

News

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EMPLOYMENT COST INDEX - JUNE 1992

The Employment Cost Index (ECI) increased 0.6 percent before seasonal adjustment in the 3 months ended in June 1992, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The June 1992 ECI level of 114.2 (June 1989=100) was 3.6 percent higher than the index in June 1991. The ECI measures changes in compensation costs, including wages, salaries, and employer costs for employee benefits.

Quarterly changes, seasonally adjusted

On a seasonally adjusted basis, the ECI rose 0.8 percent in the March-June 1992 quarter, about the same as the rise in the December 1991-March 1992 quarter. The quarterly increase in wages and salaries was 0.6, also about the same as in the previous quarter. Benefit costs rose 1.1 percent in March-June 1992, their smallest quarterly increase since 1987.

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended June 1992	
	1990		1991				1992			
	Sep.	Dec.	Mar.	June	Sep.	Dec.	Mar.	June		
Compensation costs..	1.1	1.0	1.1	1.3	0.8	0.9	0.9	0.8	3.6	
Wages and salaries.	1.0	0.9	1.1	0.9	0.6	0.9	0.7	0.6	2.9	
Benefit costs.....	1.5	1.5	1.4	1.5	1.6	1.2	1.3	1.1	5.3	

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.6 percent for the year ended in June 1992, down from 4.0 percent for the year ended in March 1992. This pattern held for private industry workers (3.7 percent, down from 4.2 percent), but not for State and local government workers (3.3 percent, up from 3.0 percent). (See tables 4 and 5.)

The acceleration in the rate of compensation growth for State and local government workers primarily reflected benefit cost increases. Several jurisdictions that last year decreased or temporarily suspended payments to employee retirement funds, restored part of those payments. In most of these cases, however, the payments were less than 1990 levels.

The June 1991-92 deceleration in the rate of compensation cost increase for private industry workers reflected a slowdown of gains in both wages and salaries (3.0 percent, down from 3.4 percent in March 1991-1992) and benefit costs (5.5 percent, down from 6.3 percent). Benefit cost increases were held down by a decline in employers' pension costs along with a slowdown in the rate of increase in health insurance and workers' compensation costs.

For the year ended June 1992, compensation gains in private industry were higher in goods-producing industries (4.1 percent) than in service-producing industries (3.5 percent). In goods-producing industries, compensation gains ranged from 2.9 percent in construction to 4.5 percent in durable goods manufacturing. In service-producing industries, the increases varied from 1.2 percent in finance, insurance, and real estate to 4.8 percent in private colleges and universities and health services.

June 1991-92 compensation cost increases in private industry were about the same for blue-collar workers (4.0 percent) and service workers (3.9 percent)--and were higher than those for white-collar workers (3.5 percent). Compensation gains for blue-collar occupational groups ranged from 3.5 percent for transportation and material moving occupations to 4.8 percent for machine operators, assemblers, and inspectors. Increases for white-collar occupations varied from 2.2 percent for sales occupations to 4.8 percent for professional specialty and technical occupations.

Compensation cost increases over the year ended June 1992 were higher for union (4.8 percent) than for nonunion workers (3.4 percent). The pattern of higher union gains held for both the goods-producing and service-producing industries. Until about a year ago, nonunion increases had exceeded those for union workers almost without exception for nearly a decade.

- * This release includes, for the first time, wage and salary *
- * and compensation cost changes for workers in private nursing *
- * homes. *
- * The agreement with the Aerospace Industries Association to *
- * provide special indexes for the aerospace industries will be *
- * phased out in September 1992. Indexes for Aircraft Parts and *
- * Auxiliary Equipment and for Guided Missiles and Space Vehicles *
- * have been discontinued with this release. The remaining *
- * aerospace industry indexes will be discontinued after the *
- * September 1992 release.

