

News

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EMPLOYMENT COST INDEX -- DECEMBER 1994

The Employment Cost Index (ECI) increased 0.4 percent before seasonal adjustment in the 3 months ended in December 1994, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The December 1994 ECI level of 123.8 (June 1989=100) was 3.0 percent higher than in December 1993. 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, ECI compensation costs rose 0.7 percent in the September-December 1994 period, compared with 0.8 percent in the June-September 1994 period. (See table A below.) ECI wages and salaries rose 0.6 percent in the September-December 1994 period, down from the 0.8 percent increase for the June-September 1994 period. Benefit costs rose 0.7 percent, down from 0.9 percent in June-September 1994 and the lowest quarterly increase since March 1987.

Table A. Percent changes in Employment Cost Index for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Dec. 1994
	Mar. 1993	June 1993	Sep. 1993	Dec. 1993	Mar. 1994	June 1994	Sep. 1994	Dec. 1994	
Compensation costs.....	0.9	0.9	0.8	0.8	0.7	0.8	0.8	0.7	3.0
Wages and salaries	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.6	2.8
Benefit costs	1.5	1.2	0.9	1.0	0.9	0.9	0.9	0.7	3.4

This release includes annual revisions in seasonally adjusted Employment Cost Indexes for compensation costs, wages and salaries, and benefit costs. Seasonally adjusted indexes for 1990-94 were revised to reflect updated seasonal factors and are available upon request. The seasonal factors for 1995 will be published in the March 1995 issue of the BLS periodical, Compensation and Working Conditions.

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.0 percent for the year ended in December 1994, down from the 3.5 percent gain for the year ended in December 1993. (See table 2.) That increase is the lowest since the series began in 1981. Rates of increase in compensation costs and its components--wages and salaries and benefits--have generally been declining since 1989, as the following table shows:

Table B. Percent changes in Employment Cost Index, by component

	Percent change, 12 months ended in December									
	1986	1987	1988	1989	1990	1991	1992	1993	1994	
Compensation costs										
Civilian workers	3.6	3.6	4.9	5.0	4.9	4.3	3.5	3.5	3.0	
Private industry	3.2	3.3	4.8	4.8	4.6	4.4	3.5	3.6	3.1	
State and local government.	5.2	4.5	5.6	6.2	5.8	3.6	3.7	2.8	3.0	
Wages and salaries										
Civilian workers	3.5	3.5	4.3	4.4	4.3	3.6	2.7	3.1	2.8	
Private industry	3.2	3.3	4.1	4.1	4.0	3.7	2.6	3.1	2.8	
State and local government.	5.4	4.2	4.9	5.3	5.3	3.5	3.0	2.7	3.1	
Benefits										
Civilian workers	3.8	3.7	7.0	6.6	6.7	5.6	5.3	4.6	3.4	
Private industry	3.4	3.4	6.9	6.1	6.6	6.2	5.2	5.0	3.7	
State and local government.	-	-	-	-	7.0	3.9	5.4	2.9	2.8	

A slowdown in compensation cost increases for private industry workers (3.1 percent in 1994, compared with 3.6 percent in 1993) was evident in both wages and salaries and benefit costs. Wages and salaries rose 2.8 percent, down from 3.1 percent for the year ended in December 1993, while benefit costs increased 3.7 percent, down from 5.0 percent. This moderation in benefit cost gains reflected a continuing slowdown in the rate of increase in health and workers' compensation insurance costs.

Compensation costs for state and local government rose 3.0 percent, up from 2.8 percent in the year ended December 1993. Wages and salaries rose 3.1 percent, up from 2.7 percent in 1993. Benefit costs increased 2.8 percent, about the same as the 2.9 percent gain in 1993. Benefit cost increases were held down by decreases or temporary suspensions of payments into retirement funds by several jurisdictions.

For the year ended in December 1994, compensation cost increases in private industry were higher for goods-producing industries than for service-producing industries (3.1 percent compared with 2.9 percent). Among goods-producing industries, the gains ranged from 2.9 percent in nondurable goods manufacturing to 3.7 percent in construction. In the service-producing industries, the gains ranged from 1.4 percent for food stores to 4.0 percent in both transportation and communications. (See table 3.)

Compensation cost increases in private industry were higher for white-collar occupations (3.2 percent) than for blue-collar or service occupations (both 2.8 percent). White-collar gains ranged from 2.7 percent for sales occupations to 3.7 percent for executive, administrative, and managerial occupations. Blue-collar gains ranged from 2.2 percent for machine operators, assemblers, and inspectors to 3.2 percent for handlers, equipment cleaners, helpers, and laborers.

Compensation cost gains over the year ended in December 1994 were higher for nonunion workers (3.1 percent) than for union workers (2.7 percent). Goods- and service-producing industries showed very different patterns, however. For goods-producing industries, compensation costs rose 3.5 percent for nonunion workers and 2.3 percent for union workers. Corresponding figures for service-producing industries were 2.9 percent and 3.3 percent.

Beginning with the March 1995 news release, ECI estimates will be based on 1990 counts of occupational employment by industry, rather than on 1980 employment counts.

BLS Data Now Available on the INTERNET

LABSTAT, the Bureau of Labor Statistics public database, provides current and historical data for many surveys as well as numerous news releases. LABSTAT on the Internet is composed of individual databases (in flat file format) corresponding to each of the surveys. Internet users should use Anonymous FTP to access BLS data: [stats.bls.gov](ftp://stats.bls.gov). Non-Internet users should use the limited dial-in service through a Bulletin Board Service to access BLS data; phone number (202)606-7060.

The Employment Cost Index and Employer Costs for Employee Compensation are identified by the two-character survey name EC.

