

News

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EMPLOYMENT COST INDEX - SEPTEMBER 1990

The Employment Cost Index (ECI) increased 1.4 percent in the 3 months ended in September 1990 to a level of 106.9 (June 1989=100), the U.S. Department of Labor's Bureau of Labor Statistics reported today. For the year ended in September, the increase was 5.2 percent. The ECI measures changes in compensation costs--wages, salaries, and employer costs for employee benefits. It is not seasonally adjusted.

The 1.4 percent increase in compensation costs in the June-September 1990 period was below the 1.6 percent gain in the same period a year ago. This pattern held for private industry workers (1.0 percent, down from 1.2 percent a year ago) and state and local government workers (2.7 percent, down from 3.3 percent). Compensation cost changes for state and local government workers are heavily concentrated in the June-September period, whereas those for private industry workers are spread throughout the year.

The 5.2 percent increase in compensation costs for the year ended in September 1990 was about the same as the 5.1 percent gain a year ago. This relationship held for private industry workers but not for state and local government workers, whose compensation costs rose 5.9 percent in September 1989-90, down from 6.4 percent a year earlier. The following table shows over-the-year changes in private industry compensation costs since September 1988.

12-month percent changes in the ECI, private industry workers

	12-months ended	Compensation costs	Wages and salaries	Benefit costs
1988	September	4.4	3.7	6.8
	December	4.8	4.1	6.9
1989	March	4.6	4.2	5.4
	June	4.5	4.1	5.6
	September	4.8	4.3	6.0
	December	4.8	4.1	6.1
1990	March	5.2	4.2	7.2
	June	5.2	4.5	6.9
	September	4.9	4.2	6.8

Benefit cost increases in private industry for the year ended in September 1990 exceeded wage and salary gains in large part because of the rising cost of health insurance. Nonproduction bonuses, workers' compensation insurance, and the social security tax rate increase of 1.9 percent (from 7.51 to 7.65 percent) in January 1990 also contributed to the relatively rapid growth in benefit costs.

September 1989-90 wage and salary increases in private industry were higher for white-collar workers (4.5 percent) than for either blue-collar or service workers (3.6 and 4.0 percent, respectively). Pay gains for white-collar workers ranged from 3.2 percent for sales workers to 5.4 percent for executive, administrative, and managerial occupations. Pay increases for blue-collar workers ranged from 2.4 percent for transportation and material moving occupations to 4.3 percent for machine operators, assemblers, and inspectors.

Over-the-year pay gains were about the same in private service-producing industries as in goods-producing industries (4.2 percent and 4.1 percent, respectively). Within the service-producing industries, wage and salary increases ranged from 2.6 percent in wholesale trade to 6.2 percent in hospitals and the insurance industry. Pay gains among the goods-producing industries ranged from 2.4 percent in construction to 4.6 percent in durable-goods manufacturing.

Wage and salary increases for nonunion workers (4.4 percent) exceeded those for union workers (3.6 percent) for the year ended in September 1990, as they have since March 1983-84. This pattern held in both goods-producing and service-producing industries. (See table 7.)

For state and local government workers, pay gains for the year ended in September 1990 (5.3 percent) were lower than those a year ago (5.5 percent). This pattern of lower rates of pay increases compared to last year also was found in hospitals and schools.

 * This release includes, for the first time, indexes and percent *
 * changes in wages and salaries and in compensation costs for two new *
 * civilian series: Civilian workers excluding sales, and civilian *
 * white-collar workers excluding sales (See tables 1 and 2.) In *
 * addition, several new occupational series in the aerospace industry *
 * have been added. (See table 8.) *
 * *
 * Beginning with the ECI news release for December 1990, seasonally *
 * adjusted data for selected series will be published. Historical data*
 * for these series are available upon request. *

ECI data for December 1990 will be released on Tuesday, January 29, 1991, at 8:30 A.M. E.S.T.