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

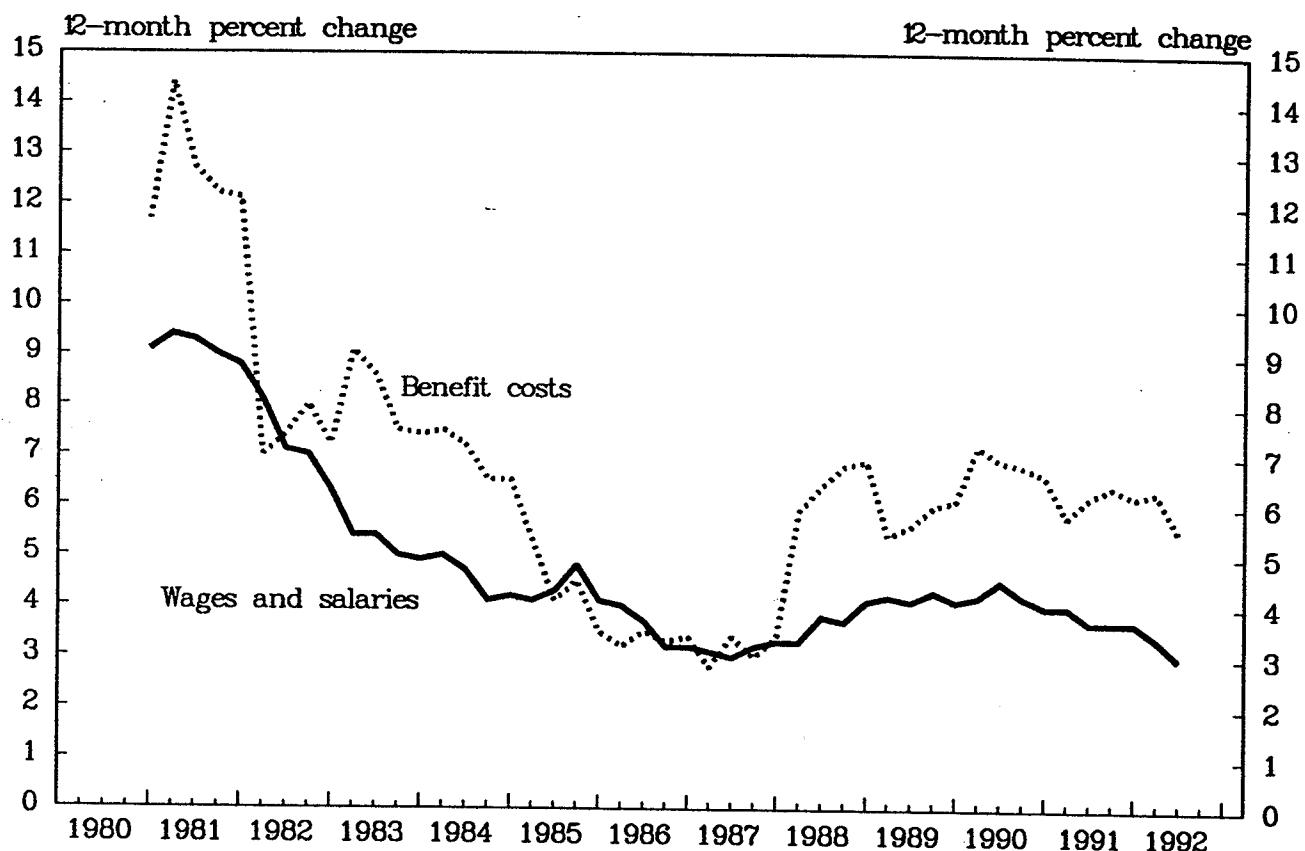


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June)		Percent changes for 3-months ended							
	Mar. 1992	June 1992	Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992
Civilian workers.....	113.2	114.1	1.1	1.0	1.1	1.3	0.8	0.9	0.9	0.8
State and local government.....	115.0	116.6	1.3	1.4	1.3	1.1	.4	.9	.7	1.4
Private industry workers.....	113.0	113.7	1.1	.9	1.2	1.1	1.0	1.0	1.0	.6
White-collar occupations 3/.....	113.4	114.2	1.1	.7	1.5	1.2	1.0	.7	1.1	.7
Blue-collar occupations.....	112.4	113.3	1.0	.9	1.1	1.0	1.2	.9	1.1	.8
Service occupations.....	113.5	114.2	.8	1.3	.9	1.5	1.5	.8	1.1	.6
Goods-producing industries 1/.....	113.4	114.1	1.0	.9	1.1	1.2	1.0	1.1	1.3	.6
Construction.....	110.5	111.5	1.0	.9	1.2	.9	.8	1.0	1.2	.9
Manufacturing.....	113.9	114.7	1.1	1.0	.9	1.3	1.2	1.1	1.3	.7
Durables.....	114.0	114.7	1.2	1.0	.9	1.3	1.3	1.0	1.5	.6
Nondurables.....	113.8	114.6	1.1	.9	1.0	1.2	1.1	1.1	1.2	.7
Service-producing industries 2/.....	112.8	113.4	1.0	1.0	1.2	1.1	1.0	1.0	.8	.5
Transportation and public utilities.....	111.2	111.7	.9	1.3	.8	1.3	1.2	1.0	1.2	.4
Wholesale trade.....	112.8	113.3	.4	.9	1.3	1.3	1.0	.5	1.5	.4
Retail trade.....	111.0	111.8	.8	.9	1.1	1.1	.8	.2	.2	.7
Finance, insurance, and real estate 3/.....	111.7	110.8	1.0	1.4	2.7	1.1	1.2	1.3	1.5	-.8
Services.....	115.1	116.7	1.0	1.4	1.1	1.1	1.0	1.1	.9	1.4
Nonmanufacturing industries.....	112.7	113.4	1.0	.9	1.3	1.0	1.1	.9	.8	.6

NOTE: See footnotes at end of table 3.

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

Series	Indexes (June 1989=100)		Sep. 1990	Dec. 1990	Percent changes for 3-months ended			Mar. 1992	June 1992
	Mar. 1992	June 1992			Mar. 1991	June 1991	Sep. 1991		
Civilian workers.....	111.5	112.2	1.0	0.9	1.1	0.9	0.6	0.9	0.7
State and local government.....	113.8	115.1	1.1	1.3	1.3	1.1	.2	.9	.7
Private industry workers.....	111.0	111.5	1.0	.8	1.0	1.0	.7	.8	.8
White-collar occupations 2/	111.7	112.3	1.0	.6	1.2	1.1	.9	.9	.5
Blue-collar occupations 2/	109.7	110.4	.8	.6	1.1	.8	1.7	.7	.6
Service occupations.....	111.4	111.7	.6	1.2	.8	1.3	1.3	.5	.3
Goods-producing industries 1/3/	110.7	111.4	.9	.7	1.1	.9	.6	.9	.6
Construction	107.2	107.7	.6	.5	1.3	.5	.5	.8	.2
Manufacturing 2/	111.5	112.2	.9	.8	1.1	.9	.8	.9	.1
Durables 2/	111.2	111.8	1.0	.8	1.1	.9	.8	.9	.6
Nondurables	111.7	112.7	1.0	.7	1.0	.9	.8	1.3	.5
Service-producing industries 2/	111.2	111.6	1.0	.9	1.0	.9	.8	.8	.9
Transportation and public utilities	109.7	110.5	.9	.8	1.6	1.0	1.0	1.2	.7
Wholesale trade	111.8	112.3	.3	.3	.9	1.4	1.2	1.1	.4
Retail trade	109.7	110.2	.8	.8	.9	1.0	1.0	.7	1.2
Finance, insurance, and real estate 2/	109.5	108.2	1.4	-.1	2.1	1.0	-1.1	1.4	1.5
Services.....	113.1	114.3	.8	1.5	.9	.8	-.8	1.0	1.0
Nonmanufacturing industries	110.8	111.2	.8	.9	1.1	.9	.7	.6	.8

NOTE: See footnotes at end of table 3.