For each news release published by the BLS, the two most current issues are stored in the [pub/news.release](#) directory.

If you have questions or comments regarding the LABSTAT system on the Internet, address e-mail to labstat.helpdesk@bls.gov.

ECI data for March 1995 will be released on Tuesday, April 25, 1995, at 8:30 A.M. (EDT).

Employment Cost Index

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

Wages & salaries — Benefits - - -

12-month percent change

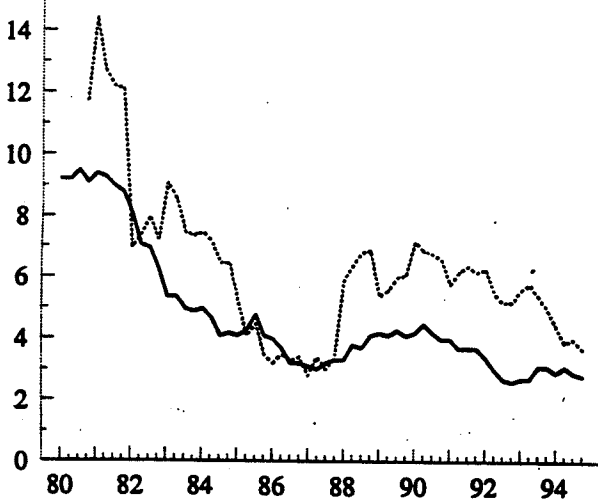


Chart B. Changes in compensation, seasonally adjusted and not seasonally adjusted, private industry

