

News

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EMPLOYMENT COST INDEX -- JUNE 1996

The Employment Cost Index (ECI) increased 0.7 percent before seasonal adjustment in the 3 months ended in June 1996, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The June 1996 ECI level of 129.2 (June 1989=100) was 2.9 percent higher than in June 1995. 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 0.8 percent in the March-June 1996 period, the same as the December 1995-March 1996 period. (See table A below.) ECI wages and salaries rose 0.9 percent in the March 1996-June 1996 period, about the same as the 1.0 percent increase for the December 1995-March 1996 period. Benefit costs increased 0.7 percent for the quarter compared with no change for the December 1995-March 1996 quarter.

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

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Jun. 1996
	Sept. 1994	Dec 1994	Mar. 1995	June 1995	Sept 1995	Dec. 1995	Mar. 1996	Jun. 1996	
Compensation costs....	0.8	0.7	0.7	0.8	0.6	0.7	0.8	0.8	2.9
Wages and salaries ...	0.8	0.7	0.7	0.7	0.7	0.7	1.0	0.9	3.2
Benefit costs	1.0	0.5	0.3	0.7	0.6	0.6	0.0	0.7	1.8

This release includes corrections to data for December 1995 and March 1996. See page 4 for an explanation of these corrections.

Over the year changes, unadjusted

Compensation costs for civilian workers (not seasonally adjusted) increased 2.9 percent for the year ended in June 1996, the same as for the year ended in June 1995. Compensation costs for private industry workers rose 2.9 percent, while state and local government rose 2.6 percent.

For private industry workers, wages and salaries increased 3.4 percent, up from 2.9 percent for the June 1994-June 1995 period. This was the largest 12-month increase since March 1992. Benefit costs increased 1.7 percent, compared with a 2.6 percent increase for the June 1994-June 1995 period. This moderation in benefit-cost increases reflected lower costs for health benefits, unemployment insurance, and workers' compensation.

For the year ended in June 1996, compensation costs in service-producing industries increased 3.0 percent compared with 2.7 percent for goods-producing industries. Wages and salaries increased 3.5 percent in service-producing industries, compared with 3.0 percent in goods-producing industries. In contrast, benefit increases were larger for goods-producing industries, 2.0 percent, than for service-producing industries, 1.6 percent.

Compensation costs for white-collar workers increased 3.0 percent compared with 2.6 percent for blue-collar workers and 2.0 percent for service occupations. Among the major occupational groups, sales occupations had the largest increase, at 3.7 percent, while machine operators, assemblers, and inspectors had the lowest increase, at 1.9 percent.

Compensation cost gains over the year ended in June 1996 were higher for union workers (3.1 percent) than for nonunion workers (2.8 percent). This pattern held for the service-producing industries (3.7 percent for union and 2.8 percent for nonunion), but not for goods-producing industries (2.5 percent for union and 2.8 percent for nonunion).

ECI data for September 1996 is scheduled to be released Tuesday, October 29, 1996, at 8:30 A.M. (EDT).

BLS Data Now Available on the World Wide Web

ECI data, as well as other data produced by BLS, are now available on the World Wide Web. To access ECI data use the address: <http://stats.bls.gov/ecthome.htm>. To access the BLS Home Page use: <http://stats.bls.gov>. There is no charge from BLS for using this service; however, there may be a charge from your Internet service provider. To access data using GOPHER or Anonymous FTP, use the Internet address: stats.bls.gov.

For technical assistance in using the BLS Internet site, send e-mail to: labstat.helpdesk@bls.gov. For ECI data requests, send e-mail to: octlinfo@bls.gov.

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

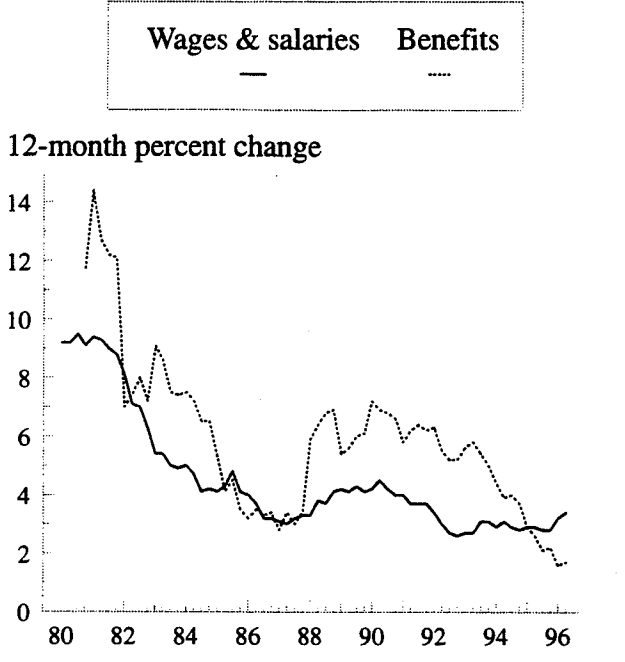


Chart B. Changes in benefits, seasonally adjusted and not seasonally adjusted, private industry