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

Series	Indexes (June 1989=100)								Percent changes for 3-months ended		June 1992
	Mar. 1992		Sep. 1990	Dec. 1990	Mar. 1991	June 1991	Sep. 1991	Dec. 1991	Mar. 1992	June 1992	
	June 1992	June 1992									
Civilian workers	118.3	119.6	1.5	1.5	1.4	1.5	1.6	1.2	1.3	1.1	
State and local government	118.1	120.2	1.6	1.5	1.4	1.0	.7	.9	.9	1.8	
Private industry workers	118.4	119.4	1.5	1.5	1.4	1.6	1.7	1.4	1.5	.8	
White-collar occupations	118.1	119.2	1.6	1.5	1.5	1.6	1.5	1.4	1.0	.9	
Blue-collar occupations	118.5	119.6	1.4	1.4	1.3	1.6	2.0	1.1	2.1	.9	
Service occupations	119.7	121.5	1.2	1.7	1.7	2.1	2.0	1.6	.9	1.5	
Goods-producing industries 1/	119.5	120.4	1.6	1.5	1.2	1.9	1.8	1.2	2.0	.8	
Manufacturing	119.0	119.9	1.6	1.6	1.6	2.1	1.9	1.3	2.0	.8	
Service-producing industries 2/	117.4	118.6	1.4	1.5	1.5	1.5	1.7	1.5	.9	1.0	
Nonmanufacturing industries	117.8	119.2	1.4	1.4	1.5	1.6	1.6	1.5	.9	1.2	

1/ Includes mining, construction, and manufacturing, insurance, and real estate, and services

2/ Includes transportation, public utilities, trade, finance, and service

3/ No identifiable seasonality was found for this series

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

Series	Indexes (June 1989=100)				Percent Changes for 12 Months Ended			
	Jun. 1991		Mar. 1992		Jun. 1991		Mar. 1992	
	Jun. 1991	Mar. 1992	Jun. 1991	Mar. 1992	Jun. 1991	Mar. 1992	Jun. 1991	Mar. 1992
Civilian workers	110.2	113.5	114.2	1.0	1.2	0.6	4.6	4.0
Excluding sales	110.2	113.6	114.4	.9	1.1	.7	4.6	4.0
Workers, by occupational group								
White-collar occupations	110.8	113.9	114.6	.9	1.0	.6	4.7	3.7
Excluding sales	110.9	114.2	114.9	.8	1.0	.6	4.8	3.8
Professional specialty and technical	111.7	115.4	116.2	.6	.9	.7	5.1	4.0
Executive, administrative, and managerial	110.6	113.0	113.4	1.1	1.4	.4	4.9	3.3
Administrative support, including clerical	110.2	113.9	114.6	.9	1.5	.6	4.6	4.6
Blue-collar occupations	109.2	112.6	113.5	1.0	1.4	.8	4.2	3.3
Service occupations	110.4	114.1	114.7	.9	1.0	.5	5.0	3.9
Workers, by industry division								
Goods-producing 1/	109.9	113.5	114.3	1.2	1.4	.7	4.5	4.5
Manufacturing	110.0	114.0	114.7	1.3	1.6	.6	4.5	4.5
Service-producing 2/	110.4	113.5	114.2	.8	1.0	.8	4.6	3.7
Services	112.0	115.5	116.3	.5	1.2	.8	5.7	4.9
Health services	113.2	117.5	118.4	.6	1.2	.7	5.8	4.6
Hospitals	112.9	117.3	118.1	.1	1.3	.3	5.4	4.5
Educational services	112.4	115.7	116.1	.1	1.2	.5	5.0	3.0
Public administration	110.9	114.0	114.6	.1	1.2	.5	5.1	2.9
Nonmanufacturing	110.3	113.3	114.1	.8	.9	.7	4.5	3.6
State and local government workers								
Workers, by occupational group								
White-collar occupations	112.3	115.4	115.8	.1	.7	.4	5.2	2.9
Professional specialty and technical	112.4	115.5	116.0	-.1	1.1	.2	5.0	2.8
Executive, administrative, and managerial	112.0	115.0	115.2	-.2	1.2	.1	5.3	2.5
Administrative support, including clerical	111.7	115.4	115.7	-.1	1.2	1.0	5.4	3.2
Blue-collar occupations	110.9	114.2	115.3	-.5			4.3	3.4
Workers, by industry division								
Services	112.6	115.8	116.2	-.2	.6	.4	5.4	3.0
Excluding schools 3/	111.7	115.1	115.6	-.1	.4	.2	5.0	3.2
Health services	112.2	115.9	116.8	-.4	.9	.7	4.8	3.1
Hospitals	112.6	115.7	116.1	-.1	.2	.3	5.4	2.9
Educational services	112.9	116.0	116.4	-.4	.3	.3	5.6	3.1
Schools	113.0	116.6	117.1	-.1	.4	.1	5.5	3.6
Elementary and secondary								
Colleges and universities	112.5	114.0	114.1	-.1	.2	.1	5.8	2.4
Public administration	110.9	114.0	114.6	-.1	.2	.1	5.1	2.9

