.8	4.6	4.3
Excluding sales	149.4	154.1	156.5	1.4	.8	1.6	4.5	4.6	4.8
Professional specialty and technical	148.4	153.7	156.3	1.2	1.0	1.7	3.8	4.8	5.3
Executive, administrative, and managerial ...	151.1	155.3	157.3	1.3	.6	1.3	5.1	4.2	4.1
Sales	148.9	151.4	152.3	2.5	.1	.6	6.7	4.2	2.3
Administrative support, including clerical	149.0	153.4	156.1	1.9	.7	1.8	4.5	4.9	4.8
Blue collar	142.6	146.4	148.2	1.5	.6	1.2	4.2	4.2	3.9
Precision production, craft, and repair	142.3	146.7	148.7	1.2	.6	1.4	3.7	4.3	4.5
Machine operators, assemblers, and inspectors	144.0	146.8	148.3	1.8	.5	1.0	4.9	3.8	3.0
Transportation and material moving	137.5	141.1	142.6	1.7	.9	1.1	4.5	4.4	3.7
Handlers, equipment cleaners, helpers, and laborers	146.4	150.4	152.2	1.4	.7	1.2	3.8	4.2	4.0
Service	143.9	148.1	150.0	.9	1.0	1.3	3.2	3.9	4.2
Production and nonsupervisory occupations⁴	145.3	149.5	151.4	1.5	.7	1.3	4.3	4.5	4.2

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 compensation¹ 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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Bargaining status									
Union	143.0	146.9	147.9	1.3	0.5	0.7	3.6	4.0	3.4
Blue-collar occupations	141.1	145.0	145.9	1.6	.5	.6	4.1	4.4	3.4
Goods-producing industries ²	143.3	147.3	147.9	1.8	.3	.4	4.8	4.6	3.2
Service-producing industries ³	142.5	146.4	147.6	.8	.8	.8	2.4	3.5	3.6
Manufacturing	144.5	147.4	147.9	2.5	.2	.3	5.5	4.5	2.4
Blue-collar occupations	143.9	147.0	147.3	2.5	.3	.2	5.4	4.7	2.4
Nonmanufacturing	141.7	146.2	147.3	.6	.8	.8	2.6	3.8	4.0
Nonunion	147.4	151.6	153.8	1.5	.7	1.5	4.7	4.4	4.3
Blue-collar occupations	143.4	147.2	149.4	1.4	.8	1.5	4.2	4.1	4.2
Goods-producing industries ²	145.4	149.3	151.6	1.6	.6	1.5	4.1	4.3	4.3
Service-producing industries ³	148.0	152.3	154.4	1.6	.7	1.4	4.9	4.5	4.3
Manufacturing	146.5	149.9	152.4	1.5	.5	1.7	4.1	3.8	4.0
Blue-collar occupations	144.4	148.0	149.9	1.0	.9	1.3	3.5	3.6	3.8
Nonmanufacturing	147.4	151.8	153.9	1.6	.7	1.4	4.8	4.6	4.4
Region⁴									
Northeast	146.3	150.3	151.6	1.4	.7	.9	4.1	4.2	3.6
South	145.0	148.6	151.1	1.4	.7	1.7	4.2	3.9	4.2
Midwest	148.9	153.3	154.8	1.8	.7	1.0	5.1	4.8	4.0
West	147.0	151.8	154.3	1.6	.7	1.6	4.8	4.9	5.0
Area									
Metropolitan	146.9	151.0	153.1	1.5	.6	1.4	4.6	4.4	4.2
Other	146.0	150.3	152.1	1.7	1.0	1.2	3.9	4.7	4.2