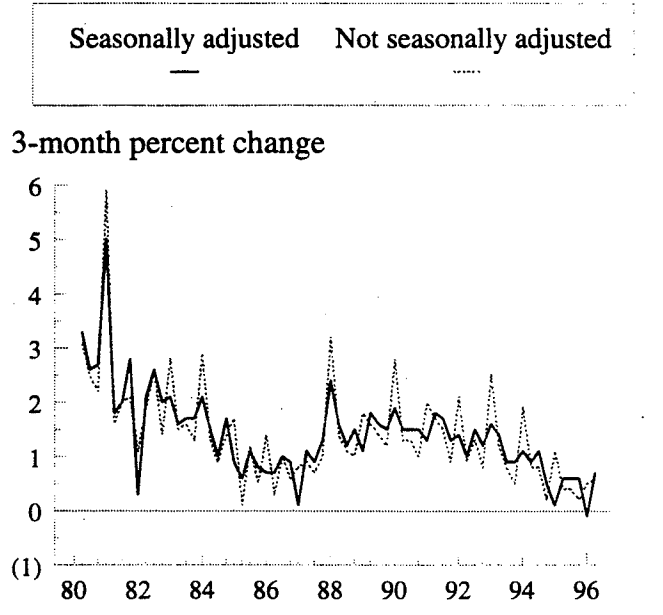


Chart C. Changes in benefits by industry sector, private industry

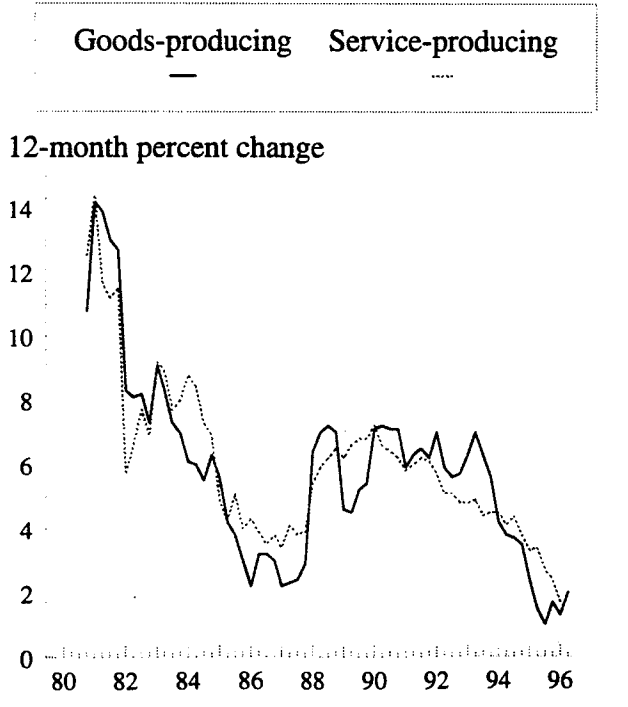
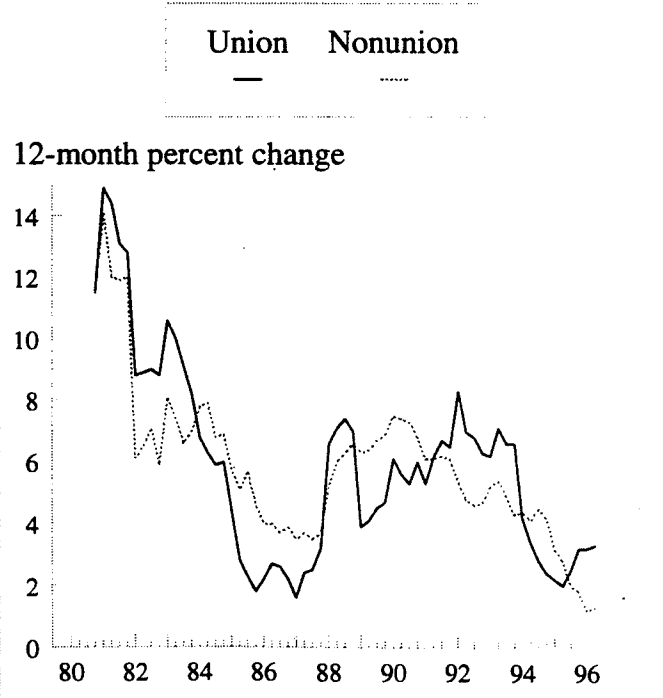


Chart D. Changes in benefits, by bargaining status, private industry



CORRECTIONS IN THE EMPLOYMENT COST INDEX

This news release contains corrected data for the December 1995 and March 1996 reference periods. BLS regrets any problems the errors may have caused the public and has taken steps to prevent a recurrence.

The corrected data are little changed from the originally published figures for wages and salaries in the broader categories of workers, such as civilian, private industry, and state and local government. Corrections were, however, greater for the benefits series in both periods. (See table B.)

The errors had a more significant impact on some of the detailed breakouts of workers, such as by occupation, industry, and union-nonunion status. This was true for all three measures -- total compensation, wages and salaries, and benefits. Tables showing all of the corrected data for December 1995 and March 1996 are available from BLS by calling 202-606-6199 or by accessing them from the Internet at <http://stats.bls.gov/ecthome/corrdata.htm>.

Table B. Employment Cost Index, corrected data for December 1995 and March 1996 and difference from original estimates, not seasonally adjusted

	3-month percent change				12-month percent change			
	Dec. 95		Mar. 96		Dec. 95		Mar. 96	
	Corrected	Difference	Corrected	Difference	Corrected	Difference	Corrected	Difference
Civilian workers								
Compensation	0.5	-0.1	0.9	0.0	2.7	-0.2	2.8	-0.2
Wages and salaries	0.6	0.0	1.0	0.0	2.9	0.0	3.1	-0.1
Benefits	0.2	-0.5	0.5	0.1	2.3	-0.5	1.8	-0.4
Private industry								
Compensation	0.4	-0.2	0.9	-0.1	2.6	-0.2	2.7	-0.3
Wages and salaries	0.6	0.0	1.1	-0.1	2.8	0.0	3.2	-0.1
Benefits	0.2	-0.5	0.5	0.1	2.2	-0.5	1.6	-0.4
State and local government								
Compensation	0.5	0.0	0.5	0.1	2.9	-0.1	2.8	0.0
Wages and salaries	0.6	0.0	0.4	0.0	3.2	0.0	2.8	0.0
Benefits	0.2	-0.4	0.6	0.2	2.6	-0.4	2.7	-0.3