Seasonally adjusted — Not seasonally adjusted - - -

3-month percent change

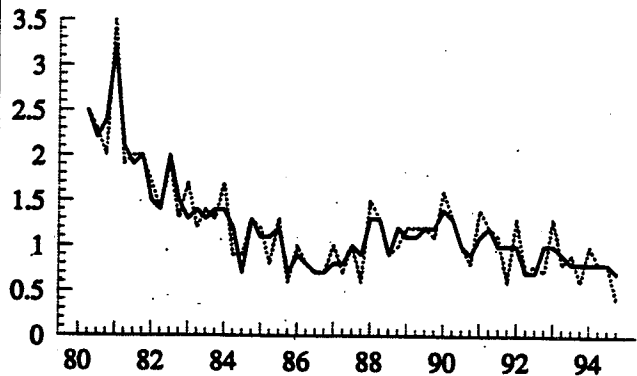


Chart C. Changes in compensation by industry sector, private industry

Goods-producing — Service-producing - - -

12-month percent change

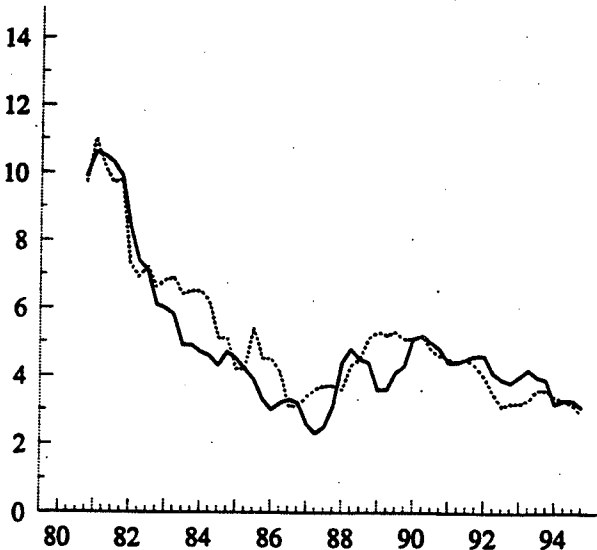


Chart D. Changes in compensation, by bargaining status, private industry

Union — Nonunion - - -

12-month percent change

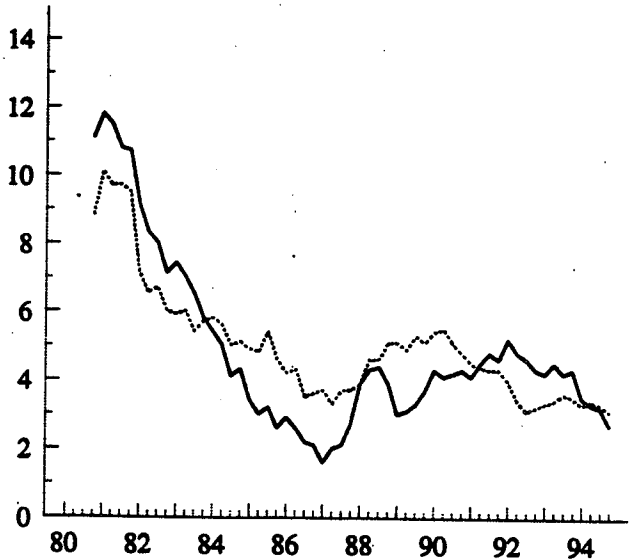


Table 1. SEASONALLY ADJUSTED: Employment Cost Index for total compensation, wages and salaries, and benefit costs, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Sep. 1994	Dec. 1994	Mar. 1993	June 1993	Sep. 1993	Dec. 1993	Mar. 1994	June 1994	Sep. 1994	Dec. 1994
	COMPENSATION									
Civilian workers	123.0	123.8	0.9	0.9	0.8	0.8	0.7	0.8	0.8	0.7
State and local government	124.6	125.4	.7	.8	.5	.7	.9	.8	.6	.6
Private industry workers	122.8	123.6	1.0	.9	.8	.8	.8	.8	.8	.7
White-collar occupations	123.4	124.3	1.0	.8	.9	.9	.8	.9	.7	.7
Blue-collar occupations	122.2	122.9	1.0	.9	.9	.8	.5	.7	.9	.6
Service occupations	121.9	123.0	.9	.9	.7	.6	.8	.5	.7	.9
Goods-producing industries 1 ...	123.7	124.5	1.2	.9	.8	.8	.7	1.0	.8	.6
Construction	121.2	121.1	.8	.7	.7	.2	1.6	1.1	1.0	-.1
Manufacturing	124.5	125.4	1.4	1.0	.8	.8	.6	.9	.9	.7
Durables	125.1	126.0	1.5	1.0	.8	.9	.5	.9	1.1	.7
Nondurables	123.3	124.1	.9	.9	.8	.7	.7	.9	.6	.6
Service-producing industries 2	122.1	122.9	.9	.8	.9	.9	.7	.7	.8	.7
Transportation and public utilities	121.3	122.4	.8	1.0	.7	.9	1.1	.5	1.3	.9
Wholesale trade	120.8	121.4	1.0	.5	.5	.9	.3	1.1	1.2	.5
Retail trade	120.2	120.3	1.1	.4	.6	.9	.7	.9	1.1	.1
Finance, insurance, and real estate 3	118.5	118.9	1.2	.4	2.3	.6	1.1	.0	.7	.3
Services	125.8	126.7	.8	.9	.9	.8	.8	.7	.6	.7
Nonmanufacturing industries ...	122.2	122.8	.8	.9	.9	.8	.8	.8	.8	.5
WAGES AND SALARIES										
Civilian workers	119.6	120.3	0.8	0.7	0.8	0.7	0.7	0.8	0.8	0.6
State and local government	122.2	123.2	.7	.7	.5	.7	.8	.7	.7	.8
Private industry workers	119.1	119.8	.8	.6	.9	.7	.8	.9	.7	.6
White-collar occupations	120.1	120.9	.8	.7	1.0	.9	.6	.8	.7	.7
Blue-collar occupations 3	117.5	118.0	.8	.6	.8	.6	.7	.8	.9	.4
Service occupations	117.6	118.8	.5	.6	.5	.4	.9	.5	.6	1.0
Goods-producing industries 1,3	118.9	119.6	.9	.6	.7	.7	.7	.9	.8	.6
Construction	114.3	114.9	.5	.5	.6	.3	1.0	1.0	.7	.5
Manufacturing 3	120.0	120.8	.9	.7	.7	.9	.6	.8	.8	.7
Durables 3	119.8	120.8	.9	.6	.7	1.1	.5	.8	.9	.8
Nondurables	120.4	121.0	.8	.7	.6	.7	.4	.9	.9	.5
Service-producing industries 2	119.1	119.7	.7	.7	1.0	.8	.6	.7	.8	.5
Transportation and public utilities	118.8	119.7	.9	.9	.6	.8	.8	.7	1.4	.8
Wholesale trade	119.0	119.8	.6	.5	.3	1.0	.1	1.2	.9	.7
Retail trade	117.7	118.0	.8	.5	.6	.9	.3	1.0	.9	.3
Finance, insurance, and real estate 3	113.8	114.2	.9	.0	2.7	.5	.7	-.4	.5	.4
Services	122.1	123.0	.7	.8	.8	.7	.9	.7	.5	.7
Nonmanufacturing industries ...	118.6	119.2	.6	.7	1.0	.7	.6	.8	.8	.5

See footnotes at end of table.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Sep. 1994	Dec. 1994	Mar. 1993	June 1993	Sep. 1993	Dec. 1993	Mar. 1994	June 1994	Sep. 1994	Dec. 1994
	BENEFIT COSTS									
Civilian workers	132.2	133.1	1.5	1.2	0.9	1.0	0.9	0.9	0.9	0.7
State and local government	129.8	130.3	.6	1.0	.3	.9	.8	1.2	.4	.4
Private industry workers	132.8	133.8	1.5	1.4	.9	1.1	.9	1.0	1.0	.8
White-collar occupations	132.8	134.0	1.4	1.1	.9	1.1	1.4	1.1	1.1	.9
Blue-collar occupations	132.5	133.2	2.0	1.5	.9	1.1	.5	.8	.9	.5
Service occupations	134.2	135.0	2.0	1.5	.9	1.0	.6	.4	.8	.6
Goods-producing industries ¹ ...	134.7	135.8	2.1	1.5	.9	1.0	.8	1.0	.9	.8
Manufacturing	133.9	135.3	2.1	1.7	1.1	1.0	.2	1.1	.9	1.0
Service-producing industries ² ..	131.2	132.0	1.2	1.1	1.0	1.2	1.0	.9	1.2	.6
Nonmanufacturing industries	132.2	132.9	1.1	1.2	1.0	1.1	1.3	.9	1.1	.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.

³ No identifiable seasonality was found for this series.