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)						Percent Changes for 12 Months Ended					
	Jun. 1991		Mar. 1992		Jun. 1992		Jun. 1991		Jun. 1992		Mar. 1992	
	Jun. 1991	Mar. 1992	Jun. 1992	Mar. 1992	Jun. 1992	Mar. 1992	Jun. 1991	Jun. 1992	Jun. 1992	Mar. 1992	Jun. 1991	Jun. 1992
Private industry workers	109.8	113.1	113.9	1.2	1.3	0.7	4.4	4.2	4.5	4.3	4.2	3.7
Excluding sales.....	109.8	113.3	114.1	1.1	1.2	.7	4.5	4.3	4.7	4.6	4.4	3.9
White-collar occupations	110.3	113.4	114.2	1.2	1.1	.7	4.5	4.0	5.0	4.7	4.2	3.5
Excluding sales	110.4	113.8	114.6	1.1	1.0	1.0	4.7	4.8	4.7	4.7	4.6	3.8
Professional specialty and technical	111.1	115.3	116.4	1.9	1.2	1.0	5.0	4.7	3.5	3.5	3.5	2.5
Executive, administrative, and managerial	110.3	112.7	113.1	1.3	1.4	1.4	4.7	3.5	4.0	3.3	3.3	2.2
Sales	109.8	111.6	112.2	1.7	1.8	.5	4.0	4.6	4.6	4.6	4.6	4.1
Administrative support, including clerical	109.9	113.6	114.4	1.2	1.5	.7	4.4	4.6	4.6	4.6	4.6	4.1
Blue-collar occupations	109.0	112.5	113.4	1.0	1.4	.8	4.1	4.3	4.3	4.3	4.3	4.0
Precision production, craft, and repair	109.2	112.2	113.1	1.1	1.1	.8	4.3	3.9	3.9	3.9	3.9	3.6
Machine operators, assemblers, and inspectors	109.4	113.9	114.6	1.0	2.1	.6	4.2	5.2	5.2	5.2	5.2	4.8
Transportation and material moving	107.6	110.4	111.4	1.2	1.3	.9	3.2	3.9	3.9	3.9	3.9	3.5
Handlers, equipment cleaners, helpers, and laborers	109.3	112.6	113.4	1.1	1.1	.7	4.4	4.2	4.2	4.2	4.2	3.8
Service occupations	109.9	113.5	114.2	1.5	1.0	.6	4.8	4.8	4.8	4.8	4.8	3.9
Production and nonsupervisory occupations 4/	109.6	113.0	113.8	1.1	1.3	.7	4.3	4.2	4.2	4.2	4.2	3.8
Goods-producing industries 1/	109.8	113.5	114.3	1.2	1.4	.7	4.4	4.6	4.6	4.6	4.6	4.1
Excluding sales occupations	109.8	113.4	114.1	1.3	1.4	.6	4.5	4.6	4.6	4.6	4.6	3.9
White-collar occupations	110.1	113.6	114.5	1.2	1.2	.8	4.6	4.4	4.4	4.4	4.4	4.0
Excluding sales	110.0	113.2	113.9	1.4	1.9	.6	4.6	4.3	4.3	4.3	4.3	3.5
Blue-collar occupations	109.7	113.4	114.1	1.3	1.6	1.6	4.4	4.6	4.6	4.6	4.6	4.0
Service occupations	109.3	113.8	115.5	1.3	1.5	1.5	4.7	5.5	5.5	5.5	5.5	5.7
Construction	108.5	110.6	111.7	1.0	.6	1.0	4.0	3.0	3.0	2.9	2.9	2.9
Manufacturing	110.0	114.0	114.7	1.3	1.6	.6	4.5	5.0	5.0	4.9	4.9	4.3
White-collar occupations	110.2	113.6	114.6	1.3	1.1	.9	4.7	4.3	4.3	4.3	4.3	4.0
Excluding sales	109.9	113.0	113.8	1.5	1.7	.7	4.6	4.6	4.6	4.6	4.6	3.5
Blue-collar occupations	109.8	114.2	114.8	1.2	2.0	1.5	4.4	5.3	5.3	5.3	5.3	4.6
Service occupations	109.2	113.9	115.4	1.3	1.6	1.6	4.5	5.7	5.7	5.7	5.7	4.5
Durables	109.9	114.1	114.8	1.2	1.8	1.3	4.6	5.2	5.2	5.2	5.2	4.5
Nondurables	110.1	113.8	114.7	1.3	1.8	.8	4.6	4.6	4.6	4.6	4.6	4.6

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

Series	Indexes (June 1989=100)			Percent Changes for 12 Months Ended		
	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992
Service-producing industries ^{2/}	109.8	112.8	113.6	1.2	1.1	4.4
Excluding sales occupations	109.9	113.2	114.0	1.1	1.0	4.6
White-collar occupations	110.4	113.4	114.1	1.2	1.2	4.6
Excluding sales	110.6	114.1	114.9	1.0	1.0	4.7
Blue-collar occupations	107.6	110.4	111.6	.9	.9	3.6
Service occupations	109.9	113.4	114.1	1.4	.8	3.6
Transportation and public utilities	107.7	111.1	111.9	1.6	1.3	4.7
Transport	106.8	109.9	110.5	1.5	1.2	4.3
Public utilities	108.8	112.6	113.7	1.7	1.3	4.8
Communications	108.0	111.8	112.7	1.9	1.0	5.2
Electric, gas, and sanitary services	109.8	113.7	115.0	1.4	1.8	5.5
Wholesale and retail trade	109.2	111.4	112.5	1.7	1.0	4.0
Excluding sales occupations	109.1	111.5	112.7	1.3	1.6	4.4
Wholesale trade	109.6	112.5	113.5	1.7	1.3	4.4
Excluding sales occupations	109.6	112.5	113.5	1.3	1.2	4.0
Retail trade	109.0	110.8	112.1	1.6	1.3	4.4
General merchandise stores	110.1	111.7	112.9	1.7	1.5	4.0
Food stores	109.3	112.6	113.6	1.7	.8	3.7
Finance, insurance, and real estate	109.5	111.7	110.8	1.1	1.5	4.5
Excluding sales occupations	109.5	112.5	112.2	.8	1.0	4.9
Banking, savings and loan, and other credit agencies	107.0	110.2	110.0	-.4	2.6	2.6
Insurance	109.5	113.2	114.7	2.0	2.3	4.7
Services	111.5	115.3	116.4	6	1.3	4.1
Business services	110.4	112.5	113.6	1	1.3	4.7
Health services	113.5	117.9	118.9	.8	1.2	4.8
Hospitals	113.2	117.7	118.5	.9	1.4	4.7
Nursing homes	-	-	-	-	.7	4.9
Educational services	111.5	115.8	116.3	-.4	1	5.3
Colleges and universities	112.0	116.8	117.4	.6	.4	6.0
Nonmanufacturing industries	109.7	112.7	113.5	1.1	1.2	4.4
White-collar occupations	110.4	113.4	114.1	1.2	1.2	4.6
Excluding sales	110.6	114.1	114.9	1.0	1.1	4.7
Blue-collar occupations	108.2	110.7	111.8	.9	.8	3.9
Service occupations	109.9	113.4	114.1	1.4	.6	4.6