Changes in wages and salaries and benefit costs, private industry, 1980-1990

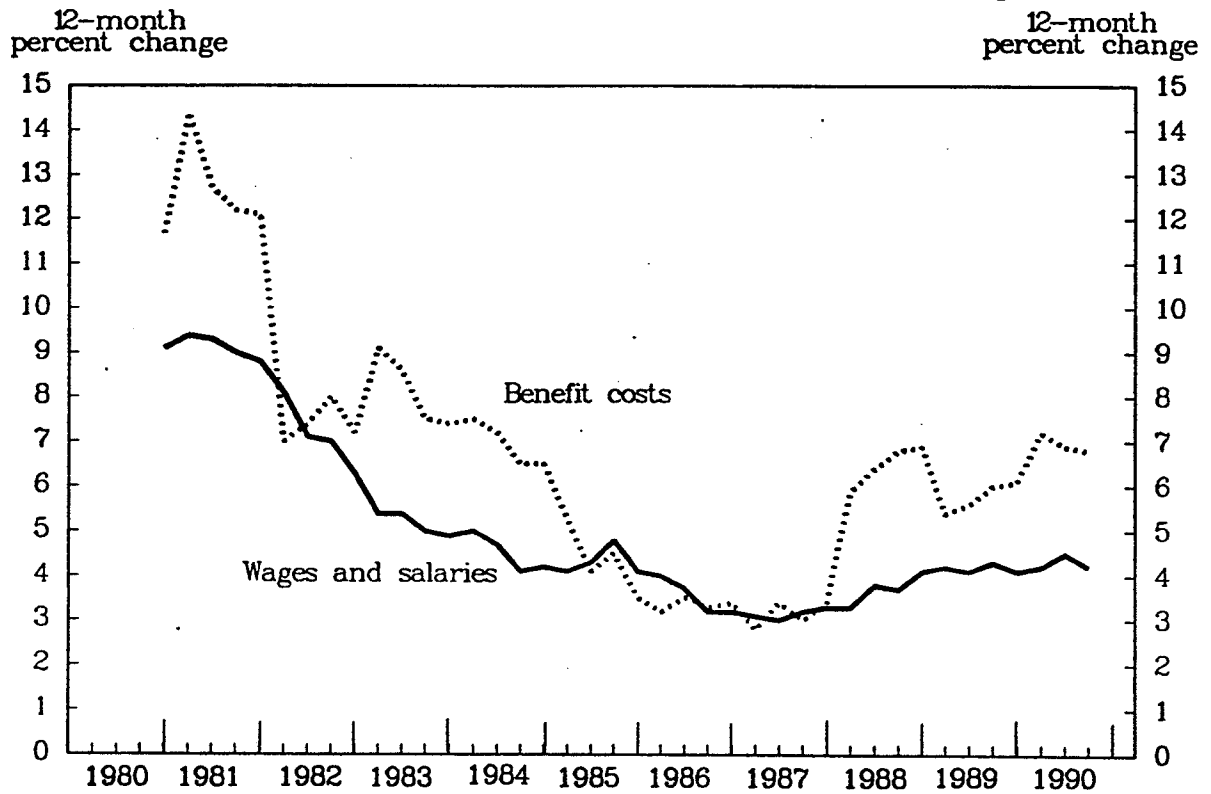


Table 1. COMPENSATION: Employment Cost Index for total compensation, civilian and state and local government workers, by industry and occupational group
(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for					
	Sept. 1989	June 1990	3 Months Ended		12 Months Ended		Sept. 1990	Sept. 1990
			Sept. 1989	June 1990	Sept. 1989	June 1990		
Civilian workers	101.6	105.4	1.6	1.1	1.4	5.1	5.4	5.2
Excluding sales	101.6	105.4	1.6	1.1	1.4	4.9	5.4	5.2
Workers, by occupational group								
White-collar occupations	102.0	105.8	2.0	1.1	1.6	5.8	5.8	5.4
Excluding sales	101.9	105.8	1.9	1.1	1.8	5.3	5.8	5.7
Professional specialty and technical	102.6	106.3	2.6	.8	2.3	-	6.3	5.9
Executive, administrative, and managerial	101.2	105.4	1.2	1.3	1.5	-	5.4	5.7
Administrative support, including clerical	101.4	105.4	1.4	1.0	1.3	-	5.4	5.3
Blue-collar occupations	101.1	104.8	1.1	1.2	1.0	4.1	4.8	4.6
Service occupations	101.7	105.1	1.7	.9	1.4	4.4	5.1	4.8
Workers, by industry division								
Goods-producing 1/	101.1	105.2	1.1	1.3	1.0	4.1	5.2	5.0
Manufacturing	101.1	105.3	1.1	1.3	1.0	4.3	5.3	5.2
Service-producing 2/	102.0	105.5	2.0	1.1	1.6	5.7	5.5	5.1
Services	102.2	106.6	2.7	1.0	2.3	6.2	6.6	6.1
Health services	102.7	107.1	2.2	1.1	2.0	6.7	7.1	6.8
Hospitals	102.3	106.7	2.3	1.0	2.2	7.0	6.7	6.6
Educational services	104.1	106.6	4.1	.6	3.5	-	6.6	6.0
Public administration	102.5	105.5	2.5	.4	2.2	5.1	5.5	5.2
Nonmanufacturing	101.9	105.5	1.9	1.2	1.4	5.5	5.5	5.0
State and local government workers	103.3	106.5	3.3	.7	2.7	6.4	6.5	5.9
Workers, by occupational group								
White-collar occupations	103.6	106.7	3.6	.6	3.0	6.8	6.7	6.1
Professional specialty and technical	103.8	107.0	3.8	.6	3.1	-	7.0	6.3
Executive, administrative, and managerial	103.1	106.4	3.1	.7	2.7	-	6.4	6.0
Administrative support, including clerical	102.9	106.0	2.9	.6	2.5	-	6.0	5.6
Blue-collar occupations	102.1	106.3	2.1	.8	1.8	5.3	6.3	6.0
Workers, by industry division								
Services	103.8	106.8	3.8	.7	3.2	7.0	6.8	6.2
Excluding schools 3/	102.5	106.4	2.5	.9	2.3	6.2	6.4	6.1
Health services	103.1	106.9	3.1	.7	2.8	6.8	6.9	6.6
Hospitals	103.2	107.0	3.2	.9	2.6	6.4	7.0	6.4
Educational services	104.1	106.8	4.1	.6	3.3	-	6.8	6.0
Schools	104.4	106.9	4.4	.5	3.5	7.4	6.9	6.0
Elementary and secondary	104.6	107.1	4.6	.5	3.7	7.4	7.1	5.9
Colleges and universities	103.4	106.3	3.4	.2	2.7	-	6.3	5.2
Public administration	102.5	105.5	2.5	.4	2.2	5.1	5.5	5.2

- Data not available.

