

News

United States
Department
of Labor



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TRANSMISSION OF MATERIAL IN THIS RELEASE
IS EMBARGOED UNTIL 8:30 A.M. (EDT),
TUESDAY, APRIL 25, 1989

EMPLOYMENT COST INDEX - MARCH 1989

The Employment Cost Index (ECI) rose 1.2 percent for the 3 months ended in March 1989, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1989 ECI stood at 147.3, based on June 1981=100. For the year ended in March 1989, the ECI increase was 4.8 percent. The ECI measures changes in compensation costs--wages, salaries, and employer costs for employee benefits. It is not seasonally adjusted.

The 4.8 percent rise in compensation costs for the year ended in March 1989 was less than the 5.0 percent increase for the year ended in December 1988, but greater than the 4.1 percent increase for the year ended in March 1988. This pattern held for both private industry and state and local government workers. (See table 1.)

Wage and salary increases in private industry averaged 4.2 percent for the year ended in March 1989, up from 3.3 percent a year ago. This pattern was reversed for benefit cost increases--5.4 percent, down from 5.8 percent. The social security tax rate did not increase in 1989, whereas it rose 5 percent in January 1988. The table below shows over-the-year changes in private industry compensation costs since March 1986.

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

	12-months ended	Compensation costs	Wages and salaries	Benefit costs
1986	March	3.8	3.9	3.2
	June	3.8	3.7	3.5
	Sept.	3.2	3.1	3.3
	Dec.	3.2	3.1	3.4
1987	March	3.1	3.2	2.9
	June	3.0	3.0	3.3
	Sept.	3.3	3.3	3.1
	Dec.	3.3	3.3	3.5
1988	March	3.9	3.3	5.8
	June	4.5	3.7	6.4
	Sept.	4.5	3.7	6.7
	Dec.	4.9	4.1	6.8
1989	March	4.6	4.2	5.4

The 4.2 percent rise in wages and salaries for private industry workers reflects the influence of relatively large pay increases for sales workers. Excluding sales workers, pay gains averaged 3.9 percent. Sales worker pay, heavily influenced by volatile commission earnings, rose 7.2 percent in the year ended in March 1989, up from 0.6 percent a year ago.

Over-the-year pay gains were higher for workers in service-producing than for those in goods-producing industries (5.1 percent compared with 3.1 percent). March 1988-89 pay gains in the service-producing sector reflected larger than average increases in finance, insurance, and real estate (7.4 percent), health services including hospitals (6.9 percent), and wholesale trade (6.1 percent). The gains in finance, insurance, and real estate and in wholesale trade were affected by commission earnings.

Wage and salary increases in private industry for the year ended in March 1989 were higher for white-collar occupations (5.0 percent) than for blue-collar (3.2 percent). Pay gains for white-collar occupational groups ranged from 4.1 percent for clerical workers to 7.2 percent for sales workers. Increases for blue-collar occupational groups ranged from 2.9 percent for laborers to 3.5 percent for machine operators, assemblers, and inspectors.

Over-the-year wage and salary advances for nonunion workers (4.8 percent) exceeded those for union workers (2.5 percent), as they have since March 1983-84. This pattern held in both goods-producing and service-producing industries. (See table 7.) Compensation cost increases also were higher for nonunion workers (5.1 percent) than for union workers (3.0 percent). (See table 6.)

For state and local government workers, pay gains for the year ended in March 1989 (4.8 percent) were higher than those a year ago (4.4 percent). The March 1988-89 gains were highest in elementary and secondary schools, averaging 5.7 percent.