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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Civilian workers	144.0	147.9	149.5	1.1	0.6	1.1	4.0	3.8	3.8
Excluding sales occupations	143.7	147.7	149.4	1.0	.7	1.2	3.8	3.8	4.0
Industry									
Goods producing ¹	141.3	145.3	147.0	1.1	.7	1.2	3.7	4.0	4.0
Manufacturing	142.9	146.5	148.5	1.0	.5	1.4	3.6	3.5	3.9
Service producing ²	145.0	148.9	150.5	1.0	.6	1.1	4.2	3.8	3.8
Services	146.6	151.0	152.6	.8	.7	1.1	3.6	3.8	4.1
Health services	143.8	148.3	149.8	.9	1.1	1.0	3.6	4.1	4.2
Hospitals	142.6	147.3	148.8	.7	1.2	1.0	3.3	4.0	4.3
Educational services	145.3	149.6	150.5	.4	.5	.6	3.6	3.4	3.6
Public administration ³	142.5	146.1	147.6	.7	1.0	1.0	4.1	3.3	3.6
Nonmanufacturing	144.2	148.1	149.7	1.1	.6	1.1	4.2	3.9	3.8
Occupational group									
White collar	146.2	150.2	151.7	1.1	.7	1.0	4.4	3.9	3.8
Excluding sales	146.2	150.4	152.1	1.0	.7	1.1	4.1	3.9	4.0
Professional specialty and technical	144.9	149.6	151.1	.6	.9	1.0	3.4	3.9	4.3
Executive, administrative, and managerial ...	148.6	152.4	154.0	1.0	.5	1.0	4.9	3.5	3.6
Administrative support, including clerical	145.5	149.6	151.6	1.4	.7	1.3	3.9	4.3	4.2
Blue collar	139.2	142.9	144.7	.9	.6	1.3	3.5	3.6	4.0
Service	143.0	147.1	148.6	.9	1.0	1.0	3.4	3.8	3.9
State and local government	144.3	148.3	149.3	.6	.7	.7	3.8	3.3	3.5
Industry									
Services	144.6	148.7	149.5	.4	.5	.5	3.7	3.3	3.4
Excluding schools	144.3	147.9	149.1	.8	.8	.8	3.8	3.3	3.3
Health services	145.3	149.3	149.9	.8	1.1	.4	4.0	3.5	3.2
Hospitals	145.3	149.2	149.5	.8	1.0	.2	4.0	3.5	2.9
Educational services	144.5	148.7	149.5	.3	.5	.5	3.6	3.3	3.5
Schools	144.7	148.9	149.7	.3	.5	.5	3.7	3.3	3.5
Elementary and secondary	144.5	148.5	149.0	.3	.4	.3	3.6	3.1	3.1
Colleges and universities	144.9	149.5	151.4	.3	.8	1.3	3.8	3.5	4.5
Public administration ³	142.5	146.1	147.6	.7	1.0	1.0	4.1	3.3	3.6
Occupational group									
White collar	144.1	148.0	149.0	.5	.6	.7	3.7	3.2	3.4
Professional specialty and technical	144.3	148.2	149.1	.5	.5	.6	3.9	3.2	3.3
Executive, administrative, and managerial ...	144.9	148.8	150.1	.4	1.0	.9	3.4	3.1	3.6
Administrative support, including clerical	142.4	146.2	147.0	.5	.8	.5	3.6	3.2	3.2
Blue collar	141.5	145.1	146.0	.6	.8	.6	3.4	3.1	3.2
Service	146.4	151.2	152.8	.5	1.1	1.1	3.8	3.8	4.4