NOTE: See footnotes at end of table 7.

Table 2. WAGES AND SALARIES: Employment Cost Index for wages and salaries only, civilian and state and local government workers, by industry and occupational group
(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for			
	Sept. 1989	June 1990	3 Months Ended		2 Months Ended	
			Sept. 1989	June 1990	Sept. 1989	June 1990
Civilian workers	101.6	104.7	1.6	1.1	1.2	4.7
Excluding sales	101.4	104.6	1.4	1.0	1.4	4.6
Workers, by occupational group						
White-collar occupations	101.9	105.2	1.9	1.1	1.5	5.2
Excluding sales	101.8	105.1	1.8	.9	1.8	5.1
Professional specialty and technical	102.5	107.9	2.5	.7	2.3	5.5
Executive, administrative, and managerial	101.1	105.0	1.1	1.4	1.4	5.3
Administrative support, including clerical	101.4	104.7	1.4	1.0	1.1	4.4
Blue-collar occupations	101.0	103.9	1.0	1.1	1.8	3.7
Service occupations	101.4	104.2	1.4	.8	1.3	4.2
Workers, by industry division						
Goods-producing 1/	100.9	104.2	.9	1.1	.9	4.2
Manufacturing	100.9	104.5	.9	1.2	.9	4.5
Service-producing 2/	101.8	104.9	1.8	1.1	1.5	4.9
Services	102.5	105.9	2.5	1.0	2.1	5.5
Health services	102.0	106.2	2.0	.9	2.0	6.2
Hospitals	102.2	106.0	2.2	1.0	2.2	6.0
Educational services	103.8	105.8	3.8	.4	3.6	5.6
Public administration	102.1	104.6	2.1	.3	1.8	4.3
Nonmanufacturing	101.8	104.8	1.8	1.1	1.3	4.8
State and local government workers	103.1	105.7	3.1	.6	2.7	5.7
Workers, by occupational group						
White-collar occupations	103.4	106.0	3.4	.5	3.0	6.0
Professional specialty and technical	103.7	106.3	3.7	.5	3.3	6.3
Executive, administrative, and managerial	102.8	105.7	2.8	.8	2.6	5.7
Administrative support, including clerical	102.4	104.8	2.4	.4	2.3	4.8
Blue-collar occupations	101.9	105.3	1.9	1.0	1.8	5.3
Workers, by industry division						
Services	103.6	106.0	3.6	.5	3.3	6.0
Excluding schools 3/	102.5	106.4	2.5	.6	2.3	6.4
Health services	102.7	106.1	2.7	.6	2.6	6.1
Hospitals	102.9	105.9	2.9	.9	2.5	5.9
Educational services	103.8	106.0	3.8	.5	3.5	6.0
Schools	104.0	105.9	4.0	.4	3.6	5.9
Elementary and secondary	104.2	105.9	4.2	.4	4.0	5.5
Colleges and universities	102.9	105.9	2.9	.3	2.4	5.7
Public administration	102.1	104.6	2.1	.3	1.8	5.3

1/ Data not available.

NOTE: See footnotes at end of table 7.