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							
	Mar. 1996 ^f	Jun. 1996	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995 ^f	Mar. 1996 ^f	June 1996
COMPENSATION										
Civilian workers	128.2	129.2	0.8	0.7	0.7	0.8	0.6	0.7	0.8	0.8
State and local government	129.9	130.8	.7	.6	.8	1.0	.5	.7	.6	.7
Private industry workers	127.8	128.8	.8	.6	.7	.7	.6	.7	.7	.8
White-collar occupations	128.9	129.9	.9	.6	.7	.7	.7	.7	.9	.8
Blue-collar occupations	126.5	127.5	.9	.5	.5	.7	.6	.6	.6	.8
Service occupations	125.5	126.3	.7	.9	.6	.6	.5	.5	.3	.6
Goods-producing industries ¹ ...	128.2	129.4	.7	.6	.7	.6	.6	.8	.4	.9
Construction	124.5	125.2	.8	.0	.2	.5	.7	.7	.6	.6
Manufacturing	129.0	130.2	.9	.6	.6	.6	.6	.8	.5	.9
Durables	129.5	131.2	1.1	.7	.6	.7	.4	.8	.2	1.3
Nondurables	128.1	128.7	.7	.5	.4	.6	.6	1.0	.7	.5
Service-producing industries ²	127.5	128.5	.9	.6	.9	.7	.7	.6	.8	.8
Transportation and public utilities	127.6	128.4	1.3	.9	1.1	.8	1.0	.9	.5	.6
Wholesale trade	127.7	129.0	1.0	.9	1.4	.9	1.3	.9	.4	1.0
Retail trade	124.8	124.5	1.0	.2	.7	.2	.7	.6	1.5	-2
Finance, insurance, and real estate ³	124.5	126.3	.7	.3	1.1	1.3	.7	.3	1.1	1.4
Services	130.6	131.8	.7	.6	.6	.7	.5	.5	.8	.9
Nonmanufacturing industries ...	127.2	128.2	.8	.5	.7	.8	.6	.7	.8	.8
WAGES AND SALARIES										
Civilian workers	125.1	126.2	0.8	0.7	0.7	0.7	0.7	0.7	1.0	0.9
State and local government	127.8	128.8	.8	.8	.8	.7	.7	.8	.6	.8
Private industry workers	124.5	125.6	.8	.6	.8	.7	.7	.7	1.1	.9
White-collar occupations	125.9	127.0	.7	.7	.7	.8	.7	.7	1.2	.9
Blue-collar occupations ³	122.5	123.7	.9	.4	.8	.9	.6	.5	.9	1.0
Service occupations	122.2	123.1	.5	1.1	.5	.6	.6	.5	.7	.7
Goods-producing industries ^{1,3}	123.9	125.1	.8	.6	.7	.8	.6	.7	.8	1.0
Construction	118.6	119.6	.7	.4	.3	.5	.6	.9	.9	.8
Manufacturing ³	125.4	126.5	.8	.7	.9	.8	.5	.6	.9	.9
Durables ³	125.1	126.5	.9	.8	.9	.8	.6	.6	.6	1.1
Nondurables	125.8	126.3	.9	.4	.7	.7	.6	.9	1.0	.4
Service-producing industries ²	124.8	125.8	.8	.6	.8	.7	.7	.7	1.2	.8
Transportation and public utilities	124.5	124.9	1.5	.8	1.1	.7	.8	.8	.5	.3
Wholesale trade	126.4	127.7	.8	.7	1.2	1.0	1.3	1.1	.8	1.0
Retail trade	123.2	122.9	.9	.3	.9	.3	.7	.5	2.0	-2
Finance, insurance, and real estate ³	119.8	121.9	.5	.4	.7	1.7	.9	.3	1.2	1.8
Services	127.5	128.9	.5	.7	.7	.6	.6	.6	1.2	1.1
Nonmanufacturing industries ...	124.0	125.1	.8	.5	.7	.8	.7	.7	1.1	.9

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							
	Mar. 1996 ^r	Jun. 1996	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995 ^r	Mar. 1996 ^r	June 1996
	BENEFIT COSTS									
Civilian workers	135.7	136.6	1.0	0.5	0.3	0.7	0.6	0.6	0.0	0.7
State and local government	134.8	135.6	.6	.4	.6	1.1	.4	.5	.7	.6
Private industry workers	136.0	136.9	1.1	.5	.1	.6	.6	.6	-.1	.7
White-collar occupations	137.3	138.2	1.1	.8	.7	.7	.7	.6	-.1	.7
Blue-collar occupations	135.0	136.0	1.0	.2	.2	.3	.4	.8	-.1	.7
Service occupations	135.5	136.2	1.0	.4	-.1	.5	.2	.3	-.5	.5
Goods-producing industries ¹ ...	137.2	138.4	.9	.4	.0	.2	.4	1.0	-.4	.9
Manufacturing	137.0	138.4	1.0	.5	.0	.2	.4	1.0	-.1	1.0
Service-producing industries ² ...	135.2	136.0	1.3	.6	.7	.8	.7	.4	.0	.6
Nonmanufacturing industries	135.7	136.5	1.2	.5	.5	.7	.7	.4	-.1	.6

¹ Includes mining, construction, and manufacturing.

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

³ No identifiable seasonality was found for this series.