- Data not available.
NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)			3 Months Ended Jun. 1991			3 Months Ended Mar. 1992			12 Months Ended Jun. 1992			Percent Changes for 12 Months Ended Jun. 1992		
	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992
Workers, by bargaining status															
Union Blue-collar occupations	108.8	113.1	114.0	1.2	1.8	0.8	4.5	5.2	4.8	4.3	5.1	4.8			
Blue-collar occupations	108.6	112.9	113.8	1.1	2.0	.8	4.3	5.1	4.8	4.5	5.7	4.9			
Goods-producing industries 1/	109.2	114.0	114.6	1.2	2.4	1.5	4.5	5.7	4.5	4.5	4.5	4.5			
Service-producing industries 2/	108.3	111.9	113.2	1.1	2.9	1.2	4.5	5.7	4.5	4.5	4.5	4.5			
Manufacturing	109.5	114.8	115.2	1.3	2.8	3	4.6	6.2	5.2	4.4	6.1	5.2			
Blue-collar occupations	109.4	114.7	115.1	1.2	2.8	3	4.6	6.2	5.2	4.4	6.1	5.2			
Nonmanufacturing	108.3	111.8	113.1	1.1	1.1	1.2	4.4	4.4	4.4	4.4	4.4	4.4			
Nonunion Blue-collar occupations	110.1	113.1	113.8	1.2	1.1	.6	4.9	4.0	3.4	3.6	3.6	3.3			
Blue-collar occupations	109.4	112.2	113.0	1.0	.9	.7	3.9	3.6	3.3	3.6	3.6	3.3			
Goods-producing industries 1/	110.1	113.5	114.1	1.2	1.0	.7	4.4	4.1	3.6	4.4	4.1	3.6			
Service-producing industries 2/	110.1	113.0	113.7	1.2	1.1	.6	4.4	3.9	3.3	4.4	3.9	3.3			
Manufacturing	110.2	113.6	114.5	1.3	1.1	.8	4.5	4.4	3.9	4.5	4.4	3.9			
Blue-collar occupations	110.3	113.8	114.6	1.2	1.1	.5	4.5	4.4	3.9	4.5	4.4	3.9			
Nonmanufacturing	110.1	112.9	113.5	1.2	1.1	.5	4.5	4.4	3.9	4.5	4.4	3.9			
Workers, by region 2/															
Northeast	110.6	113.9	114.5	1.1	1.2	.5	5.0	4.1	3.5	5.0	4.1	3.5			
South	109.8	112.5	113.3	1.3	1.3	.7	3.9	3.8	3.2	4.7	4.7	4.5			
Midwest	109.7	113.8	114.6	1.1	1.4	.7	4.7	4.9	4.5	4.2	4.1	3.7			
West	108.9	111.9	112.9	1.3	.9	.9	4.2	4.1	3.7	4.2	4.1	3.7			
Workers, by area size															
Metropolitan areas	109.8	113.1	113.9	1.2	1.2	.7	4.5	4.2	3.7	4.5	4.2	3.7			
Other areas	109.9	113.1	113.7	1.4	1.7	.5	4.3	4.3	3.5	4.3	4.3	3.5			

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

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

Series	Indexes (June 1989=100)						Percent Changes for 3 Months Ended Jun. 1992					
	Jun. 1991			Mar. 1992			Jun. 1991			Mar. 1992		
	Jun.	Mar.	Jun.	Jun.	Mar.	Jun.	Jun.	Mar.	Jun.	Mar.	Jun.	Mar.
Civilian workers excluding sales.....	108.9	111.5	112.1	0.8	0.8	0.5	4.0	3.2	3.3	3.3	3.2	2.9
Workers, by occupational group	108.9	111.6	112.2	.8	.7	.5	4.1	3.3	3.0	3.0	3.0	2.9
White-collar occupations.....	109.6	112.2	112.8	.8	.8	.5	4.2	3.2	3.3	3.3	3.4	3.1
Excluding sales.....	110.4	112.6	113.2	.7	.6	.5	4.5	4.6	3.6	3.6	3.6	3.4
Professional specialty and technical.....	109.6	113.6	114.4	.5	.5	.7	4.4	4.4	3.1	3.1	3.1	2.9
Executive, administrative, and managerial.....	111.6	111.9	112.5	1.0	1.4	.3	3.9	3.6	3.6	3.6	3.6	3.4
Administrative support, including clerical.....	108.8	111.8	112.5	1.8	1.1	.6	3.4	3.4	3.4	3.4	3.4	3.2
Blue-collar occupations.....	107.4	109.8	110.6	.8	.8	.7	3.4	3.4	3.4	3.4	3.4	3.2
Service occupations.....	108.9	111.9	112.4	1.0	.5	.4	4.5	3.8	3.8	3.8	3.8	3.2
Workers, by industry division	108.0	110.7	111.4	.9	.9	.6	3.6	3.5	3.5	3.5	3.5	3.1
Goods-producing 1/	108.4	111.5	112.2	.9	.9	.6	3.7	3.8	3.8	3.8	3.8	3.1
Manufacturing.....	109.3	111.8	112.4	.8	.7	.5	4.2	4.5	4.5	4.5	4.5	3.3
Service-producing 2/	110.7	113.7	114.3	.5	.6	.7	5.3	5.2	5.2	5.2	5.2	3.9
Services.....	111.8	115.4	116.2	.6	.8	.4	5.2	5.0	5.0	5.0	5.0	3.8
Health services.....	111.5	115.7	115.7	.6	.8	.4	4.7	4.7	4.7	4.7	4.7	3.0
Hospitals.....	111.1	114.1	114.6	.0	.1	.3	4.7	4.7	4.7	4.7	4.7	2.6
Educational services.....	111.1	114.1	114.6	.4	.4	.9	4.7	4.7	4.7	4.7	4.7	2.6
Public administration.....	109.5	111.9	112.4	.4	.4	.9	4.7	4.7	4.7	4.7	4.7	3.0
Nonmanufacturing.....	109.0	111.5	112.0	.8	.7	.4	4.0	3.1	3.1	3.1	3.1	2.8
State and local government workers.....	110.9	113.8	114.2	.3	.5	.4	4.9	2.9	2.9	2.9	2.9	3.0
Workers, by occupational group	111.2	114.0	114.3	.2	.4	.3	4.9	2.7	2.7	2.7	2.7	2.9
White-collar occupations.....	111.7	114.5	114.8	.2	.3	.2	4.7	2.4	2.4	2.4	2.4	2.4
Professional specialty and technical.....	110.7	113.3	113.5	.1	.3	.2	4.7	3.0	3.0	3.0	3.0	2.9
Executive, administrative, and managerial.....	109.7	112.7	112.9	.8	.8	.1	4.7	3.1	3.1	3.1	3.1	3.4
Administrative support, including clerical.....	110.0	112.5	113.7	.8	.8	.1	4.5	4.5	4.5	4.5	4.5	4.7
Blue-collar occupations.....	110.0	112.5	113.7	.8	.8	.1	4.5	4.5	4.5	4.5	4.5	4.7
Workers, by industry division	111.5	114.4	114.7	.2	.0	.3	5.2	4.7	4.7	4.7	4.7	3.4
Services.....	111.4	114.8	115.2	.0	.5	.7	5.3	5.3	5.3	5.3	5.3	3.5
Excluding schools 3/	111.7	114.9	115.7	.5	.5	.5	5.1	5.2	5.2	5.2	5.2	3.5
Health services.....	111.3	114.5	115.2	.5	.5	.5	5.1	5.2	5.2	5.2	5.2	3.5
Hospitals.....	111.5	114.3	114.6	.3	.3	.3	5.1	5.2	5.2	5.2	5.2	3.5
Educational services.....	111.5	114.3	114.6	.3	.3	.3	5.1	5.2	5.2	5.2	5.2	3.5
Schools.....	111.7	114.9	115.3	.1	.1	.1	5.1	5.2	5.2	5.2	5.2	3.5
Elementary and secondary.....	111.7	114.9	115.3	.1	.1	.1	5.1	5.2	5.2	5.2	5.2	3.5
Colleges and universities.....	111.0	112.3	112.5	.3	.3	.1	5.1	5.2	5.2	5.2	5.2	3.5
Public administration.....	109.5	111.9	112.4	.4	.4	.4	5.1	5.2	5.2	5.2	5.2	3.5