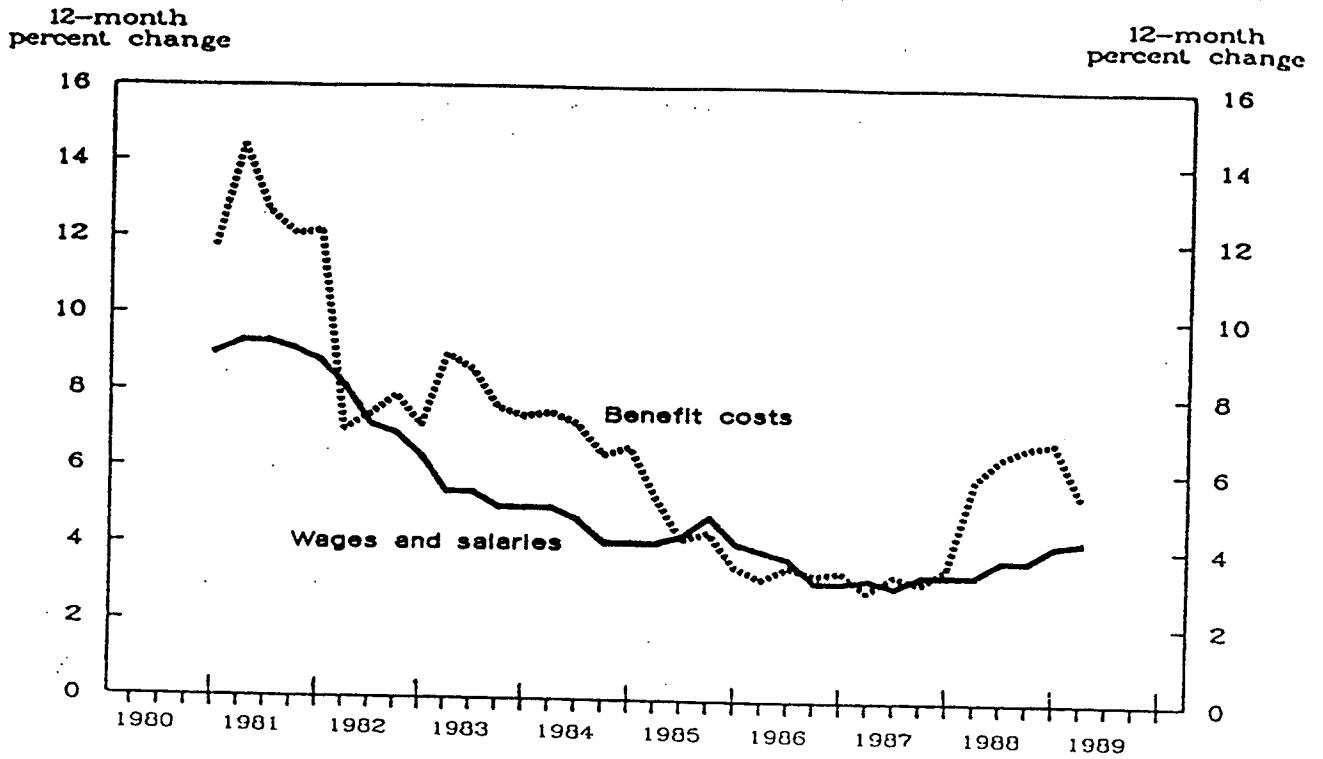
* For the first time, this release includes measures of wage and *
* compensation changes for educational services and colleges and *
* universities in private industry. (See tables 3 and 4.) These *
* series are part of the Bureau of Labor Statistics' efforts to *
* improve statistical programs for service-producing industries. *
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* This release also includes, for the first time, measures of wage, *
* benefit, and compensation cost changes for aerospace manufacturing *
* industries. (See table 8.) Funds for the development and *
* maintenance of these series are provided by the Aerospace Industries *
* Association. The series are published in this release for the *
* convenience of all users. *
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* Beginning with the ECI news release for March 1990, the base for *
* ECI series will be June 1989=100, rather than June 1981=100. This *
* change is being made so that all ECI series are published with *
* reference to the same base (June 1989=100), including many new *
* series that began after June 1981. The change will not affect the *
* fixed employment weights being used, which will continue to be *
* based on the 1980 census. *
*

ECI data for June 1989 will be released on Tuesday, July 25, 1989, at 8:30 A.M. E.D.T.