^r Revised

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					
	June 1995	Mar. 1996 ^r	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^r	June 1996	June 1995	Mar. 1996 ^r	June 1996
Civilian workers	125.6	128.3	129.2	0.6	0.9	0.7	2.9	2.8	2.9
Excluding sales	125.9	128.6	129.4	.6	.9	.6	2.9	2.7	2.8
Workers, by occupational group									
White-collar occupations	126.3	129.1	130.0	.6	.9	.7	3.0	2.9	2.9
Excluding sales	126.9	129.7	130.5	.5	.9	.6	3.0	2.7	2.8
Professional specialty and technical ...	127.5	130.6	131.4	.4	.9	.6	2.7	2.8	3.1
Executive, administrative, and managerial	125.7	128.5	129.1	.4	.9	.5	3.4	2.6	2.7
Administrative support, including clerical	127.3	130.1	130.8	.6	.9	.5	3.1	2.8	2.7
Blue-collar occupations	124.5	126.7	127.7	.7	.7	.8	2.6	2.5	2.6
Service occupations	125.8	128.0	128.7	.6	.5	.5	3.0	2.4	2.3
Workers, by industry division									
Goods-producing ¹	126.0	128.3	129.3	.6	.7	.8	2.4	2.4	2.6
Manufacturing	126.9	129.3	130.4	.6	.8	.9	2.8	2.5	2.8
Service-producing ²	125.5	128.2	129.1	.7	.9	.7	3.1	2.9	2.9
Services	127.8	130.4	131.2	.5	.8	.6	2.9	2.5	2.7
Health services	130.2	132.5	133.4	.6	.4	.7	2.8	2.4	2.5
Hospitals	129.7	132.3	132.9	.7	.7	.5	2.6	2.7	2.5
Educational services	127.4	130.5	130.8	.4	.2	.2	3.1	2.8	2.7
Public administration	126.1	129.2	129.6	.6	.7	.3	3.2	3.0	2.8
Nonmanufacturing	125.2	127.9	128.8	.6	.9	.7	2.9	2.8	2.9
State and local government workers	126.9	129.9	130.2	.4	.5	.2	3.1	2.8	2.6
Workers, by occupational group									
White-collar occupations	126.6	129.6	129.9	.3	.4	.2	3.0	2.7	2.6
Professional specialty and technical ...	126.3	129.1	129.5	.2	.2	.3	2.9	2.5	2.5
Executive, administrative, and managerial	127.4	130.7	131.0	.4	.6	.2	3.2	3.0	2.8
Administrative support, including clerical	126.9	130.0	130.4	.5	.7	.3	2.9	2.9	2.8
Blue-collar occupations	126.3	129.0	129.5	.7	.8	.4	2.9	2.9	2.5
Service occupations	128.8	131.9	132.3	.9	.7	.3	4.0	3.4	2.7
Workers, by industry division									
Services	127.1	130.0	130.3	.3	.3	.2	3.0	2.6	2.5
Excluding schools ³	127.7	130.3	130.8	1.0	.7	.4	3.6	3.1	2.4
Health services	129.8	132.5	133.1	1.1	.7	.5	3.7	3.2	2.5
Hospitals	129.9	132.6	133.2	1.2	.7	.5	4.3	3.3	2.5
Educational services	126.8	129.7	130.0	.2	.2	.2	3.0	2.5	2.5
Schools	127.1	130.0	130.3	.2	.2	.2	3.0	2.5	2.5
Elementary and secondary	127.4	130.2	130.5	.2	.1	.2	2.9	2.4	2.4
Colleges and universities	126.1	129.4	129.9	.1	.5	.4	3.4	2.7	3.0
Public administration	126.1	129.2	129.6	.6	.7	.3	3.2	3.0	2.8

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.

^r Revised

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					
	June 1995	Mar. 1996 ^f	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^f	June 1996	June 1995	Mar. 1996 ^f	June 1996
Private industry workers	125.4	127.9	129.0	0.7	0.9	0.9	2.8	2.7	2.9
Excluding sales	125.7	128.3	129.2	.6	.9	.7	2.8	2.6	2.8
White-collar occupations	126.2	129.0	130.0	.7	1.1	.8	3.0	3.0	3.0
Excluding sales	127.0	129.9	130.7	.6	1.0	.6	3.0	2.9	2.9
Professional specialty and technical	128.4	131.6	132.6	.5	1.3	.8	2.5	3.1	3.3
Executive, administrative, and managerial	125.4	128.0	128.8	.4	.9	.6	3.4	2.5	2.7
Sales	122.4	124.8	126.9	1.8	1.3	1.7	3.0	3.8	3.7
Administrative support, including clerical	127.3	130.1	130.8	.6	.9	.5	3.1	2.8	2.7
Blue-collar occupations	124.4	126.6	127.6	.7	.8	.8	2.6	2.5	2.6
Precision production, craft, and repair	124.4	126.5	127.7	.8	.6	.9	2.6	2.5	2.7
Machine operators, assemblers, and inspectors	124.8	127.1	128.1	.5	.7	.8	2.1	2.3	2.6
Transportation and material moving	122.4	123.9	124.7	.5	.7	.6	2.8	1.7	1.9
Handlers, equipment cleaners, helpers, and laborers	125.3	128.5	129.3	1.0	1.3	.6	3.2	3.5	3.2
Service occupations	124.0	125.8	126.5	.5	.5	.6	2.5	1.9	2.0
Production and nonsupervisory occupations ¹	125.0	127.5	128.6	.7	1.0	.9	2.8	2.7	2.9
Goods-producing industries ²	125.9	128.2	129.3	.5	.7	.9	2.4	2.3	2.7
Excluding sales occupations	125.6	128.0	129.0	.6	.8	.8	2.5	2.5	2.7
White-collar occupations	127.6	130.0	131.0	.3	.8	.8	2.7	2.2	2.7
Excluding sales	126.7	129.4	130.2	.4	.9	.6	2.8	2.5	2.8
Blue-collar occupations	124.9	127.1	128.3	.6	.6	.9	2.2	2.4	2.7
Service occupations	127.9	129.6	130.1	.5	.1	.4	3.3	1.8	1.7
Construction	122.0	124.3	125.3	.7	.7	.8	1.5	2.6	2.7
Manufacturing	126.9	129.3	130.4	.6	.8	.9	2.8	2.5	2.8
White-collar occupations	128.0	130.5	131.6	.5	.8	.8	3.3	2.4	2.8
Excluding sales	126.6	129.5	130.5	.4	.9	.8	3.3	2.7	3.1
Blue-collar occupations	126.0	128.4	129.5	.6	.7	.9	2.3	2.5	2.8
Service occupations	128.6	130.3	131.0	.5	.1	.5	3.6	1.8	1.9
Durables	127.7	129.7	131.2	.6	.5	1.2	3.2	2.1	2.7
Nondurables	125.4	128.3	128.9	.6	1.0	.5	2.1	2.9	2.8
Service-producing industries ³	124.9	127.6	128.6	.8	1.1	.8	3.1	3.0	3.0
Excluding sales occupations	125.8	128.4	129.2	.6	.9	.6	3.0	2.7	2.7
White-collar occupations	125.6	128.5	129.6	.8	1.1	.9	3.0	3.1	3.2
Excluding sales	127.1	130.0	130.9	.6	1.0	.7	3.0	2.8	3.0
Blue-collar occupations	123.1	125.2	126.0	.8	1.0	.6	3.4	2.5	2.4
Service occupations	123.6	125.3	126.1	.5	.4	.6	2.4	1.9	2.0
Transportation and public utilities	124.7	127.9	128.4	.6	1.0	.4	4.1	3.1	3.0
Transportation	123.0	126.9	127.7	.6	1.4	.6	4.5	3.8	3.8
Public utilities	126.8	128.9	129.1	.6	.3	.2	3.4	2.2	1.8
Communications	126.6	128.0	127.5	.2	-.2	-.4	3.7	1.3	.7
Electric, gas, and sanitary services	127.0	130.1	131.1	.9	1.1	.8	3.1	3.3	3.2
Wholesale and retail trade	122.8	125.5	126.4	.9	1.0	.7	2.8	3.1	2.9
Excluding sales occupations	123.1	125.9	126.4	.6	.7	.4	2.8	2.9	2.7