NOTE: See footnotes at end of table 10.

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

Series	Indexes						Percent Changes for					
	(June 1989=100)			3 Months Ended			12 Months Ended			3 Months Ended		
	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992
Private industry workers ...	108.4	110.9	111.6	1.0	0.8	0.6	3.7	3.4	3.4	3.0	3.4	3.1
Excluding sales....	108.4	111.1	111.8	.9	.8	.6	3.8	3.4	3.4	3.0	3.4	3.1
White-collar occupations	109.1	111.7	112.3	1.1	.9	.5	4.0	3.5	3.6	3.3	4.1	2.9
Excluding sales.....	109.2	112.1	112.8	.9	.7	.6	4.2	4.5	4.5	4.1	4.0	4.1
Professional specialty and technical	109.5	113.0	114.0	.8	.9	.9	4.1	4.3	4.3	3.1	2.4	2.4
Executive, administrative, and managerial	109.4	111.6	112.0	1.1	1.2	.4	4.3	4.3	4.3	3.0	2.7	1.5
Sales	108.5	109.7	110.1	1.6	1.7	.4	3.0	3.7	3.7	3.7	3.7	3.5
Administrative support, including clerical	108.6	111.6	112.4	.9	1.1	.7	3.7	3.7	3.7	3.7	3.7	3.5
Blue-collar occupations	107.3	109.7	110.4	.8	.8	.6	3.4	3.1	3.1	2.9	2.8	2.9
Precision production, craft, and repair	107.0	109.3	110.1	.7	.8	.7	3.3	3.3	3.3	3.3	3.3	3.3
Machine operators, assemblers, and inspectors	108.0	110.9	111.6	.8	1.0	.6	3.6	3.6	3.6	3.5	3.5	3.3
Transportation and material moving...	105.6	107.4	108.3	1.1	.7	.8	2.4	2.4	2.4	2.4	2.4	2.6
Handlers, equipment cleaners, helpers, and laborers....	108.5	110.6	111.3	1.1	.6	.6	3.9	3.1	3.1	2.6	2.6	2.6
Service occupations....	108.3	111.2	111.6	1.3	.5	.4	3.9	4.0	4.0	3.0	3.0	3.0
Production and nonsupervisory occupations 4/	108.1	110.6	111.3	1.0	.9	.6	3.6	3.4	3.4	3.0	3.0	3.0
Goods-producing industries 1/	108.0	110.7	111.4	.9	.9	.6	3.6	3.5	3.5	3.1	3.1	3.1
Excluding sales occupations	107.9	110.5	111.2	.9	.7	.6	3.6	3.4	3.4	3.0	3.0	3.0
White-collar occupations	108.5	111.7	112.5	1.0	1.2	.7	3.7	3.9	3.9	3.7	3.7	3.7
Excluding sales.....	108.1	111.3	112.0	1.1	.7	.5	3.4	3.4	3.4	3.1	3.1	3.2
Blue-collar occupations	107.6	110.1	110.7	.7	.8	.5	3.6	3.6	3.6	4.0	4.0	4.0
Service occupations...	106.7	110.1	111.0	.7	.6	.8	3.6	3.6	3.6	3.6	3.6	3.6
Construction....	105.9	107.2	107.9	.8	.4	.7	2.9	2.0	2.0	1.9	1.9	1.9
Manufacturing	108.4	111.5	112.2	.9	1.1	.6	3.7	3.8	3.8	3.5	3.8	3.5
White-collar occupations	108.8	111.9	112.9	1.1	1.1	.9	3.9	4.0	4.0	3.9	3.9	3.9
Excluding sales.....	108.6	111.4	112.2	1.3	1.6	.7	4.0	4.0	4.0	3.8	3.8	3.8
Blue-collar occupations	108.2	111.1	111.7	.8	1.0	.5	3.6	3.6	3.6	3.5	3.5	3.5
Service occupations	106.5	110.1	111.0	.7	.7	.8	3.2	3.2	3.2	4.1	4.1	4.2
Durables....	108.3	111.2	111.8	.9	.9	.5	3.8	3.8	3.8	3.6	3.6	3.6
Nondurables....	108.6	111.8	112.8	.9	.9	.1	3.9	3.9	3.9	3.9	3.9	3.9