Table 2. 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					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Civilian workers	120.2	123.3	123.8	0.6	1.0	0.4	3.5	3.2	3.0
Excluding sales	120.5	123.7	124.2	.6	1.1	.4	3.5	3.3	3.1
Workers, by occupational group									
White-collar occupations	120.6	123.9	124.4	.6	1.1	.4	3.4	3.3	3.2
Excluding sales	121.2	124.5	125.1	.6	1.1	.5	3.4	3.3	3.2
Professional specialty and technical ...	122.5	125.7	126.2	.4	1.2	.4	2.9	3.0	3.0
Executive, administrative, and managerial	119.4	122.9	123.6	.7	1.1	.6	3.8	3.6	3.5
Administrative support, including clerical	121.3	124.6	125.2	.7	.9	.5	3.9	3.5	3.2
Blue-collar occupations	119.4	122.4	122.7	.5	.9	.2	3.6	3.0	2.8
Service occupations	120.5	123.5	124.3	.5	1.1	.6	3.3	3.0	3.2
Workers, by industry division									
Goods-producing ¹	120.6	123.9	124.4	.5	.7	.4	3.8	3.3	3.2
Manufacturing	121.3	124.4	125.1	.6	.7	.6	4.1	3.2	3.1
Service-producing ²	120.0	123.1	123.6	.6	1.2	.4	3.3	3.2	3.0
Services	122.9	125.8	126.4	.6	1.3	.5	3.1	2.9	2.8
Health services	125.4	127.8	128.5	.8	.9	.5	3.4	2.7	2.5
Hospitals	125.0	127.5	128.4	.9	.9	.7	3.3	2.9	2.7
Educational services	122.9	126.0	126.4	.2	1.9	.3	2.7	2.8	2.8
Public administration	120.0	123.7	124.2	.6	1.2	.4	3.2	3.7	3.5
Nonmanufacturing	119.8	123.0	123.4	.5	1.1	.3	3.3	3.2	3.0
State and local government workers	121.9	125.0	125.6	.4	1.5	.5	2.8	3.0	3.0
Workers, by occupational group									
White-collar occupations	121.9	124.9	125.5	.3	1.6	.5	2.5	2.8	3.0
Professional specialty and technical ...	122.0	125.0	125.5	.2	1.9	.4	2.3	2.7	2.9
Executive, administrative, and managerial	121.6	124.7	125.3	.5	1.1	.5	3.2	3.1	3.0
Administrative support, including clerical	121.6	124.9	125.6	.5	1.3	.6	2.6	3.2	3.3
Blue-collar occupations	121.4	124.2	124.7	.7	1.2	.4	3.1	3.1	2.7
Service occupations	122.1	126.0	126.6	.6	1.7	.5	3.5	3.8	3.7
Workers, by industry division									
Services	122.6	125.6	126.1	.3	1.8	.4	2.5	2.8	2.9
Excluding schools ³	121.9	124.9	125.6	.4	1.3	.6	2.8	2.9	3.0
Health services	123.1	127.2	127.7	.7	1.6	.4	3.1	4.1	3.7
Hospitals	123.3	127.0	127.7	1.1	2.0	.6	3.3	4.1	3.6
Educational services	122.7	125.5	126.0	.3	1.9	.4	2.5	2.6	2.7
Schools	122.9	125.9	126.3	.3	2.0	.3	2.5	2.8	2.8
Elementary and secondary	123.6	126.3	126.5	.5	2.0	.2	2.4	2.7	2.3
Colleges and universities	120.7	124.5	125.5	-.1	2.0	.8	3.0	3.1	4.0
Public administration	120.0	123.7	124.2	.6	1.2	.4	3.2	3.7	3.5

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 Formerly called hospitals and other services.

Table 3. 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					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Private industry workers	119.8	123.0	123.5	0.6	0.8	0.4	3.6	3.3	3.1
Excluding sales	120.2	123.4	123.9	.6	.9	.4	3.7	3.3	3.1
White-collar occupations	120.2	123.5	124.1	.7	.8	.5	3.7	3.4	3.2
Excluding sales	121.0	124.4	125.1	.7	.9	.6	3.8	3.5	3.4
Professional specialty and technical	122.9	126.3	126.8	.6	.8	.4	3.3	3.4	3.2
Executive, administrative, and managerial	118.9	122.6	123.3	.7	1.1	.6	3.8	3.8	3.7
Sales	116.5	119.2	119.6	.8	.3	.3	3.5	3.1	2.7
Administrative support, including clerical	121.2	124.5	125.1	.7	.8	.5	4.1	3.5	3.2
Blue-collar occupations	119.3	122.3	122.6	.5	.9	.2	3.7	3.0	2.8
Precision production, craft, and repair	118.9	122.5	122.5	.2	1.1	.0	3.4	3.2	3.0
Machine operators, assemblers, and inspectors	120.8	122.9	123.4	.7	.6	.4	4.3	2.4	2.2
Transportation and material moving	117.0	120.3	120.6	.9	1.0	.2	3.5	3.8	3.1
Handlers, equipment cleaners, helpers, and laborers	119.1	122.7	122.9	.6	1.1	.2	3.3	3.6	3.2
Service occupations	119.5	121.8	122.9	.5	.7	.9	3.1	2.4	2.8
Production and nonsupervisory occupations ¹	119.7	122.6	123.1	.6	.8	.4	3.6	3.0	2.8
Goods-producing industries ²	120.6	123.9	124.3	.6	.7	.3	3.9	3.3	3.1
Excluding sales occupations	120.1	123.5	124.0	.4	.8	.4	3.6	3.3	3.2
White-collar occupations	121.1	125.1	125.9	.5	.6	.6	3.8	3.8	4.0
Excluding sales	119.9	124.1	125.0	.2	.7	.7	3.2	3.7	4.3
Blue-collar occupations	120.2	123.1	123.4	.5	.7	.2	3.8	2.9	2.7
Service occupations	122.4	126.5	126.3	.7	2.2	-2	4.2	4.1	3.2
Construction	116.5	121.4	120.8	-.3	1.0	-.5	2.4	3.9	3.7
Manufacturing	121.3	124.4	125.1	.6	.7	.6	4.1	3.2	3.1
White-collar occupations	121.3	124.9	126.0	.7	.8	.9	4.0	3.7	3.9
Excluding sales	119.9	123.6	124.9	.3	.9	1.1	3.5	3.4	4.2
Blue-collar occupations	121.3	124.0	124.5	.7	.6	.4	4.2	2.9	2.6
Service occupations	122.7	127.0	127.0	.8	2.3	.0	4.3	4.4	3.5
Durables	121.9	125.1	125.8	.7	1.1	.6	4.5	3.4	3.2
Nondurables	120.3	123.2	123.8	.5	.3	.5	3.4	2.9	2.9
Service-producing industries ³	119.3	122.3	122.8	.7	.9	.4	3.6	3.2	2.9
Excluding sales occupations	120.2	123.3	123.8	.8	1.0	.4	3.7	3.4	3.0
White-collar occupations	119.8	122.9	123.4	.7	.8	.4	3.5	3.3	3.0
Excluding sales	121.4	124.6	125.1	.8	1.0	.4	3.9	3.5	3.0
Blue-collar occupations	117.2	120.6	120.7	.5	1.3	.1	3.5	3.4	3.0
Service occupations	119.1	121.3	122.5	.4	.5	1.0	2.9	2.3	2.9
Transportation and public utilities	117.5	121.4	122.1	.6	1.3	.6	3.5	3.9	3.9
Transportation	115.7	119.7	120.3	.8	1.7	.5	3.5	4.3	4.0
Public utilities	119.9	123.6	124.4	.6	.8	.6	3.7	3.7	3.8
Communications	119.2	122.9	124.0	.6	.7	.9	3.9	3.7	4.0
Electric, gas, and sanitary services	120.8	124.4	124.8	.5	1.0	.3	3.5	3.5	3.3
Wholesale and retail trade	117.1	120.5	120.6	.6	.9	.1	3.0	3.5	3.0
Excluding sales occupations	118.0	120.9	120.9	.9	.9	.0	3.4	3.3	2.5