Table 3. COMPENSATION; Employment Cost Index for total compensation, private industry workers, by industry and occupational group-Continued
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for					
	Sept. 1989	June 1990		3 Months Ended		12 Months Ended		Sept. 1990	Sept. 1990
		Sept. 1989	June 1990	Sept. 1989	June 1990	Sept. 1989	June 1990		
Service-producing industries 2/	101.3	105.2	106.2	1.3	1.3	1.0	5.3	5.2	4.8
Excluding sales occupations	101.2	105.1	106.4	1.2	1.2	1.2	4.7	5.1	5.1
White-collar occupations	101.4	105.5	106.7	1.4	1.2	1.1	5.7	5.5	5.2
Excluding sales	101.4	105.6	107.1	1.4	1.1	1.4	5.0	5.6	5.6
Blue-collar occupations	101.1	103.9	104.8	1.1	1.3	1.9	4.1	3.9	3.7
Service occupations	101.1	105.0	105.8	1.1	1.1	.8	4.1	5.0	4.6
Transportation and public utilities	100.7	103.3	104.2	.7	.3	.9	3.3	3.3	3.5
Transportation	100.5	103.0	103.8	.5	.2	.8	3.0	3.0	3.3
Public utilities	101.0	103.8	104.8	1.0	.6	1.0	3.8	3.8	3.8
Communications	101.0	103.1	104.2	1.0	.0	1.1	3.6	3.1	3.2
Electric, gas, and sanitary services	101.0	104.6	105.5	1.0	1.4	.9	4.0	4.6	4.5
Wholesale and retail trade	101.6	105.0	105.6	1.6	1.4	.6	5.0	5.0	3.9
Excluding sales occupations	101.3	104.5	105.4	1.3	1.5	.9	4.1	4.5	4.0
Wholesale trade	102.6	105.4	105.8	2.6	.6	.4	7.3	5.4	3.1
Excluding sales occupations	101.8	105.0	105.4	1.8	1.3	.4	4.7	5.0	3.5
Retail trade	101.1	104.8	105.5	1.1	1.7	.7	3.9	4.8	4.4
General merchandise stores	100.4	105.7	105.9	.4	3.0	.2	1.9	5.7	5.5
Food stores	100.8	104.6	105.7	.8	1.4	1.1	3.8	4.6	4.9
Finance, insurance, and real estate	100.4	104.4	105.4	.4	1.8	1.0	8.1	4.4	5.0
Excluding sales occupations	100.1	104.7	106.3	.1	1.2	1.5	4.9	4.7	6.2
Banking, savings and loan, and other	100.6	104.1	104.4	.6	2.0	.4	3.7	4.1	3.8
Insurance	99.9	105.2	106.5	-.1	1.9	1.2	4.3	5.2	6.6
Services	101.8	106.5	108.1	1.8	1.4	1.5	5.6	6.5	6.2
Business services	100.7	105.3	106.3	1.7	1.6	1.9	4.7	5.3	5.6
Health services	101.9	107.1	109.0	1.9	1.2	1.8	6.6	7.1	7.0
Hospitals	101.9	106.6	108.9	1.9	1.1	2.2	7.0	6.6	6.9
Educational services	103.9	105.9	110.2	3.9	.5	4.1	-	5.9	6.1
Colleges and universities	103.3	105.7	109.8	3.3	.5	3.9	-	5.7	6.3
Nonmanufacturing industries	101.3	105.1	106.2	1.3	1.3	1.0	5.0	5.1	4.8
White-collar occupations	101.4	105.5	106.7	1.4	1.3	1.1	5.7	5.5	5.2
Excluding sales	101.4	105.6	107.0	1.4	1.2	1.3	5.0	5.6	5.5
Blue-collar occupations	101.1	104.1	105.0	1.1	1.2	.9	3.6	4.1	3.9
Service occupations	101.0	105.0	105.8	1.0	1.1	.8	4.0	5.0	4.8

- Data not available.
NOTE: See footnotes at end of table 7.

Table 4. WAGES AND SALARIES: Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for					
	Sept. 1989	June 1990	3 Months Ended		6 Months Ended		12 Months Ended	
			Sept. 1989	June 1990	Sept. 1989	June 1990	Sept. 1989	June 1990
Private industry workers	101.2	104.5	1.2	1.3	0.9	4.3	4.5	4.2
Excluding sales	101.1	104.4	1.1	1.2	1.0	3.9	4.4	4.3
White-collar occupations	101.4	104.9	1.4	1.3	1.0	4.9	4.9	4.5
Excluding sales	101.2	104.8	1.2	1.1	1.3	4.2	4.8	4.9
Professional, technical, and managerial	101.6	104.8	1.6	1.7	1.6	4.3	4.8	4.8
Executive, administrative, and managerial	100.8	104.9	.8	1.5	1.2	4.2	4.9	5.4
Sales	102.1	105.3	2.1	1.9	1.1	7.7	5.3	3.2
Administrative support, including clerical	101.1	104.7	1.1	1.1	1.0	4.0	4.7	4.6
Blue-collar occupations	101.0	103.8	1.0	1.1	.8	3.7	3.8	3.6
Precision production, craft, and repair	101.0	103.6	1.0	1.1	.8	3.9	3.6	3.4
Machine operators, assemblers, and inspectors	100.6	104.2	.6	1.2	.7	3.6	4.2	4.3
Transportation and material moving	101.2	103.1	1.2	1.1	.5	2.8	3.1	2.4
Handlers, equipment cleaners, helpers, and laborers	101.1	104.4	1.1	1.4	.9	3.6	4.4	4.2
Service occupations	100.9	104.2	.9	1.1	.7	3.3	4.2	4.0
Production and nonsupervisory occupations	101.3	104.3	1.3	1.1	.9	4.4	4.3	3.9
Goods-producing industries 1/	101.0	104.2	1.0	1.1	.9	3.6	4.2	4.1
Excluding sales occupations	101.0	104.2	1.0	1.2	.8	3.7	4.2	4.0
White-collar occupations	101.0	104.6	1.0	1.1	1.1	3.5	4.6	4.7
Excluding sales	101.0	104.4	1.0	1.1	1.1	3.5	4.4	4.6
Blue-collar occupations	101.0	104.1	1.0	1.2	1.6	3.8	4.1	3.7
Service occupations	100.7	103.0	.7	.3	1.3	3.9	3.0	3.6
Construction	101.1	102.9	1.1	.9	.6	3.5	2.9	2.4
Manufacturing	100.9	104.5	.9	1.2	.9	3.7	4.5	4.5
White-collar occupations	100.9	104.7	.9	1.0	1.1	3.5	4.7	5.0
Excluding sales	100.9	104.4	.9	1.0	1.1	3.6	4.4	4.7
Blue-collar occupations	100.9	104.4	.9	1.3	1.7	3.8	4.4	4.2
Service occupations	100.7	103.2	.7	1.1	.9	3.6	3.2	3.4
Durable	100.7	104.3	.7	1.1	1.0	3.4	4.3	4.6
Nondurables	101.1	104.8	1.1	1.2	.9	4.0	4.8	4.5