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

Series	Indexes (June 1989=100)			3 Months Ended Jun. 1991 Mar. 1992 Jun. 1991 Mar. 1992 Jun. 1991 Mar. 1992			Percent Changes for Jun. 12 Months Ended Jun. 1992				
	Jun. 1991		Mar. 1992	Jun. 1991		Mar. 1992	Jun. 1991		Mar. 1992	Jun. 1991	
Service-producing industries ^{2/}	108.7	111.1	111.7	1.1	0.8	0.5	3.9	3.3	2.8	3.9	3.3
Excluding sales occupations...	108.7	111.5	112.2	1.9	.7	.6	4.0	3.5	3.2	4.0	3.5
White-collar occupations...	109.3	111.7	112.2	1.1	.9	.4	4.1	3.3	2.7	4.1	3.3
Excluding sales...	109.5	112.4	113.1	.9	.7	.6	4.3	3.6	3.3	4.3	3.3
Blue-collar occupations...	106.5	108.7	109.7	.9	.8	.9	3.1	2.9	3.0	3.1	2.9
Service occupations...	108.4	111.3	111.7	1.3	.5	.4	3.9	4.0	3.0	3.9	4.0
Transportation and public utilities...	106.6	109.7	110.6	1.1	1.2	.8	3.3	4.1	3.8	3.7	4.1
Transportation...	105.5	108.3	109.2	1.2	1.3	.8	3.1	3.8	3.5	3.1	3.8
Public utilities...	108.0	111.4	112.4	1.0	1.3	1.1	4.2	4.2	4.1	4.1	4.1
Communications...	107.6	110.8	111.7	1.0	1.1	.8	3.4	4.0	3.8	3.4	3.8
Electric, gas, and sanitary services...	108.6	112.2	113.3	1.2	1.5	1.0	4.2	4.6	4.3	4.2	4.3
Wholesale and retail trade...	108.4	109.9	111.2	1.7	.5	1.2	3.6	3.1	2.6	3.6	3.1
Excluding sales occupations...	108.3	110.1	111.4	1.4	1.4	1.0	3.9	3.8	2.9	3.9	3.8
Wholesale trade...	109.2	111.4	112.5	1.8	1.8	1.0	4.0	4.0	3.0	4.0	4.0
Excluding sales...	109.2	111.5	112.7	1.2	1.9	1.1	3.8	3.8	2.9	3.8	3.8
Retail trade...	108.0	109.3	110.6	1.7	1.7	1.2	3.4	3.4	2.4	3.4	3.4
General merchandise stores...	110.0	111.1	111.7	2.0	1.5	1.5	4.6	4.6	3.5	4.6	4.6
Food stores...	108.7	110.9	112.3	1.7	.5	1.3	4.2	4.2	3.5	4.2	4.2
Finance, insurance, and real estate...	108.1	109.5	108.2	1.0	1.0	1.0	4.2	4.2	3.3	4.2	4.2
Excluding sales occupations...	108.4	110.6	109.9	.7	.2	-.6	4.3	4.3	1.4	4.3	4.3
Banking, savings and loan, and other credit agencies...	105.9	108.2	107.7	-.7	1.8	1.5	2.2	2.2	1.7	2.2	2.2
Insurance...	107.8	111.2	112.7	2.0	2.4	1.3	3.6	3.6	4.5	3.6	4.5
Services...	110.0	113.2	114.0	.5	.9	.7	4.1	4.2	3.6	4.1	4.1
Business services...	109.5	111.0	111.7	-.1	.9	.6	5.3	5.3	2.0	5.3	5.3
Health services...	111.9	115.6	116.3	.7	.9	.4	4.1	4.1	3.9	4.1	4.1
Hospitals...	111.6	115.4	115.9	-.7	.9	.6	5.3	5.3	3.9	5.3	5.3
Nursing homes...	-	-	-	-	-	-	4.2	4.2	3.9	4.2	4.2
Educational services...	109.7	113.4	113.6	-.5	-.3	1.0	4.5	4.5	3.6	4.5	4.5
Colleges and universities...	110.2	114.2	114.5	.5	.0	.3	5.2	5.2	4.2	5.2	5.2
Nonmanufacturing industries...	108.4	110.7	111.3	1.0	.8	.5	3.7	3.7	2.7	3.7	3.7
White-collar occupations...	109.2	111.6	112.1	1.1	.9	.4	4.0	4.0	3.3	4.0	3.3
Excluding sales...	109.4	112.3	113.0	.8	.7	.7	4.2	4.2	3.3	4.2	3.3
Blue-collar occupations...	106.3	108.2	109.1	1.8	.7	.5	3.6	3.6	2.6	3.6	3.6
Service occupations...	108.4	111.3	111.7	1.2	.9	.5	3.9	3.9	3.0	3.9	3.0

^{2/} Data not available.