See footnotes at end of table.

Table 3. 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					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Wholesale trade	117.8	120.6	121.5	1.0	0.8	0.7	3.0	3.4	3.1
Excluding sales occupations	118.7	121.3	122.0	.9	.8	.6	3.3	3.1	2.8
Retail trade	116.8	120.4	120.1	.5	1.0	-.2	3.0	3.6	2.8
General merchandise stores	116.3	118.7	119.3	.7	.6	.5	2.6	2.8	2.6
Food stores	118.3	120.3	120.0	1.0	-.2	-.2	2.8	2.7	1.4
Finance, insurance, and real estate	116.4	118.5	118.9	.6	.7	.3	4.6	2.4	2.1
Excluding sales occupations	118.2	121.5	121.8	.6	1.0	.2	4.6	3.4	3.0
Banking, savings and loan, and other credit agencies	117.8	120.8	120.5	.8	1.2	-.2	5.7	3.3	2.3
Insurance	119.7	121.5	122.3	2.0	.8	.7	3.9	3.5	2.2
Excluding sales occupations	122.7	126.0	126.5	.7	.8	.4	4.7	3.4	3.1
Services	123.1	125.9	126.6	.7	.8	.6	3.5	2.9	2.8
Business services	118.6	122.4	123.0	.4	.2	.5	2.3	3.6	3.7
Health services	126.0	127.9	128.7	.8	.6	.6	3.4	2.3	2.1
Hospitals	125.6	127.7	128.6	.9	.5	.7	3.3	2.6	2.4
Nursing homes	-	-	-	.9	.6	.5	3.9	3.7	3.3
Educational services	124.1	128.2	128.4	.2	2.2	.2	3.4	3.6	3.5
Colleges and universities	125.3	128.5	128.8	.2	2.0	.2	3.7	2.8	2.8
Nonmanufacturing industries	119.0	122.3	122.6	.5	.9	.2	3.4	3.3	3.0
White-collar occupations	119.9	123.1	123.5	.8	.8	.3	3.6	3.4	3.0
Excluding sales	121.4	124.7	125.1	.8	.9	.3	3.8	3.6	3.0
Blue-collar occupations	117.1	120.5	120.5	.4	1.2	.0	3.3	3.3	2.9
Service occupations	119.1	121.3	122.4	.4	.5	.9	2.9	2.3	2.8

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

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.

- Data not available.

Table 4. 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)			Percent changes for					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Workers, by bargaining status									
Union	120.9	123.8	124.2	0.8	0.7	0.3	4.3	3.2	2.7
Blue-collar occupations	120.6	123.1	123.4	.8	.6	.2	4.4	2.8	2.3
Goods-producing industries ¹	121.9	124.4	124.7	.7	.5	.2	4.7	2.8	2.3
Service-producing industries ²	119.6	122.9	123.6	.8	.9	.6	3.8	3.6	3.3
Manufacturing	123.0	125.3	125.8	.9	.4	.4	5.2	2.8	2.3
Blue-collar occupations	122.9	125.1	125.6	.9	.4	.4	5.2	2.7	2.2
Nonmanufacturing	119.3	122.6	123.0	.7	.9	.3	3.6	3.5	3.1
Nonunion	119.5	122.7	123.2	.6	.8	.4	3.5	3.3	3.1
Blue-collar occupations	118.2	121.7	121.9	.3	1.1	.2	3.1	3.3	3.1
Goods-producing industries ¹	119.9	123.6	124.1	.4	.8	.4	3.4	3.5	3.5
Service-producing industries ²	119.2	122.2	122.7	.7	.9	.4	3.5	3.2	2.9
Manufacturing	120.6	124.0	124.8	.5	.9	.6	3.6	3.3	3.5
Blue-collar occupations	119.9	123.0	123.5	.4	.9	.4	3.2	3.0	3.0
Nonmanufacturing	119.0	122.2	122.5	.6	.9	.2	3.4	3.3	2.9
Workers, by region ³									
Northeast	120.7	124.0	124.3	.4	1.0	.2	3.7	3.2	3.0
South	118.8	121.8	122.5	.6	.8	.6	3.5	3.1	3.1
Midwest	121.2	124.6	125.0	.9	.8	.3	4.4	3.7	3.1
West	118.1	121.3	121.7	.3	.7	.3	2.8	3.0	3.0
Workers, by area size									
Metropolitan areas	119.8	122.9	123.4	.6	.8	.4	3.6	3.2	3.0
Other areas	119.7	123.2	123.5	.8	.6	.2	3.5	3.8	3.2