Changes in wages and salaries and benefit costs, private industry, 1980-89



COMPENSATION

Table 1. Employment Cost Index for total compensation, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for						
			3 Months Ended		12 Months Ended				
	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1989	Dec. 1989	
Civilian workers	140.6	145.5	147.3	1.4	1.0	1.2	4.1	5.0	4.8
Workers, by occupational group									
White-collar occupations.....	144.2	149.7	151.9	1.4	1.2	1.5	4.1	5.3	5.3
Blue-collar occupations.....	134.7	138.2	139.6	1.7	.7	1.0	4.3	4.3	3.6
Service occupations.....	142.9	148.5	150.0	1.5	.9	1.0	3.6	5.5	5.0
Workers, by industry division									
Goods-producing 1/.....	135.8	139.3	140.7	1.7	.8	1.0	4.3	4.3	3.6
Manufacturing.....	136.8	140.1	141.9	2.0	.8	1.3	4.7	4.5	3.7
Service-producing 2/.....	143.6	149.2	151.4	1.3	1.1	1.5	4.0	5.3	5.4
Services.....	152.8	159.7	161.8	1.5	1.3	1.3	5.2	6.0	5.9
Health services.....	-	-	-	1.2	1.3	1.9	4.3	5.7	6.4
Hospitals.....	-	-	-	1.3	1.3	1.9	5.1	5.9	6.6
Public administration.....	150.3	154.4	156.7	1.5	.3	1.5	4.3	4.3	4.3
Nonmanufacturing.....	142.3	147.7	149.7	1.3	1.1	1.4	3.9	5.1	5.2
Private industry workers	138.1	142.6	144.4	1.5	1.0	1.3	3.9	4.9	4.6
Workers, by occupational group									
White-collar occupations.....	141.2	146.3	148.6	1.4	1.2	1.6	3.7	5.0	5.2
Blue-collar occupations.....	134.1	137.6	138.9	1.7	.8	.9	4.4	4.4	3.6
Service occupations.....	138.6	143.9	145.4	1.4	1.2	1.0	2.9	5.3	4.9
Workers, by industry division									
Goods-producing 1/.....	135.6	139.0	140.4	1.8	.8	1.0	4.4	4.4	3.5
Service-producing 2/.....	140.2	145.5	147.7	1.3	1.2	1.5	3.6	5.1	5.3
State and local government workers.....	153.1	159.6	161.5	1.3	1.1	1.2	4.9	5.6	5.5
Workers, by occupational group									
White-collar occupations.....	154.8	161.8	163.7	1.4	1.4	1.2	5.2	6.0	5.7
Blue-collar occupations.....	145.9	149.1	151.9	1.1	.5	1.9	3.6	3.3	4.1
Workers, by industry division									
Services.....	155.2	163.0	164.6	1.4	1.6	1.0	5.4	6.5	6.1
Excluding schools 3/.....	150.3	155.2	157.2	2.7	1.3	1.3	5.5	6.1	4.6
Health services.....	-	-	-	1.1	.8	1.5	5.0	4.6	5.1
Hospitals.....	-	-	-	-	.6	1.0	-	-	4.9
Schools.....	156.8	165.7	167.2	.8	1.6	.9	5.3	6.6	6.6
Elementary and secondary.....	158.9	168.3	169.3	1.7	1.8	.6	5.6	6.7	6.5
Public administration.....	150.3	154.4	156.7	1.5	1.3	1.5	4.3	4.3	4.3

- Data not available.

NOTE: See footnotes at end of table 7.

WAGES AND SALARIES

Table 2. Employment Cost Index for wages and salaries only, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for					
	Mar. 1988		Dec. 1988	Mar. 1989		Dec. 1988		Mar. 1989	
	1988	1989	1988	1988	1989	1988	1989	1988	1989
Civilian workers	137.4	141.9	143.4	1.0	1.0	1.1	3.5	4.3	4.4
Workers, by occupational group									
White-collar occupations.....	141.5	146.8	148.6	.9	1.1	1.2	3.6	4.7	5.0
Blue-collar occupations.....	130.4	133.4	134.6	.8	.7	.9	3.3	3.1	3.2
Service occupations.....	138.0	142.9	143.9	1.0	.8	.7	2.8	4.6	4.3
Workers, by industry division									
Goods-producing 1/.....	132.2	135.1	136.3	.9	.7	.9	3.4	3.1	3.1
Manufacturing.....	133.3	136.2	137.4	.8	.8	.9	3.6	3.0	3.1
Service-producing 2/.....	140.5	145.8	147.5	.9	1.1	1.2	3.5	4.7	5.0
Services.....	149.5	155.7	157.4	.9	1.1	1.1	4.8	5.1	5.3
Health services.....	-	-	-	.7	1.3	1.7	4.0	5.5	6.6
Hospitals.....	-	-	-	1.0	1.3	1.7	4.8	5.7	6.4
Public administration.....	145.5	149.4	150.9	1.2	.3	1.0	3.6	3.9	3.7
Nonmanufacturing.....	139.0	144.1	145.8	.9	1.0	1.2	3.3	4.6	4.9
Private industry workers	135.1	139.3	140.8	1.0	1.0	1.1	3.3	4.1	4.2
Workers, by occupational group									
White-collar occupations.....	139.0	144.0	145.9	1.0	1.1	1.3	3.3	4.7	5.0
Blue-collar occupations.....	129.9	132.9	134.0	.8	.8	.8	3.4	3.1	3.2
Service occupations.....	134.5	139.1	140.0	1.0	1.1	.6	2.4	4.4	4.1
Workers, by industry division									
Goods-producing 1/.....	132.0	134.9	136.1	.9	.7	.9	3.5	3.1	3.1
Service-producing 2/.....	137.5	142.6	144.5	1.0	1.1	1.3	3.1	4.7	5.1
State and local government workers.....	148.7	154.5	155.8	.9	1.0	.8	4.4	4.8	4.8
Workers, by occupational group									
White-collar occupations.....	150.5	156.8	158.0	.8	1.2	.8	4.6	5.0	5.0
Blue-collar occupations.....	141.1	144.1	146.1	1.1	.4	1.4	3.5	3.2	3.5
Workers, by industry division									
Services.....	150.7	157.6	158.6	.8	1.3	.6	4.7	5.4	5.2
Excluding schools 3/.....	144.5	148.7	150.2	1.6	.9	1.0	4.3	4.6	3.9
Health services.....	-	-	-	.6	1.0	1.3	4.3	4.8	5.5
Hospitals.....	-	-	-	-	.9	.9	-	-	-
Schools.....	152.6	160.3	161.2	.5	1.5	.6	4.9	5.6	5.0
Elementary and secondary.....	154.0	162.1	162.8	.4	1.5	.4	5.1	5.7	5.6
Public administration.....	145.5	149.4	150.9	1.2	.3	1.0	3.6	3.9	3.7