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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Private industry workers	143.9	147.7	149.4	1.2	0.6	1.2	4.2	3.9	3.8
Excluding sales occupations	143.5	147.6	149.5	1.1	.8	1.3	3.8	3.9	4.2
Industry									
Goods producing ¹	141.3	145.2	147.0	1.1	.6	1.2	3.7	3.9	4.0
Excluding sales	140.5	144.6	146.3	1.2	.8	1.2	3.7	4.1	4.1
White collar	145.0	148.7	150.5	1.4	.5	1.2	4.0	4.0	3.8
Excluding sales	143.2	147.2	148.9	1.3	.8	1.2	3.9	4.2	4.0
Blue collar	139.0	143.1	144.7	1.0	.8	1.1	3.5	4.0	4.1
Construction	136.0	140.7	142.1	1.8	.9	1.0	4.1	5.3	4.5
Manufacturing	142.9	146.5	148.5	1.0	.5	1.4	3.6	3.5	3.9
White collar	145.8	149.2	151.1	1.3	.3	1.3	4.1	3.6	3.6
Excluding sales	143.7	147.5	149.1	1.2	.6	1.1	3.9	3.9	3.8
Blue collar	140.8	144.6	146.4	.8	.8	1.2	3.3	3.5	4.0
Durables	143.0	147.3	149.0	.8	.8	1.2	3.7	3.9	4.2
Aircraft manufacturing (SIC 3721)	146.3	151.6	154.3	1.9	1.1	1.8	4.9	5.6	5.5
White collar	142.1	146.2	149.8	2.2	.1	2.5	4.9	5.1	5.4
Blue collar	151.8	159.3	160.3	1.3	2.7	.6	5.1	6.3	5.6
Nondurables	142.7	145.4	147.5	1.3	.3	1.4	3.4	3.2	3.4
Service producing ²	145.0	148.9	150.5	1.2	.7	1.1	4.4	3.9	3.8
Excluding sales	145.3	149.4	151.3	1.0	.7	1.3	3.9	3.9	4.1
White collar	146.9	150.9	152.5	1.3	.6	1.1	4.7	4.1	3.8
Excluding sales	147.8	152.3	154.3	1.0	.7	1.3	4.1	4.0	4.4
Blue collar	139.1	142.2	144.3	.9	.4	1.5	3.5	3.2	3.7
Service	141.1	144.8	146.1	1.1	.9	.9	3.2	3.7	3.5
Transportation and public utilities	138.5	142.3	143.7	.4	.7	1.0	2.3	3.2	3.8
Transportation	134.9	138.6	139.8	.0	.9	.9	2.0	2.7	3.6
Public utilities	143.2	147.1	148.7	1.0	.5	1.1	2.9	3.7	3.8
Communications	143.4	147.4	149.2	.8	.5	1.2	2.9	3.7	4.0
Electric, gas, and sanitary services	143.0	146.6	148.1	1.2	.5	1.0	3.0	3.8	3.6
Wholesale and retail trade	143.8	147.4	148.4	1.3	.7	.7	4.4	3.8	3.2
Excluding sales	145.2	149.0	150.7	1.3	.5	1.1	4.1	4.0	3.8
Wholesale trade	147.4	151.6	151.6	.6	1.3	.0	4.8	3.5	2.8
Excluding sales	147.9	153.2	154.9	1.0	1.3	1.1	4.2	4.6	4.7
Retail trade	142.1	145.2	146.9	1.8	.3	1.2	4.3	4.0	3.4
General merchandise stores	137.8	142.2	143.8	.8	1.8	1.1	3.1	4.0	4.4
Food stores	136.7	141.6	143.3	1.3	1.0	1.2	3.7	5.0	4.8
Finance, insurance, and real estate	148.7	151.7	153.9	2.4	.0	1.5	8.4	4.5	3.5
Excluding sales	150.2	154.1	156.6	1.5	.5	1.6	6.5	4.1	4.3
Banking, savings and loan, and other credit agencies	162.0	165.7	169.4	1.5	.4	2.2	10.9	3.8	4.6
Insurance	145.5	150.8	152.4	2.8	.1	1.1	5.9	6.6	4.7
Excluding sales	143.2	146.5	148.3	1.1	.5	1.2	2.9	3.5	3.6
Services	147.4	151.8	153.8	1.0	.8	1.3	3.7	4.0	4.3
Business services	152.0	156.0	158.2	1.5	.5	1.4	4.5	4.1	4.1
Health services	143.5	148.1	149.8	.9	1.0	1.1	3.5	4.1	4.4
Hospitals	141.8	146.8	148.5	.6	1.3	1.2	3.1	4.2	4.7
Nursing homes	—	—	—	1.3	1.2	1.7	4.3	5.8	6.2
Educational services	148.9	154.3	155.4	.5	.6	.7	3.5	4.1	4.4
Colleges and universities	148.9	152.9	154.1	.7	.3	.8	3.3	3.4	3.5

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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Industry—Continued									
Nonmanufacturing industries	143.9	147.9	149.5	1.3	0.7	1.1	4.4	4.1	3.9
White collar	146.5	150.6	152.3	1.2	.7	1.1	4.6	4.1	4.0
Excluding sales	147.4	151.9	153.9	1.0	.8	1.3	4.1	4.1	4.4
Blue collar	137.4	140.9	142.8	1.2	.4	1.3	3.8	3.8	3.9
Service	140.9	144.7	146.0	1.0	.9	.9	3.2	3.7	3.6
Occupational group									
White collar	146.6	150.6	152.3	1.2	.6	1.1	4.5	4.0	3.9
Excluding sales	146.7	151.1	153.0	1.0	.8	1.3	4.0	4.1	4.3
Professional specialty and technical	145.1	150.2	152.1	.7	1.1	1.3	3.1	4.2	4.8
Executive, administrative, and managerial ...	149.2	153.0	154.7	1.1	.5	1.1	5.1	3.7	3.7
Sales	146.7	148.7	149.2	2.4	-2	.3	6.8	3.8	1.7
Administrative support, including clerical	146.0	150.1	152.3	1.5	.7	1.5	4.0	4.4	4.3
Blue collar	139.1	142.8	144.6	1.0	.6	1.3	3.6	3.7	4.0
Precision production, craft, and repair	138.9	142.8	144.6	1.0	.6	1.3	3.4	3.9	4.1
Machine operators, assemblers, and inspectors	140.7	143.7	145.6	.9	.6	1.3	3.7	3.0	3.5
Transportation and material moving	134.1	137.6	139.5	1.1	.8	1.4	3.9	3.7	4.0
Handlers, equipment cleaners, helpers, and laborers	141.8	146.2	148.0	1.0	.8	1.2	3.3	4.1	4.4
Service	141.0	144.9	146.4	1.0	1.0	1.0	3.1	3.8	3.8
Production and nonsupervisory occupations³	142.1	146.0	147.7	1.2	.7	1.2	3.9	4.0	3.9