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 5. 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					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Civilian workers	117.1	119.8	120.4	0.6	1.0	0.5	3.1	2.9	2.8
Excluding sales	117.2	120.1	120.7	.5	1.1	.5	2.9	3.0	3.0
Workers, by occupational group									
White-collar occupations	118.1	120.8	121.5	.6	.9	.6	3.1	2.9	2.9
Excluding sales	118.7	121.5	122.2	.6	1.1	.6	3.1	3.0	2.9
Professional specialty and technical ...	120.0	122.8	123.5	.4	1.2	.6	2.8	2.8	2.9
Executive, administrative, and managerial	117.3	120.2	120.8	.7	1.0	.5	3.3	3.2	3.0
Administrative support, including clerical	118.0	120.9	121.6	.8	.9	.6	3.3	3.2	3.1
Blue-collar occupations	115.0	117.8	118.2	.5	.9	.3	2.8	3.0	2.8
Service occupations	116.6	119.4	120.4	.4	1.1	.8	2.5	2.8	3.3
Workers, by industry division									
Goods-producing ¹	116.2	119.0	119.6	.7	.8	.5	2.9	3.1	2.9
Manufacturing	117.3	120.0	120.8	.9	.8	.7	3.2	3.2	3.0
Service-producing ²	117.5	120.2	120.7	.6	1.1	.4	3.1	2.9	2.7
Services	120.0	122.8	123.5	.4	1.2	.6	2.8	2.8	2.9
Health services	122.2	124.4	125.4	.7	.8	.8	3.0	2.5	2.6
Hospitals	121.7	124.0	124.9	.8	.8	.7	3.1	2.7	2.6
Educational services	120.7	123.8	124.3	.2	2.1	.4	2.7	2.8	3.0
Public administration	116.6	119.9	120.6	.6	1.2	.6	2.6	3.5	3.4
Nonmanufacturing	117.0	119.7	120.2	.5	1.0	.4	3.0	2.8	2.7
State and local government workers	119.7	122.8	123.4	.3	1.7	.5	2.7	2.9	3.1
Workers, by occupational group									
White-collar occupations	119.9	122.9	123.6	.3	1.7	.6	2.6	2.8	3.1
Professional specialty and technical ...	120.7	123.6	124.2	.2	1.9	.5	2.6	2.7	2.9
Executive, administrative, and managerial	118.8	121.6	122.4	.5	1.1	.7	2.9	2.9	3.0
Administrative support, including clerical	117.8	120.9	121.7	.5	1.3	.7	2.5	3.2	3.3
Blue-collar occupations	119.0	121.8	122.5	.5	1.4	.6	2.9	2.9	2.9
Service occupations	118.9	122.7	123.3	.5	1.9	.5	2.9	3.7	3.7
Workers, by industry division									
Services	120.6	123.6	124.2	.2	1.9	.5	2.6	2.7	3.0
Excluding schools ³	120.4	123.2	124.0	.2	1.1	.6	2.6	2.6	3.0
Health services	121.0	124.7	125.3	.5	1.5	.5	3.1	3.6	3.6
Hospitals	120.7	124.2	125.1	.7	1.8	.7	3.1	3.6	3.6
Educational services	120.6	123.6	124.2	.2	2.1	.5	2.6	2.7	3.0
Schools	120.7	123.8	124.3	.3	2.1	.4	2.7	2.9	3.0
Elementary and secondary	121.6	124.5	124.9	.4	2.2	.3	2.6	2.8	2.7
Colleges and universities	117.7	121.5	122.5	-.1	1.9	.8	3.0	3.1	4.1
Public administration	116.6	119.9	120.6	.6	1.2	.6	2.6	3.5	3.4

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 Formerly called hospitals and other services.

Table 6. WAGES AND SALARIES (NOT SEASONALLY ADJUSTED): Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group