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					
	June 1995	Mar. 1996 ^f	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^f	June 1996	June 1995	Mar. 1996 ^f	June 1996
Wholesale trade	124.8	127.5	129.3	1.3	0.4	1.4	4.3	3.5	3.6
Excluding sales occupations	125.1	127.4	128.7	.6	.2	1.0	4.0	2.4	2.9
Retail trade	121.8	124.5	124.8	.7	1.5	.2	2.2	3.0	2.5
General merchandise stores	120.7	122.4	123.6	.5	.6	1.0	2.3	1.9	2.4
Food stores	120.7	123.6	124.4	-.1	1.0	.6	.1	2.3	3.1
Finance, insurance, and real estate	121.8	124.5	126.3	1.3	1.1	1.4	3.5	3.6	3.7
Excluding sales occupations	124.6	127.5	128.5	.7	1.4	.8	3.6	3.1	3.1
Banking, savings and loan, and other credit agencies	124.1	126.9	128.2	.5	2.0	1.0	3.9	2.8	3.3
Insurance	124.6	127.6	128.2	.9	1.4	.5	3.4	3.3	2.9
Excluding sales occupations	129.0	132.1	132.7	1.1	1.5	.5	3.2	3.5	2.9
Services	128.2	130.7	131.7	.5	1.0	.8	2.6	2.5	2.7
Business services	125.3	128.9	129.2	.6	2.1	.2	2.6	3.5	3.1
Health services	130.3	132.6	133.5	.5	.3	.7	2.5	2.2	2.5
Hospitals	129.7	132.2	132.8	.6	.7	.5	2.0	2.6	2.4
Nursing homes	-	-	-	.7	.5	1.0	3.0	2.7	3.1
Educational services	130.3	134.4	134.8	1.2	.5	.3	3.9	4.3	3.5
Colleges and universities	131.3	135.9	136.2	1.5	.5	.2	4.2	5.1	3.7
Nonmanufacturing industries	124.6	127.2	128.2	.7	1.0	.8	2.8	2.8	2.9
White-collar occupations	125.6	128.5	129.5	.7	1.2	.8	2.9	3.0	3.1
Excluding sales	127.1	130.0	130.8	.6	1.1	.6	2.8	2.8	2.9
Blue-collar occupations	122.5	124.6	125.6	.8	.7	.8	2.9	2.6	2.5
Service occupations	123.5	125.3	126.0	.4	.5	.6	2.3	1.9	2.0

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.

^f Revised

- 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					
	June 1995	Mar. 1996 ^f	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^f	June 1996	June 1995	Mar. 1996 ^f	June 1996
Workers, by bargaining status									
Union	125.8	128.5	129.7	0.6	0.6	0.9	2.3	2.7	3.1
Blue-collar occupations	124.8	126.8	128.0	.6	.4	.9	2.0	2.3	2.6
Goods-producing industries ¹	125.9	127.9	129.0	.6	.3	.9	1.7	2.2	2.5
Service-producing industries ²	125.6	129.0	130.3	.6	.9	1.0	3.1	3.4	3.7
Manufacturing	126.6	128.8	129.8	.2	.5	.8	1.4	2.0	2.5
Blue-collar occupations	126.4	128.3	129.4	.2	.4	.9	1.4	1.7	2.4
Nonmanufacturing	125.0	128.0	129.2	.8	.7	.9	2.9	3.2	3.4
Nonunion	125.2	127.7	128.7	.7	.9	.8	2.9	2.7	2.8
Blue-collar occupations	123.9	126.3	127.3	.7	1.0	.8	2.9	2.7	2.7
Goods-producing industries ¹	125.9	128.3	129.4	.6	.9	.9	2.7	2.5	2.8
Service-producing industries ²	124.8	127.3	128.3	.8	1.0	.8	3.1	2.8	2.8
Manufacturing	126.9	129.3	130.5	.6	.8	.9	3.3	2.5	2.8
Blue-collar occupations	125.5	128.1	129.3	.8	.9	.9	3.0	2.9	3.0
Nonmanufacturing	124.5	127.0	128.0	.7	1.0	.8	2.8	2.8	2.8
Workers, by region ³									
Northeast	126.6	128.9	129.7	.8	.9	.6	3.1	2.6	2.4
South	124.3	127.0	127.8	.5	1.1	.6	2.9	2.7	2.8
Midwest	126.9	129.5	130.7	.9	.9	.9	2.7	2.9	3.0
West	123.4	125.9	127.3	.7	.7	1.1	2.4	2.7	3.2
Workers, by area size									
Metropolitan areas	125.4	128.0	129.1	.7	.9	.9	2.9	2.8	3.0
Other areas	125.3	127.2	128.0	.4	.6	.6	2.3	1.9	2.2

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.