Table 4. WAGES AND SALARIES: Employment Cost Index for wages and salaries and occupational group-Continued
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for					
	Sept. 1989	June 1990	Sept. 1990	3 Months Ended			12 Months Ended		
				Sept. 1989	June 1990	Sept. 1990	Sept. 1989	June 1990	Sept. 1990
Service-producing industries 2/	101.4	104.6	105.7	1.4	1.3	1.1	4.9	4.6	4.2
Excluding sales occupations	101.2	104.5	105.8	1.2	1.1	1.2	4.2	4.5	4.5
White-collar occupations	101.5	105.0	106.1	1.5	1.4	1.0	5.4	5.0	4.5
Excluding sales	101.3	105.0	106.4	1.3	1.2	1.3	4.5	5.0	5.0
Blue-collar occupations	100.9	103.3	104.2	.9	1.2	.9	3.5	3.3	3.3
Service occupations	100.8	104.3	105.0	.8	1.1	.7	3.2	4.3	4.2
Transportation and public utilities	100.7	103.2	104.1	.7	.6	.9	2.0	3.2	3.4
Transportation	100.6	102.3	103.3	.6	.6	1.0	1.6	2.3	2.7
Public utilities	101.1	104.1	105.0	1.1	1.1	.9	2.8	4.1	3.9
Communications	101.1	104.1	105.0	1.1	1.0	.9	2.2	4.1	3.9
Electric, gas, and sanitary services	101.0	104.2	105.0	1.0	1.2	.9	3.8	4.2	4.0
Wholesale and retail trade	101.6	104.6	105.1	1.6	1.3	.5	4.5	4.6	3.4
Excluding sales occupations	101.1	104.2	104.9	1.1	1.6	.7	3.7	4.2	3.8
Wholesale trade	102.8	105.2	105.5	2.8	.6	.3	7.0	5.2	2.6
Excluding sales occupations	101.7	104.7	105.2	1.7	1.5	.5	4.1	4.7	3.4
Retail trade	101.0	104.4	105.0	1.0	1.7	.6	3.4	4.4	4.0
General merchandise stores	100.3	105.2	105.6	.3	2.7	.4	3.4	5.2	5.3
Food stores	100.4	104.3	105.1	.4	1.5	.8	2.2	4.3	4.7
Finance, insurance, and real estate	100.6	103.5	104.9	.6	1.7	1.4	8.3	3.5	4.3
Excluding sales occupations	100.2	103.9	105.8	.2	.9	1.8	5.1	3.9	5.6
Banking, savings and loan, and other credit agencies	101.1	103.6	103.9	1.1	2.0	1.3	4.2	3.6	2.8
Insurance	99.6	104.1	105.8	-.4	1.8	1.6	3.5	4.1	6.2
Services	101.6	105.7	107.1	1.6	1.4	1.3	4.9	5.7	5.4
Business services	100.9	105.1	105.7	.9	2.0	1.6	4.6	5.1	4.8
Health services	101.9	106.3	108.1	1.9	.9	1.7	6.1	6.3	6.1
Hospitals	101.9	106.0	108.2	1.9	1.0	2.1	6.6	6.0	6.2
Educational services	103.7	105.0	109.2	3.7	.3	4.0	-	5.0	5.3
Colleges and universities	103.3	104.8	108.7	3.3	.4	3.7	-	4.8	5.2
Nonmanufacturing industries	101.4	104.5	105.4	1.4	1.3	.9	4.6	4.5	3.9
White-collar occupations	101.5	105.0	106.1	1.5	1.4	1.0	5.3	5.0	4.5
Excluding sales	101.3	105.0	106.3	1.3	1.2	1.2	4.4	5.0	4.9
Blue-collar occupations	101.0	103.2	104.0	1.0	1.0	.8	3.4	3.2	3.0
Service occupations	100.8	104.3	105.0	.8	1.1	.7	3.2	4.3	4.2

- Data not available.
NOTE: See footnotes at end of table 7.