Series	Indexes (June 1989=100)			Percent changes for					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Private industry workers	116.4	119.1	119.7	0.6	0.8	0.5	3.1	2.9	2.8
Excluding sales	116.6	119.4	120.0	.6	.9	.5	3.0	3.0	2.9
White-collar occupations	117.5	120.2	120.8	.7	.8	.5	3.3	3.0	2.8
Excluding sales	118.2	121.0	121.7	.7	.9	.6	3.3	3.1	3.0
Professional specialty and technical	119.5	122.2	123.0	.5	.7	.7	3.0	2.8	2.9
Executive, administrative, and managerial	117.0	120.0	120.5	.7	1.0	.4	3.4	3.3	3.0
Sales	114.7	116.5	116.7	.8	.3	.2	3.6	2.4	1.7
Administrative support, including clerical	118.0	120.9	121.6	.8	.8	.6	3.5	3.2	3.1
Blue-collar occupations	114.8	117.5	118.0	.6	.9	.4	2.9	3.0	2.8
Precision production, craft, and repair	114.7	117.8	117.9	.4	1.1	.1	2.9	3.2	2.8
Machine operators, assemblers, and inspectors	115.6	118.0	118.8	.8	.7	.7	2.8	2.9	2.8
Transportation and material moving	112.6	115.2	115.6	.8	1.1	.3	2.6	3.1	2.7
Handlers, equipment cleaners, helpers, and laborers	115.7	117.9	118.9	.7	.5	.8	2.8	2.6	2.8
Service occupations	115.3	117.6	118.8	.3	.7	1.0	2.1	2.3	3.0
Production and nonsupervisory occupations ¹	115.9	118.5	119.1	.5	.9	.5	2.9	2.8	2.8
Goods-producing industries ²	116.1	118.9	119.6	.7	.8	.6	2.9	3.1	3.0
Excluding sales occupations	115.6	118.4	119.1	.6	.9	.6	2.7	3.0	3.0
White-collar occupations	118.2	121.1	122.0	.8	.7	.7	3.5	3.2	3.2
Excluding sales	116.8	119.8	120.8	.3	.8	.8	2.7	2.9	3.4
Blue-collar occupations	114.9	117.5	118.1	.7	.8	.5	2.7	3.0	2.8
Service occupations	116.9	120.1	119.7	1.0	2.0	-.3	3.4	3.8	2.4
Construction	111.1	114.6	114.7	-.2	.9	.1	2.0	3.0	3.2
Manufacturing	117.3	120.0	120.8	.9	.8	.7	3.2	3.2	3.0
White-collar occupations	118.8	121.7	122.7	.9	.9	.8	3.7	3.4	3.3
Excluding sales	117.2	120.2	121.4	.4	.9	1.0	2.8	3.0	3.6
Blue-collar occupations	116.2	118.7	119.5	.9	.8	.7	2.7	3.0	2.8
Service occupations	117.3	120.6	120.6	1.1	2.0	.0	3.4	4.0	2.8
Durables	117.2	119.8	120.8	1.1	.9	.8	3.4	3.4	3.1
Nondurables	117.5	120.3	120.8	.5	.7	.4	2.8	2.9	2.8
Service-producing industries ³	116.6	119.2	119.7	.6	.8	.4	3.2	2.8	2.7
Excluding sales occupations	117.4	120.2	120.7	.7	1.0	.4	3.3	3.1	2.8
White-collar occupations	117.3	119.9	120.4	.7	.8	.4	3.3	2.9	2.6
Excluding sales	118.7	121.5	122.1	.8	.9	.5	3.5	3.1	2.9
Blue-collar occupations	114.6	117.5	117.6	.4	1.1	.1	3.2	3.0	2.6
Service occupations	115.2	117.3	118.7	.3	.5	1.2	2.0	2.1	3.0
Transportation and public utilities	115.4	118.9	119.6	.6	1.5	.6	3.2	3.7	3.6
Transportation	113.4	116.7	117.5	.7	1.7	.7	3.2	3.6	3.6
Public utilities	117.9	121.4	122.3	.6	1.1	.7	3.3	3.6	3.7
Communications	117.1	121.0	122.1	.5	1.3	.9	3.2	3.9	4.3
Electric, gas, and sanitary services	118.8	121.9	122.4	.5	.8	.4	3.5	3.1	3.0
Wholesale and retail trade	115.4	118.3	118.4	.6	.8	.1	2.8	3.1	2.6
Excluding sales occupations	116.1	118.7	118.8	.8	.8	.1	3.1	3.0	2.3

See footnotes at end of table.

Table 6. 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)			Percent changes for					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Wholesale trade	116.4	118.9	119.9	1.1	0.5	0.8	2.6	3.3	3.0
Excluding sales occupations	117.5	119.6	120.2	1.0	.7	.5	3.0	2.8	2.3
Retail trade	115.0	118.0	117.8	.4	.9	-.2	2.9	3.1	2.4
General merchandise stores	115.0	116.5	117.5	.4	.1	.9	2.9	1.7	2.2
Food stores	115.9	117.4	117.3	.9	-.3	-.1	1.9	2.2	1.2
Finance, insurance, and real estate	112.9	113.8	114.2	.5	.5	.4	4.2	1.3	1.2
Excluding sales occupations	114.6	117.2	117.4	.5	1.0	.2	4.0	2.8	2.4
Banking, savings and loan, and other credit agencies	114.5	116.5	116.2	.7	1.3	-.3	5.0	2.5	1.5
Insurance	116.6	117.7	118.6	2.4	.8	.8	3.5	3.3	1.7
Excluding sales occupations	119.2	122.3	122.7	.8	.7	.3	3.7	3.4	2.9
Services	119.6	122.2	123.0	.6	.7	.7	3.0	2.8	2.8
Business services	115.7	119.9	120.4	.3	.4	.4	1.6	4.0	4.1
Health services	122.6	124.3	125.4	.7	.6	.9	3.1	2.1	2.3
Hospitals	122.0	123.9	124.8	.8	.5	.7	3.1	2.4	2.3
Nursing homes	-	-	-	.8	.8	.6	3.7	3.8	3.6
Educational services	120.9	124.9	125.1	.2	2.2	.2	3.2	3.5	3.5
Colleges and universities	121.6	124.5	124.9	.2	1.9	.3	3.4	2.6	2.7
Nonmanufacturing industries	116.0	118.7	119.1	.5	.8	.3	3.0	2.9	2.7
White-collar occupations	117.2	119.7	120.2	.7	.7	.4	3.3	2.8	2.6
Excluding sales	118.5	121.3	121.8	.8	.9	.4	3.4	3.1	2.8
Blue-collar occupations	113.4	116.4	116.4	.4	1.1	.0	2.9	3.0	2.6
Service occupations	115.1	117.3	118.6	.3	.5	1.1	1.9	2.2	3.0

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

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.

□ Data not available.