^f Revised

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					
	June 1995	Mar. 1996 ^f	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^f	June 1996	June 1995	Mar. 1996 ^f	June 1996
Civilian workers	122.2	125.1	126.1	0.7	1.0	0.8	3.0	3.1	3.2
Excluding sales	122.4	125.3	126.2	.6	.9	.7	3.0	3.0	3.1
Workers, by occupational group									
White-collar occupations	123.1	126.3	127.3	.6	1.0	.8	2.8	3.2	3.4
Excluding sales	123.8	127.0	127.8	.5	1.0	.6	3.0	3.1	3.2
Professional specialty and technical ...	124.7	128.0	128.8	.4	.9	.6	2.8	3.1	3.3
Executive, administrative, and managerial	122.8	126.2	127.0	.5	1.2	.6	3.2	3.3	3.4
Administrative support, including clerical	123.4	126.4	127.1	.5	1.0	.6	3.0	2.9	3.0
Blue-collar occupations	120.3	122.8	123.9	.9	.9	.9	3.1	3.0	3.0
Service occupations	121.8	124.2	124.9	.5	.6	.6	3.1	2.5	2.5
Workers, by industry division									
Goods-producing ¹	121.4	123.9	125.1	.7	.8	1.0	2.9	2.8	3.0
Manufacturing	122.9	125.4	126.5	.8	.9	.9	3.3	2.9	2.9
Service-producing ²	122.5	125.6	126.5	.7	1.0	.7	3.0	3.2	3.3
Services	124.8	128.0	128.9	.3	.9	.7	2.9	2.9	3.3
Health services	126.6	129.3	130.0	.4	.7	.5	2.6	2.5	2.7
Hospitals	126.0	128.6	129.2	.4	.6	.5	2.4	2.5	2.5
Educational services	125.1	128.8	129.1	.1	.2	.2	3.1	3.0	3.2
Public administration	122.3	124.9	125.3	.3	.6	.3	3.2	2.5	2.5
Nonmanufacturing	121.9	125.0	125.9	.7	1.1	.7	2.9	3.2	3.3
State and local government workers	124.6	127.8	128.1	.2	.4	.2	3.2	2.8	2.8
Workers, by occupational group									
White-collar occupations	124.6	127.9	128.2	.2	.4	.2	3.1	2.8	2.9
Professional specialty and technical ...	125.0	128.3	128.6	.2	.2	.2	3.1	2.8	2.9
Executive, administrative, and managerial	124.3	127.7	128.0	.2	.6	.2	3.3	2.9	3.0
Administrative support, including clerical	122.9	125.8	126.1	.3	.6	.2	2.9	2.7	2.6
Blue-collar occupations	123.8	126.6	127.0	.6	.7	.3	3.1	2.8	2.6
Service occupations	125.2	128.1	128.6	.5	.6	.4	4.0	2.8	2.7
Workers, by industry division									
Services	125.1	128.6	128.9	.2	.3	.2	3.1	3.0	3.0
Excluding schools ³	125.5	128.2	128.7	.4	.6	.4	3.0	2.6	2.5
Health services	126.6	129.3	129.9	.5	.5	.5	3.0	2.6	2.6
Hospitals	126.3	129.1	129.7	.4	.5	.5	3.5	2.6	2.7
Educational services	124.9	128.5	128.8	.1	.2	.2	3.1	3.0	3.1
Schools	125.1	128.7	128.9	.1	.2	.2	3.2	3.0	3.0
Elementary and secondary	125.8	129.3	129.5	.2	.1	.2	3.3	3.0	2.9
Colleges and universities	122.9	126.8	127.1	-.2	.7	.2	3.1	2.9	3.4
Public administration	122.3	124.9	125.3	.3	.6	.3	3.2	2.5	2.5

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.