Table 5. BENEFITS: Employment Cost Index for benefits only, civilian, state and local, and private industry workers, by industry and occupational group
(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for					
	Sept. 1989	June 1990	3 Months Ended		6 Months Ended		12 Months Ended	
			Sept. 1989	June 1990	Sept. 1989	June 1990	Sept. 1989	June 1990
Civilian workers.....	101.9	107.2	1.9	1.2	1.6	6.5	7.2	6.9
State and local government workers.....	103.9	108.3	3.9	.7	2.8	-	8.3	7.1
Private industry workers.....	101.4	106.9	1.4	1.3	1.3	6.0	6.9	6.8
Workers, by occupational group								
White-collar occupations.....	101.4	107.1	1.4	1.4	1.4	6.7	7.1	7.1
Blue-collar occupations.....	101.4	106.6	1.4	1.3	1.2	5.1	6.6	6.4
Service occupations.....	101.6	107.0	1.6	.9	1.0	6.8	7.0	6.4
Workers, by industry division								
Goods-producing industries 1/.....	101.5	107.2	1.5	1.4	1.4	5.2	7.2	7.1
Service-producing industries 2/.....	101.4	106.6	1.4	1.2	1.2	6.8	6.6	6.4
Manufacturing.....	101.6	106.9	1.6	1.3	1.4	6.1	6.9	6.7
Nonmanufacturing.....	101.4	106.9	1.4	1.4	1.2	6.2	6.9	6.7

- Data not available.
NOTE: See footnotes at end of table 7.

Table 6. COMPENSATION: Employment Cost Index for total compensation, private industry workers, by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for								
	Sept. 1989	June 1990		3 Months Ended		12 Months Ended		Sept. 1990	Sept. 1989	12 Months Ended		
		Sept. 1990	June 1990	Sept. 1989	June 1990	Sept. 1990	June 1990			Sept. 1990		
Workers, by bargaining status												
Union.....	100.9	104.1	105.1	0.9	0.8	1.0	3.3	4.1	4.2			
Blue-collar occupations.....	100.9	104.1	104.8	.9	1.1	.7	3.4	4.1	3.9			
Goods-producing industries 1/.....	100.9	104.5	105.1	.9	1.2	.6	3.3	4.5	4.2			
Service-producing industries 2/.....	100.8	103.6	104.9	.8	.4	1.3	3.3	3.6	4.1			
Manufacturing.....	100.8	104.7	105.3	.8	1.1	.6	3.9	4.7	4.5			
Blue-collar occupations.....	100.9	104.6	105.1	.9	1.1	.5	4.1	4.6	4.2			
Nonmanufacturing.....	100.8	103.7	104.9	.8	.7	1.2	2.5	3.7	4.1			
Nonunion.....	101.4	105.5	106.6	1.4	1.3	1.0	5.3	5.5	5.1			
Blue-collar occupations.....	101.3	105.3	106.3	1.3	1.3	.9	4.9	5.3	4.9			
Goods-producing industries 1/.....	101.3	105.5	106.7	1.3	1.2	1.1	4.5	5.5	5.3			
Service-producing industries 2/.....	101.5	105.5	106.5	1.5	1.5	.9	5.8	5.5	4.9			
Manufacturing.....	101.2	105.5	106.9	1.2	1.2	1.3	4.5	5.5	5.3			
Blue-collar occupations.....	101.4	105.9	107.2	1.4	1.4	1.2	5.2	5.9	5.6			
Nonmanufacturing.....	101.4	105.4	106.5	1.4	1.3	1.0	5.6	5.4	5.0			
Workers, by area size												
Northeast.....	101.8	105.3	106.5	1.8	.9	1.1	7.2	5.3	4.6			
South.....	101.2	105.7	106.3	1.2	1.6	.6	3.9	5.7	5.0			
Midwest.....	101.0	104.8	106.3	1.0	1.3	1.4	4.1	4.8	5.2			
West.....	101.0	104.5	105.6	1.0	1.2	1.1	4.1	4.5	4.6			
Workers, by area size												
Metropolitan areas.....	101.4	105.1	106.3	1.4	1.2	1.1	5.3	5.1	4.8			
Other areas.....	100.8	105.2	106.0	.8	1.5	.8	2.3	5.2	5.2			

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. See explanatory note.
See footnotes at end of table 7.