Table 7. 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					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Workers, by bargaining status									
Union	115.7	118.6	119.1	0.8	0.9	0.4	3.0	3.3	2.9
Blue-collar occupations	114.5	117.3	117.6	.7	.9	.3	2.9	3.2	2.7
Goods-producing industries ¹	114.8	117.5	117.9	.9	.7	.3	2.8	3.3	2.7
Service-producing industries ²	116.8	120.1	120.6	.7	1.2	.4	3.3	3.5	3.3
Manufacturing	115.9	118.5	119.2	1.1	.6	.6	3.0	3.4	2.8
Blue-collar occupations	115.7	118.3	118.9	1.1	.6	.5	2.9	3.4	2.8
Nonmanufacturing	115.5	118.6	119.0	.5	1.1	.3	2.9	3.2	3.0
Nonunion	116.6	119.2	119.8	.6	.8	.5	3.1	2.8	2.7
Blue-collar occupations	115.0	117.7	118.3	.5	.9	.5	2.8	2.9	2.9
Goods-producing industries ¹	116.7	119.5	120.3	.6	.8	.7	3.0	3.0	3.1
Service-producing industries ²	116.6	119.0	119.5	.6	.8	.4	3.2	2.7	2.5
Manufacturing	117.9	120.5	121.5	.8	.8	.8	3.2	3.0	3.1
Blue-collar occupations	116.7	119.1	120.0	.6	.8	.8	2.6	2.7	2.8
Nonmanufacturing	116.1	118.7	119.1	.5	.8	.3	3.0	2.8	2.6
Workers, by region ³									
Northeast	117.3	120.0	120.2	.4	1.0	.2	3.2	2.7	2.5
South	116.0	118.5	119.1	.6	.9	.5	2.9	2.8	2.7
Midwest	116.5	119.5	120.1	1.1	1.0	.5	3.6	3.7	3.1
West	115.7	118.1	119.0	.3	.2	.8	2.6	2.4	2.9
Workers, by area size									
Metropolitan areas	116.5	119.1	119.7	.6	.8	.5	3.2	2.8	2.7
Other areas	115.8	118.6	119.0	.7	.4	.3	2.7	3.1	2.8

¹ Includes mining, construction, and manufacturing.

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

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

Series	Indexes (June 1989=100)			Percent changes for					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
Civilian workers	128.1	132.3	132.5	0.5	1.0	0.2	4.6	3.8	3.4
State and local government workers	127.0	130.3	130.5	.6	1.4	.2	2.9	3.2	2.8
Private industry workers	128.3	132.8	133.0	.5	.8	.2	5.0	4.0	3.7
Workers, by occupational group									
White-collar occupations	127.6	132.8	133.3	.6	.9	.4	4.6	4.7	4.5
Blue-collar occupations	128.9	132.7	132.5	.4	.9	-.2	5.5	3.3	2.8
Service occupations	131.5	134.2	134.7	.8	.8	.4	5.5	2.8	2.4
Workers, by industry division									
Goods-producing industries ¹	130.3	134.8	134.8	.2	.7	.0	5.6	3.7	3.5
Service-producing industries ²	126.7	131.2	131.5	.8	1.2	.2	4.5	4.4	3.8
Manufacturing	130.0	133.9	134.3	.2	.7	.3	6.0	3.2	3.3
Nonmanufacturing	127.4	132.2	132.3	.7	1.1	.1	4.4	4.5	3.8
Workers, by bargaining status									
Union workers	130.6	133.3	133.7	.7	.3	.3	6.6	2.8	2.4
Nonunion workers	127.4	132.6	132.7	.4	1.1	.1	4.3	4.5	4.2

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.

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

Table 9. AEROSPACE (NOT SEASONALLY ADJUSTED): Employment Cost Index for workers in aerospace manufacturing, by industry and occupation

Series	Indexes (June 1989=100)			Percent changes for					
	Dec. 1993	Sep. 1994	Dec. 1994	3 months ended			12 months ended		
				Dec. 1993	Sep. 1994	Dec. 1994	Dec. 1993	Sep. 1994	Dec. 1994
COMPENSATION									
Aircraft manufacturing (SIC 3721)	125.2	128.7	129.2	-1.2	1.3	0.4	1.9	1.6	3.2
White-collar occupations	121.8	125.3	125.3	-1.1	1.2	.0	2.4	1.7	2.9
Blue-collar occupations	129.8	133.2	134.2	-1.3	1.3	.8	1.2	1.3	3.4
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721)	121.6	124.0	124.8	0.9	0.6	0.6	3.8	2.9	2.6
White-collar occupations	117.3	119.8	120.2	.5	.6	.3	3.7	2.7	2.5
Blue-collar occupations	127.9	130.2	131.7	1.4	.6	1.2	3.7	3.3	3.0
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721)	133.1	138.7	138.4	-5.0	2.5	-0.2	-1.5	-1.0	4.0
White-collar occupations	132.5	138.0	137.3	-4.5	2.4	-0.5	-0.4	-0.5	3.6
Blue-collar occupations	133.5	139.0	139.2	-5.9	2.5	.1	-3.1	-2.0	4.3

NOTE: SIC refers to the 1987 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 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 nearly 22,000 occupations within over 4,200 sample establishments in private industry and nearly 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. ECI series are seasonally adjusted using either direct or composite seasonally adjusted estimates. Industry and occupational series, such as construction and service occupations, are adjusted directly. More aggregate series, such as civilian or private industry workers, use composite estimates. The composite estimates could be obtained by aggregating either the industry or the occupational components, and the results may differ depending on which method is used. The aggregate seasonally adjusted ECI series are estimated by aggregating the component seasonally adjusted industry series, so they are not necessarily a weighted average of the component occupation series.

The costs per hour worked of compensation components, based on March 1993 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1994." 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, 1975-94, (Bulletin 2447); a chapter in the BLS Handbook of Methods (Bulletin 2414), "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.