- Data not available.

NOTE: See footnotes at end of table 7.

COMPENSATION

Table 3. Employment Cost Index for total compensation, private industry workers, by industry and occupation group

(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for						
			3 Months Ended		12 Months Ended				
	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1989	Dec. 1989	
Private industry workers	138.1	142.6	1.5	1.0	1.3	3.9	4.9	4.6	4.6
Excluding sales	138.7	142.9	1.5	.8	1.3	4.2	4.6	4.6	4.3
White-collar occupations	141.2	146.3	1.4	1.2	1.6	3.7	5.0	5.0	5.2
Excluding sales	143.0	147.6	1.3	.8	1.6	4.2	4.6	4.8	4.8
Professional specialty and technical	-	-	1.5	.6	1.6	4.4	4.9	5.0	5.0
Executive, administrative, and managerial	-	-	.9	1.3	1.4	3.5	4.1	4.6	4.6
Sales	-	-	1.4	2.4	2.0	6.8	6.8	7.5	7.5
Administrative support, including clerical	-	-	1.9	.7	1.6	4.9	5.0	4.7	4.7
Blue-collar occupations	134.1	137.6	1.7	.8	.9	4.4	4.4	3.6	3.6
Precision production, craft, and repair	-	-	1.4	.7	.7	4.1	3.8	3.1	3.1
Machine operators, assemblers, and inspectors	-	-	2.1	1.1	1.3	5.0	5.2	4.4	4.4
Transportation and material moving	-	-	1.6	.3	.8	4.0	4.7	3.9	3.9
Handlers, equipment cleaners, helpers, and laborers	-	-	2.2	.7	1.1	4.6	4.5	3.4	3.4
Service occupations	138.6	143.9	1.4	1.2	1.0	2.9	5.3	4.9	4.9
Production and nonsupervisory occupations 1/	137.6	142.3	1.6	1.0	1.3	4.1	5.1	4.7	4.7
Goods-producing industries 2/	135.6	139.0	1.8	.8	1.0	4.4	4.4	3.5	3.5
Excluding sales occupations	135.2	138.7	1.7	.8	1.1	4.2	4.4	3.7	3.7
White-collar occupations	-	-	1.7	.6	1.3	-	4.0	3.6	3.6
Excluding sales	-	-	1.5	.6	1.3	-	4.0	3.8	3.8
Blue-collar occupations	-	-	1.8	.9	.9	-	4.5	3.6	3.6
Service occupations	-	-	2.2	.9	1.9	-	4.3	4.0	4.0
Construction	-	-	1.2	.8	1.0	4.0	4.2	4.0	4.0
Manufacturing	136.8	140.1	2.0	.8	1.3	4.7	4.5	3.7	3.7
White-collar occupations	-	-	1.7	.6	1.3	-	3.9	3.5	3.5
Excluding sales	-	-	1.7	.6	1.4	-	4.0	3.7	3.7
Blue-collar occupations	-	-	2.1	.9	1.2	-	4.8	3.9	3.9
Service occupations	-	-	2.2	.9	1.6	-	4.9	4.0	4.0
Durables	-	-	2.3	.7	1.3	4.7	4.5	3.5	3.5
Non-durables	-	-	1.5	1.1	1.3	4.5	4.4	3.5	3.5