Table 7. WAGES AND SALARIES: Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		12 Months Ended				
	Sept. 1989	June 1990	Sept. 1990	Sept. 1989	June 1990	Sept. 1990	Sept. 1989	June 1990	Sept. 1990	
Workers, by bargaining status										
Union										
Blue-collar occupations	100.6	103.3	104.2	0.6	0.7	0.9	2.4	3.3	3.6	
	100.7	103.2	103.8	.7	1.0	.6	3.0	3.2	3.1	
Goods-producing industries ^{1/}										
Service-producing industries ^{2/}	100.6	103.5	104.0	.6	1.2	.5	2.9	3.5	3.4	
	100.7	103.1	104.4	.7	.2	1.3	1.9	3.1	3.7	
Manufacturing										
Blue-collar occupations	100.5	103.8	104.3	.5	1.2	.5	3.1	3.8	3.8	
	100.6	103.8	104.2	.6	1.2	.4	3.2	3.8	3.6	
Nonmanufacturing	100.7	103.0	104.1	.7	.5	1.1	1.9	3.0	3.4	
Nonunion										
Blue-collar occupations	101.3	104.8	105.8	1.3	1.4	1.0	4.9	4.8	4.4	
	101.2	104.3	105.1	1.2	1.3	.8	4.3	4.3	3.9	
Goods-producing industries ^{1/}										
Service-producing industries ^{2/}	101.1	104.5	105.5	1.1	1.0	1.0	3.9	4.5	4.4	
	101.4	104.9	105.9	1.4	1.5	1.0	5.3	4.9	4.4	
Manufacturing										
Blue-collar occupations	101.0	104.8	105.9	1.0	1.2	1.0	3.9	4.8	4.9	
	101.2	105.0	106.0	1.2	1.4	1.0	4.5	5.0	4.7	
Nonmanufacturing	101.4	104.8	105.7	1.4	1.5	.9	5.2	4.8	4.2	
Workers, by region ^{5/}										
Northeast	101.8	104.8	105.9	1.8	.8	1.0	7.0	4.8	4.0	
South	101.2	105.2	105.7	1.2	1.6	.5	3.4	5.2	4.4	
Midwest	100.8	103.7	105.1	.8	1.1	1.4	3.5	3.7	4.3	
West	100.8	104.0	104.8	.8	1.5	.8	3.2	4.0	4.0	
Workers, by area size										
Metropolitan areas	101.3	104.4	105.4	1.3	1.1	1.0	4.8	4.4	4.0	
Other areas	100.7	104.6	105.3	.7	1.6	.7	2.0	4.6	4.6	

^{1/} Includes mining, construction, and manufacturing.

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

^{3/} Formerly called 'Hospitals and other services.'

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

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

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

Table 8. AEROSPACE: Employment Cost Index for workers in aerospace manufacturing by industry and occupation 1/ (Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for				
	3 Months Ended		12 Months Ended					
	Sept. 1989	June 1990	Sept. 1989	June 1990				
COMPENSATION								
Aircraft and parts manufacturing (SIC 372)	101.1	106.2	107.5	1.1	1.2	1.2	6.2	6.3
White-collar occupations	100.9	105.4	106.5	.9	1.2	1.0	6.2	5.6
Professional specialty and technical	100.5	105.0	106.0	.5	1.4	1.0	5.0	5.5
Executive, administrative, and managerial	101.0	104.2	106.0	1.0	.8	1.7	4.2	5.0
Administrative support, including clerical	101.6	107.5	108.4	1.6	1.2	1.8	7.5	6.7
Blue-collar occupations	101.4	107.0	108.4	1.4	1.2	1.3	7.0	6.9
Precision production, craft, and repair	101.1	106.6	108.0	1.1	1.7	1.3	6.6	6.8
Machine operators, assemblers, and inspectors	101.7	107.5	109.0	1.7	.7	1.4	7.5	7.2
Aircraft manufacturing (SIC 3721)	101.0	107.0	108.5	1.0	1.5	1.4	7.0	7.4
White-collar occupations	100.8	105.9	107.2	.8	1.2	1.2	5.9	6.3
Blue-collar occupations	101.4	108.6	110.1	1.4	1.9	1.4	8.6	8.6
Aircraft engines and parts manufacturing (SIC 3724)	101.1	104.0	105.0	1.1	1.0	1.0	4.0	3.9
White-collar occupations	100.3	102.2	102.8	.3	1.0	.6	2.2	2.5
Blue-collar occupations	101.7	105.4	106.7	1.7	1.0	1.2	5.4	4.9
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	101.3	106.5	107.6	1.3	.9	1.0	6.5	6.2
White-collar occupations	101.5	106.9	107.9	1.5	1.2	.9	6.9	6.3
Blue-collar occupations	101.1	106.2	107.4	1.1	.7	1.1	6.2	6.2
Guided missiles and space vehicles manufacturing (SIC 3761)	101.1	105.2	106.4	1.1	.6	1.1	5.2	5.2
White-collar occupations	101.1	105.0	105.8	1.1	.3	.8	5.0	4.6
Blue-collar occupations	101.0	106.3	109.0	1.0	2.0	2.5	6.3	7.9
WAGES AND SALARIES								
Aircraft and parts manufacturing (SIC 372)	100.8	104.9	105.6	0.8	1.4	0.7	4.9	4.8
White-collar occupations	100.6	104.2	104.5	.6	1.5	.3	4.2	3.9
Professional specialty and technical	100.4	103.7	104.2	.4	1.6	.5	3.7	3.8
Executive, administrative, and managerial	101.0	104.2	104.4	1.0	1.0	.2	4.2	3.4
Administrative support, including clerical	100.9	105.2	105.6	.9	1.4	.4	5.2	4.7
Blue-collar occupations	101.0	105.8	106.9	1.0	1.2	1.0	5.8	5.8
Precision production, craft, and repair	100.9	105.5	106.5	.9	1.8	.9	5.5	5.6
Machine operators, assemblers, and inspectors	101.2	106.2	107.2	1.2	.8	.9	6.2	5.9
Aircraft manufacturing (SIC 3721)	100.6	104.9	105.7	.6	1.6	.8	4.9	5.1
White-collar occupations	100.4	103.8	104.2	.4	1.5	.4	3.8	3.8
Blue-collar occupations	100.9	106.7	107.8	.9	2.0	1.0	6.7	6.8

See footnotes at end of table.