^f Revised

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					
	June 1995	Mar. 1996 ^f	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^f	June 1996	June 1995	Mar. 1996 ^f	June 1996
Private industry workers	121.5	124.4	125.6	0.7	1.1	1.0	2.9	3.2	3.4
Excluding sales	121.8	124.7	125.7	.7	1.1	.8	3.0	3.1	3.2
White-collar occupations	122.7	125.8	127.0	.8	1.2	1.0	2.8	3.4	3.5
Excluding sales	123.4	126.7	127.6	.5	1.2	.7	2.9	3.2	3.4
Professional specialty and technical	124.4	127.8	128.8	.6	1.3	.8	2.6	3.3	3.5
Executive, administrative, and managerial	122.5	125.9	126.8	.5	1.2	.7	3.1	3.3	3.5
Sales	119.3	122.0	124.4	2.1	1.3	2.0	2.7	4.4	4.3
Administrative support, including clerical	123.5	126.5	127.3	.5	1.0	.6	3.0	2.9	3.1
Blue-collar occupations	120.1	122.5	123.7	.9	.9	1.0	3.1	2.9	3.0
Precision production, craft, and repair	119.9	122.4	123.7	.9	.8	1.1	2.9	3.0	3.2
Machine operators, assemblers, and inspectors	120.9	123.4	124.5	1.1	.9	.9	3.2	3.2	3.0
Transportation and material moving	117.8	120.0	120.6	.7	1.2	.5	3.3	2.6	2.4
Handlers, equipment cleaners, helpers, and laborers	121.2	124.2	125.1	.9	1.3	.7	3.3	3.4	3.2
Service occupations	120.0	122.2	123.0	.5	.7	.7	2.7	2.3	2.5
Production and nonsupervisory occupations ¹	121.0	123.7	124.9	.9	1.1	1.0	3.0	3.2	3.2
Goods-producing industries ²	121.4	123.9	125.1	.8	.8	1.0	2.9	2.9	3.0
Excluding sales occupations	120.9	123.5	124.6	.8	.9	.9	3.0	3.0	3.1
White-collar occupations	123.8	126.2	127.3	.7	.7	.9	2.9	2.6	2.8
Excluding sales	122.5	125.3	126.3	.6	.9	.8	3.1	2.9	3.1
Blue-collar occupations	119.9	122.4	123.7	.9	.8	1.1	2.8	3.0	3.2
Service occupations	121.9	124.3	124.6	1.1	.6	.2	3.6	3.1	2.2
Construction	115.7	118.3	119.6	.8	.8	1.1	1.8	3.0	3.4
Manufacturing	122.9	125.4	126.5	.8	.9	.9	3.3	2.9	2.9
White-collar occupations	124.7	127.1	128.2	.6	.8	.9	3.4	2.6	2.8
Excluding sales	123.2	126.0	127.0	.7	1.0	.8	3.4	2.9	3.1
Blue-collar occupations	121.6	124.2	125.4	1.0	.9	1.0	3.2	3.2	3.1
Service occupations	122.8	125.1	125.7	1.1	.6	.5	3.9	3.0	2.4
Durables	122.9	125.1	126.5	.8	.6	1.1	3.5	2.6	2.9
Nondurables	122.9	125.8	126.5	.8	1.1	.6	2.8	3.2	2.9
Service-producing industries ³	121.6	124.7	125.8	.7	1.2	.9	2.9	3.3	3.5
Excluding sales occupations	122.5	125.6	126.5	.6	1.1	.7	2.9	3.1	3.3
White-collar occupations	122.3	125.6	126.8	.8	1.3	1.0	2.9	3.5	3.7
Excluding sales	123.8	127.2	128.1	.5	1.3	.7	2.8	3.2	3.5
Blue-collar occupations	120.3	122.7	123.5	.9	1.1	.7	3.5	2.9	2.7
Service occupations	119.8	122.0	122.8	.4	.6	.7	2.7	2.3	2.5
Transportation and public utilities	122.0	124.6	125.0	.7	.7	.3	4.1	2.8	2.5
Transportation	119.8	122.9	123.2	.7	1.1	.2	4.4	3.3	2.8
Public utilities	124.5	126.5	127.1	.5	.3	.5	3.7	2.1	2.1
Communications	124.6	126.1	126.5	.2	-.1	.3	4.3	1.4	1.5
Electric, gas, and sanitary services	124.4	127.0	127.7	.8	.9	.6	2.9	2.9	2.7
Wholesale and retail trade	120.6	123.9	124.8	1.0	1.3	.7	2.7	3.8	3.5
Excluding sales occupations	120.9	124.4	124.9	.6	1.0	.4	2.6	3.5	3.3

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					
	June 1995	Mar. 1996 ^r	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^r	June 1996	June 1995	Mar. 1996 ^r	June 1996
Wholesale trade	122.7	126.1	128.0	1.5	0.5	1.5	3.7	4.3	4.3
Excluding sales occupations	122.9	126.3	127.6	.6	.5	1.0	3.5	3.4	3.8
Retail trade	119.6	122.8	123.1	.8	1.8	.2	2.2	3.5	2.9
General merchandise stores	118.6	121.0	121.7	.6	.7	.6	1.9	2.6	2.6
Food stores	117.6	120.5	121.2	-.2	1.2	.6	-.2	2.3	3.1
Finance, insurance, and real estate	117.0	119.8	121.9	1.7	1.2	1.8	3.4	4.2	4.2
Excluding sales occupations	120.2	123.4	124.5	.8	1.7	.9	3.6	3.4	3.6
Banking, savings and loan, and other credit agencies	119.7	122.7	124.2	.4	2.2	1.2	4.1	2.9	3.8
Insurance	120.8	123.6	124.1	.8	1.1	.4	3.4	3.2	2.7
Excluding sales occupations	125.2	128.0	128.6	1.1	1.3	.5	3.1	3.4	2.7
Services	124.4	127.6	128.7	.4	1.3	.9	2.6	3.0	3.5
Business services	122.9	126.9	127.7	.7	2.1	.6	2.9	3.9	3.9
Health services	126.7	129.3	130.1	.4	.7	.6	2.6	2.5	2.7
Hospitals	125.9	128.5	129.1	.4	.6	.5	2.1	2.5	2.5
Nursing homes	-	-	-	.8	.8	.6	3.4	3.1	2.8
Educational services	125.9	130.1	130.4	.2	.5	.2	3.0	3.6	3.6
Colleges and universities	125.9	130.6	130.9	.3	.4	.2	3.0	4.1	4.0
Nonmanufacturing industries	120.9	123.9	125.1	.8	1.1	1.0	2.7	3.3	3.5
White-collar occupations	122.1	125.4	126.6	.8	1.3	1.0	2.7	3.6	3.7
Excluding sales	123.5	126.9	127.8	.5	1.2	.7	2.7	3.3	3.5
Blue-collar occupations	118.5	120.9	122.0	.9	.9	.9	3.0	2.9	3.0
Service occupations	119.8	122.0	122.7	.5	.7	.6	2.7	2.3	2.4

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.