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)						Percent Changes for 12 Months Ended					
	Jun. 1991		Mar. 1992		Jun. 1992		Jun. 1991		Mar. 1992		Jun. 1992	
	107.1	109.8	110.8	0.8	0.8	0.8	.8	.8	.8	.8	.8	3.4
Workers, by bargaining status												
Union Blue-collar occupations	106.7	109.1	109.9	.9	.8	.8	.8	.8	.7	.7	3.1	3.0
Goods-producing industries 1/	107.1	109.6	110.2	.8	.8	.8	.8	.8	1.3	3.8	3.2	2.9
Service-producing industries 2/	107.0	110.1	111.5	.8	.8	.8	.8	.8	1.3	3.8	3.2	4.2
Manufacturing	107.5	110.4	110.9	.7	.9	.9	.5	.5	1.5	3.6	3.5	3.2
Blue-collar occupations	107.5	110.3	110.8	.8	.9	.9	.7	.7	1.2	3.6	3.4	3.7
Nonmanufacturing	106.7	109.4	110.7	.9	.9	.9	.7	.7	1.2	3.6	3.4	3.7
Nonunion Blue-collar occupations	108.7	111.2	111.8	1.0	.8	.8	.5	.5	1.2	3.6	3.4	3.7
Blue-collar occupations	107.7	110.1	110.8	.8	.8	.8	.6	.6	1.2	3.6	3.4	3.7
Goods-producing industries 1/	108.3	111.2	111.9	.9	.9	.9	1.0	1.0	.6	3.6	3.6	3.3
Service-producing industries 2/	108.9	111.2	111.7	1.0	1.0	1.0	.7	.7	.4	3.8	3.2	2.6
Manufacturing	108.8	111.9	112.7	1.0	1.0	1.0	1.1	1.1	.7	3.8	3.9	3.6
Blue-collar occupations	108.8	111.9	112.5	1.0	1.0	1.0	1.1	1.1	.5	3.6	3.7	3.4
Nonmanufacturing	108.7	110.9	111.4	.9	.9	.9	1.0	1.0	.5	3.7	3.1	2.5
Workers, by region 2/												
Northeast	109.4	111.7	112.2	1.0	1.0	1.0	1.7	1.7	.4	4.4	3.1	2.6
South	108.5	110.8	111.5	1.0	1.0	1.0	1.1	1.1	.6	3.2	2.8	3.3
Midwest	107.7	110.7	111.3	1.0	1.0	1.0	1.1	1.1	.5	3.9	3.6	3.3
West	107.6	110.2	111.1	1.1	1.1	1.1	.7	.7	.8	3.5	3.6	3.3
Workers, by area size												
Metropolitan areas	108.4	110.9	111.6	1.0	1.0	1.0	1.2	1.2	.6	3.8	3.4	3.0
Other areas	108.4	110.7	111.2	1.1	1.1	1.1	1.2	1.2	.5	3.6	3.3	2.6

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

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

Series	(June 1989=100)			3 Months Ended			Percent Changes for 12 Months Ended		
	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992	Jun. 1991	Mar. 1992	Jun. 1992
Civilian workers.....	113.6	118.6	119.6	1.2	2.0	0.8	6.0	5.7	5.3
State and local government workers.....	114.4	118.5	119.3	-2	1.2	.7	5.6	3.4	4.3
Private industry workers.....	113.5	118.6	119.7	1.7	2.1	.9	6.2	6.3	5.5
Workers, by occupational group									
White-collar occupations.....	113.8	118.4	119.4	1.5	1.7	.8	6.3	5.6	4.9
Blue-collar occupations.....	112.8	118.7	119.7	1.6	2.6	1.8	5.8	6.9	6.1
Service occupations.....	114.5	120.0	121.6	2.0	1.9	1.3	7.0	6.9	6.2
Workers, by industry division									
Goods-producing industries ^{1/}	113.9	119.7	120.6	1.8	2.6	.8	6.3	7.0	5.9
Service-producing industries ^{2/}	113.0	117.7	118.8	1.4	1.7	.9	6.0	5.7	5.1
Manufacturing.....	113.3	119.3	120.1	1.9	2.8	1.7	6.0	7.3	6.0
Nonmanufacturing.....	113.5	118.2	119.4	1.4	1.7	1.0	6.2	5.6	5.2

^{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, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest--Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West--Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

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

Series	Indexes (June 1989=100)			Percent Changes for 3 Months Ended			Percent Changes for 12 Months Ended		
	Jun. 1991		Mar. 1992	Jun. 1991		Mar. 1992	Jun. 1991		Mar. 1992
				COMPENSATION					
Aircraft manufacturing (SIC 3721).....	111.8	116.9	119.0	1.5	1.8	1.8	4.5	6.1	6.4
White-collar occupations.....	109.7	114.2	116.3	1.5	2.0	1.8	3.6	5.6	6.0
Blue-collar occupations.....	114.7	120.8	122.8	1.3	1.7	1.7	5.6	6.7	7.1
Aircraft engines and parts manufacturing (SIC 3724).....	107.1	113.8	114.5	.4	3.2	.6	3.0	6.7	6.9
White-collar occupations.....	104.6	110.0	110.6	.2	2.5	.5	2.3	5.4	5.7
Blue-collar occupations.....	109.0	116.7	117.5	.6	3.6	.7	3.4	7.8	7.8
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721).....	109.8	113.6	115.2	1.3	0.9	1.4	4.7	4.8	4.9
White-collar occupations.....	107.4	110.0	111.6	1.3	1.0	1.5	3.5	3.8	3.9
Blue-collar occupations.....	113.5	119.0	120.5	1.3	.8	1.3	6.4	6.3	6.2
Aircraft engines and parts manufacturing (SIC 3724).....	107.7	111.8	112.4	.6	1.1	.5	3.6	4.4	4.4
White-collar occupations.....	106.0	109.6	110.0	.6	1.2	.4	2.5	4.0	3.8
Blue-collar occupations.....	109.1	113.6	114.3	.6	1.1	.6	4.4	4.7	4.8
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721).....	116.0	124.1	127.3	1.6	3.7	2.6	6.1	8.7	9.7
White-collar occupations.....	115.1	124.0	127.5	1.8	4.0	2.8	3.8	9.6	10.8
Blue-collar occupations.....	117.1	124.2	127.2	1.4	3.2	2.4	4.4	7.5	8.6
Aircraft engines and parts manufacturing (SIC 3724).....	106.0	117.7	118.7	.2	7.1	.8	1.9	11.2	12.0
White-collar occupations.....	101.6	110.7	111.9	-.5	5.4	1.1	2.0	8.4	10.1
Blue-collar occupations.....	108.7	122.2	123.0	.6	8.3	.7	1.8	13.0	13.2

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

^{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.

EXPLANATORY NOTE

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

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

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

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

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of over 23,000 occupations within over 4,500 sample establishments in private industry and about 7,000 occupations within 1,000 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

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

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

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

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

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

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

More detailed information on the ECI is available in several sources. These include an annual bulletin, Employment Cost Indexes and Levels, 1975-91, (Bulletin 2389); a chapter in the BLS Handbook of Methods (Bulletin 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.

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