Table 8. AEROSPACE: Employment Cost Index for workers in aerospace manufacturing by industry and occupation 1/-Continued
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for					
	Sept. 1989	June 1990	Sept. 1990	3 Months Ended			12 Months Ended		
				Sept. 1989	June 1990	Sept. 1990	Sept. 1989	June 1990	Sept. 1990
WAGES AND SALARIES									
Aircraft engines and parts manufacturing (SIC 3724)	101.0	104.0	105.2	1.0	1.0	1.2	-	4.0	4.2
White-collar occupations	100.5	103.4	104.1	.5	1.1	.7	-	3.4	3.6
Blue-collar occupations	101.3	104.5	106.1	1.3	.9	1.5	-	4.5	4.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	101.1	105.8	106.0	1.1	1.1	.2	-	5.8	4.8
White-collar occupations	101.4	106.0	106.0	1.4	1.6	.0	-	6.0	4.5
Blue-collar occupations	100.9	105.7	106.0	.9	.7	.3	-	5.7	5.1
Guided missiles and space vehicles manufacturing (SIC 3761)	100.8	104.8	105.8	.8	.8	1.0	-	4.8	5.0
White-collar occupations	100.8	104.4	105.2	.8	.6	.8	-	4.4	4.4
Blue-collar occupations	101.1	106.8	108.7	1.1	2.1	1.8	-	6.8	7.5
BENEFIT COSTS									
Aircraft and parts manufacturing (SIC 372)	101.7	108.8	111.3	1.7	0.9	2.3	-	8.8	9.4
White-collar occupations	101.4	108.2	111.1	1.4	.7	2.7	-	8.2	9.6
Professional specialty and technical	100.6	108.1	110.3	.6	.7	2.0	-	8.1	9.6
Administrative support, including clerical	102.8	112.0	113.5	2.8	.9	1.3	-	12.0	10.4
Blue-collar occupations	102.1	109.3	111.4	2.1	1.1	1.9	-	9.3	9.1
Precision production, craft, and repair	101.7	108.7	110.9	1.7	1.5	2.0	-	8.7	9.0
Machine operators, assemblers, and inspectors	102.3	110.0	112.1	2.3	.7	1.9	-	10.0	9.6
Aircraft manufacturing (SIC 3721)	102.0	111.4	114.5	2.0	1.2	2.8	-	11.4	12.3
White-collar occupations	101.7	110.9	114.3	1.7	.9	3.1	-	10.9	12.4
Blue-collar occupations	102.3	112.2	114.6	2.3	1.5	2.1	-	12.2	12.0
Aircraft engines and parts manufacturing (SIC 3724)	101.3	104.0	104.7	1.3	1.0	.7	-	4.0	3.4
White-collar occupations	99.7	99.6	99.9	-.3	.7	.3	-	-.4	.2
Blue-collar occupations	102.2	106.8	107.7	2.2	1.0	.8	-	6.8	5.4
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	101.5	107.9	111.0	1.5	.5	2.9	-	7.9	9.4
Blue-collar occupations	101.3	107.1	110.1	1.3	.5	2.8	-	7.1	8.7
Guided missiles and space vehicles manufacturing (SIC 3761)	101.5	106.2	107.7	1.5	.1	1.4	-	6.2	6.1
White-collar occupations	101.8	106.6	107.3	1.8	-.2	.7	-	6.6	5.4
Blue-collar occupations	100.7	105.3	109.6	.7	1.8	4.1	-	5.3	8.8

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

- Data not available.
NOTE: SIC refers to the 1972 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

EXPLANATORY NOTE

The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The wage and salary series and the benefit cost series¹ provide the change for the two components of compensation.

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

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

The ECI provides data for the civilian economy, which includes the total private economy, excluding farms and 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.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of nearly 23,000 occupations within 4,400 sample establishments in private industry and about 6,000 occupations within 1,000 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. ECI statistics are neither annualized nor adjusted for seasonal influences.

¹ The benefit cost indexes provide the change in the cost of benefits to a fixed labor force. They are not price indexes for a fixed market basket of benefits. Therefore, the indexes will change as a result of either a change in the price of benefits provided (for example, higher pay for holidays) or a change in the benefits (for example, an additional holiday).

The sample establishments are classified in industry categories based on the 1972 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget.

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

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

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

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

The costs per hour worked of compensation components, based on March 1990 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1990." A description of the cost levels is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1980 Census weights used in computing the ECI. Therefore, year-to-year changes in the cost levels will usually differ from those in the ECI.

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-89, (Bulletin 2339); a chapter in the BLS Handbook of Methods (Bulletin 2285), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes formatted for use with Lotus 1-2-3.