^r Revised

- 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					
	June 1995	Mar. 1996 ^f	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^f	June 1996	June 1995	Mar. 1996 ^f	June 1996
Workers, by bargaining status									
Union	120.6	122.8	124.2	0.7	0.5	1.1	2.6	2.5	3.0
Blue-collar occupations	119.1	120.9	122.0	.8	.5	.9	2.5	2.3	2.4
Goods-producing industries ¹	119.3	121.3	122.5	.8	.6	1.0	2.2	2.4	2.7
Service-producing industries ²	122.3	124.8	126.2	.6	.5	1.1	3.0	2.6	3.2
Manufacturing	120.5	122.9	123.9	.6	.7	.8	2.3	2.6	2.8
Blue-collar occupations	120.2	122.4	123.5	.6	.7	.9	2.2	2.4	2.7
Nonmanufacturing	120.6	122.8	124.3	.7	.4	1.2	2.8	2.5	3.1
Nonunion	121.8	124.8	125.9	.8	1.2	.9	3.0	3.3	3.4
Blue-collar occupations	120.7	123.6	124.7	1.0	1.2	.9	3.4	3.4	3.3
Goods-producing industries ¹	122.2	124.9	126.1	.7	.9	1.0	3.0	3.0	3.2
Service-producing industries ²	121.5	124.6	125.7	.8	1.3	.9	2.9	3.4	3.5
Manufacturing	123.8	126.3	127.5	.9	.9	1.0	3.6	2.9	3.0
Blue-collar occupations	122.6	125.4	126.7	1.2	1.0	1.0	3.8	3.5	3.3
Nonmanufacturing	121.0	124.2	125.2	.8	1.3	.8	2.7	3.5	3.5
Workers, by region ³									
Northeast	122.1	124.9	126.0	.7	1.1	.9	2.8	3.0	3.2
South	120.8	124.1	125.1	.7	1.4	.8	2.9	3.4	3.6
Midwest	122.2	125.1	126.2	1.1	1.2	.9	3.3	3.5	3.3
West	120.9	123.3	124.8	.8	.5	1.2	2.5	2.8	3.2
Workers, by area size									
Metropolitan areas	121.6	124.6	125.8	.8	1.1	1.0	3.0	3.3	3.5
Other areas	121.3	123.4	124.2	.7	.8	.6	2.7	2.4	2.4

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.

^f Revised

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					
	June 1995	Mar. 1996 ^r	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^r	June 1996	June 1995	Mar. 1996 ^r	June 1996
Civilian workers	134.5	136.2	136.9	0.5	0.5	0.5	2.7	1.8	1.8
State and local government workers	132.2	134.7	135.1	.8	.6	.3	2.9	2.7	2.2
Private industry workers	135.1	136.6	137.4	.4	.5	.6	2.6	1.6	1.7
Workers, by occupational group									
White-collar occupations	136.0	137.7	138.4	.6	.7	.5	3.3	1.8	1.8
Blue-collar occupations	133.6	135.2	136.1	.2	.4	.7	1.6	1.4	1.9
Service occupations	135.6	135.7	136.3	.4	-.2	.4	1.9	.5	.5
Workers, by industry division									
Goods-producing industries ¹	135.9	137.7	138.6	.0	.4	.7	1.5	1.3	2.0
Service-producing industries ²	134.1	135.5	136.2	.7	.6	.5	3.4	1.7	1.6
Manufacturing	135.2	137.5	138.5	-.1	.6	.7	1.7	1.6	2.4
Nonmanufacturing	134.7	136.0	136.7	.6	.5	.5	3.0	1.6	1.5
Workers, by bargaining status									
Union workers	135.5	139.1	140.0	.5	.8	.6	2.0	3.2	3.3
Nonunion workers	134.8	135.8	136.5	.4	.5	.5	2.8	1.2	1.3

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.

^r Revised

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					
	June 1995	Mar. 1996 ^r	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 ^r	June 1996	June 1995	Mar. 1996 ^r	June 1996
COMPENSATION									
Aircraft manufacturing (SIC 3721)	131.0	136.9	138.2	0.3	2.3	0.9	3.1	4.8	5.5
White-collar occupations	127.2	132.4	133.9	.4	2.6	1.1	2.7	4.5	5.3
Blue-collar occupations	136.1	143.3	144.1	.3	2.0	.6	3.5	5.6	5.9
WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721)	126.5	129.0	130.3	0.6	0.7	1.0	2.6	2.6	3.0
White-collar occupations	121.6	124.1	125.9	.5	.7	1.5	2.1	2.6	3.5
Blue-collar occupations	133.6	136.1	136.4	.7	.7	.2	3.2	2.6	2.1
BENEFIT COSTS									
Aircraft manufacturing (SIC 3721)	140.8	154.2	155.4	-0.1	5.5	0.8	4.1	9.4	10.4
White-collar occupations	140.2	152.0	152.9	.1	6.7	.6	4.1	8.5	9.1
Blue-collar occupations	140.9	156.7	158.4	-5	3.9	1.1	3.9	10.7	12.4

^r Revised

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, sickness and accident, and long-term disability); retirement and savings benefits (defined benefit and defined contribution); legally required benefits (social security, 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 21,000 occupations within about 4,100 sample establishments in private industry and nearly 6,000 occupations within about 900 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. From June 1986 through December 1994, the jobs were 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. Beginning with March 1995, the jobs are classified according to the 1990 Census, which differs little from the 1980 Census.

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. Beginning in March 1995, 1990 employment counts primarily from the Bureau's Occupational Employment Survey were used. A description of the reweighting is included in an article "Introducing 1990 Weights for the Employment Cost Index," that was published in the June 1995 issue of Compensation and Working Conditions and that is available upon request. From June 1986 through December 1994, employment counts from the 1980 Census were 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 September 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 1995 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1995." 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 1990 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, 1975-95, (Bulletin 2466); 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.