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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Bargaining status									
Union	137.2	141.2	142.1	0.5	0.9	0.6	2.7	3.4	3.6
Blue-collar occupations	135.2	139.2	140.3	.5	.7	.8	3.0	3.5	3.8
Goods-producing industries ¹	137.2	141.3	142.4	.8	.8	.8	3.7	3.8	3.8
Service-producing industries ²	137.6	141.5	142.2	.3	1.0	.5	1.6	3.1	3.3
Manufacturing	138.8	142.6	143.9	.9	.8	.9	3.9	3.7	3.7
Blue-collar occupations	137.8	141.7	143.0	.7	.9	.9	3.6	3.6	3.8
Nonmanufacturing	136.4	140.4	141.1	.4	.9	.5	2.0	3.3	3.4
Nonunion	145.1	149.0	150.8	1.3	.6	1.2	4.4	4.0	3.9
Blue-collar occupations	141.4	144.9	147.1	1.2	.6	1.5	3.8	3.7	4.0
Goods-producing industries ¹	142.9	146.8	148.8	1.3	.7	1.4	3.7	4.0	4.1
Service-producing industries ²	145.8	149.6	151.4	1.3	.6	1.2	4.7	4.0	3.8
Manufacturing	144.4	148.0	150.1	1.0	.5	1.4	3.6	3.6	3.9
Blue-collar occupations	142.8	146.6	148.7	.8	.8	1.4	3.1	3.5	4.1
Nonmanufacturing	145.0	148.9	150.7	1.4	.6	1.2	4.6	4.1	3.9
Region³									
Northeast	142.3	146.0	147.3	1.0	.5	.9	3.8	3.6	3.5
South	143.0	146.3	148.3	1.1	.7	1.4	3.7	3.4	3.7
Midwest	145.3	149.6	150.9	1.2	.7	.9	4.6	4.2	3.9
West	144.7	149.2	151.3	1.5	.7	1.4	4.7	4.6	4.6
Area									
Metropolitan	144.1	148.0	149.8	1.1	.6	1.2	4.2	3.9	4.0
Other	142.2	146.0	147.4	1.4	.9	1.0	3.7	4.1	3.7

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—					
	Mar. 2000	Dec. 2000	Mar. 2001	3 months ended—			12 months ended—		
				Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2000	Dec. 2000	Mar. 2001
Civilian workers	152.6	156.9	159.7	2.1	0.7	1.8	5.0	4.9	4.7
State and local government	148.2	150.2	152.3	1.0	.8	1.4	3.2	2.4	2.8
Private industry	153.8	158.6	161.5	2.4	.7	1.8	5.5	5.6	5.0
Industry									
Goods producing ¹	152.3	156.2	158.5	2.8	.3	1.5	5.6	5.4	4.1
Service producing ²	154.0	159.4	162.6	2.2	.9	2.0	5.4	5.8	5.6
Manufacturing	152.3	154.8	157.1	3.0	-.1	1.5	6.1	4.7	3.2
Aircraft manufacturing (SIC 3721)	161.9	163.1	171.4	5.2	-3.3	5.1	13.5	6.0	5.9
White collar	156.8	162.8	175.0	6.2	-1.6	7.5	11.0	10.3	11.6
Blue collar	169.2	162.7	165.0	3.8	-6.1	1.4	17.3	-2	-2.5
Nonmanufacturing	154.0	159.7	162.9	2.2	1.0	2.0	5.3	6.0	5.8
Occupational group									
White collar	156.3	161.5	165.2	2.5	.7	2.3	5.7	5.9	5.7
Blue collar	150.0	154.1	155.7	2.6	.7	1.0	5.5	5.4	3.8
Service	150.8	156.4	159.5	.6	1.3	2.0	3.1	4.3	5.8
Bargaining status									
Union	153.7	157.5	158.5	2.7	.1	.6	5.4	5.2	3.1
Nonunion	153.6	158.6	162.0	2.4	.8	2.1	5.5	5.7	5.5

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, 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 31,900 occupational observations within about 7,500 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 then revised based on the newly estimated factors. The new seasonal factors for 2001 and revised seasonally adjusted indexes for the past five years are available on the Internet site (<http://www.bls.gov/ecthome.htm>) or upon request. The factors are also published in the summer issue of Compensation and Working Conditions.

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 and is now integrated with the Bureau's National Compensation Survey (NCS). Integrated samples have resulted in an increase in the number of private industry establishments and occupations in the survey.

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/ecthome.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 number 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 annual 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 the Monthly 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 or sending e-mail to (ocltinfo@bls.gov). Current and historical data are available at the web site: (<http://www.bls.gov/ecthome.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 2000," and in a bulletin, Employer Costs for Employee Compensation, 1986-99, (Bulletin 2526). 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.