COMPENSATION

Table 3. Employment Cost Index for total compensation, private industry workers, by industry and occupation group -Continued

(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for			
			3 Months Ended		12 Months Ended	
	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988
Service-producing industries 3/	140.2	145.5	1.3	1.2	3.6	5.1
Excluding sales occupations	141.9	146.7	1.4	.9	4.1	4.8
White-collar occupations	-	-	1.4	1.4	-	5.5
Excluding sales	-	-	1.3	.9	-	5.2
Blue-collar occupations	-	-	1.6	.4	-	3.7
Service occupations	-	-	1.2	1.3	-	5.4
Transportation and public utilities	-	-	1.1	0	3.2	2.8
Transportation	-	-	1.4	-.3	3.2	3.5
Public utilities	-	-	1.7	.4	3.1	2.1
Communications	-	-	.4	0	-	1.3
Electric, gas, and sanitary services	-	-	1.1	.8	-	3.1
Wholesale and retail trade	-	-	1.3	.8	3.6	5.2
Excluding sales occupations	-	-	1.2	.9	3.7	4.7
Wholesale trade	-	-	.9	.5	3.6	4.2
Excluding sales occupations	-	-	1.1	.6	3.8	3.8
Retail trade	-	-	1.5	1.0	3.5	5.7
General merchandise stores	-	-	-	1.1	-	-
Food stores	-	-	.8	1.2	-	2.8
Finance, insurance, and real estate	-	-	1.2	3.5	6	6.5
Excluding sales occupations	-	-	1.4	1.7	3.3	4.9
Banking, savings and loan, and other credit agencies	-	-	3.3	.8	6.1	6.0
Insurance	-	-	.8	1.3	-	5.5
Services	-	-	1.5	1.1	5.2	5.7
Business services	-	-	1.4	1.0	6.1	4.6
Health services	-	-	1.2	1.4	4.2	6.0
Hospitals	-	-	1.3	1.5	5.1	6.1
Educational services	-	-	-	-	-	-
Colleges and universities	-	-	-	-	-	-
Nonmanufacturing industries	138.9	143.9	1.3	1.1	3.6	5.0
White-collar occupations	-	-	1.3	1.3	-	5.4
Excluding sales	-	-	1.3	.9	-	5.2
Blue-collar occupations	-	-	1.3	.6	-	3.2
Service occupations	-	-	1.3	1.3	-	5.3

- Data not available.

NOTE: See footnotes at end of table 7.

WAGES AND SALARIES

Table 4. Employment Cost Index for wages and salaries only, private industry workers, by industry and occupation group

(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for						
			3 Months Ended		12 Months Ended				
	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1989	Mar. 1989	
Private industry workers	135.1	139.3	140.8	1.0	1.0	1.1	3.3	4.1	4.2
Excluding sales	135.9	139.7	141.2	.9	.8	1.1	3.6	3.7	3.9
White-collar occupations	139.0	144.0	145.9	1.0	1.1	1.3	3.3	4.7	5.0
Excluding sales	141.5	146.0	147.8	1.0	.9	1.4	3.9	4.2	4.5
Professional specialty and technical	144.0	148.9	151.0	1.0	.5	1.4	4.0	4.4	4.9
Executive, administrative, and managerial	139.9	144.4	146.2	.5	1.3	1.2	3.2	3.7	4.5
Sales	127.5	134.4	136.7	1.1	2.2	1.7	.6	6.6	7.2
Administrative support, including clerical	140.2	144.1	146.0	1.5	.6	1.3	4.4	4.3	4.1
Blue-collar occupations	129.9	132.9	134.0	.8	.8	.8	3.4	3.1	3.2
Precision production, craft, and repair	132.1	134.9	136.1	.8	.7	.9	3.3	2.9	3.0
Machine operators, assemblers, and inspectors	129.9	133.3	134.5	.5	1.1	.9	3.5	3.2	3.5
Transportation and material moving	123.7	126.9	127.8	.7	.2	.7	2.7	3.3	3.3
Handlers, equipment cleaners, helpers, and laborers	126.7	129.3	130.4	1.4	.7	.9	3.9	3.4	2.9
Service occupations	134.5	139.1	140.0	1.0	1.1	.6	2.4	4.4	4.1
Production and nonsupervisory occupations	134.1	138.5	140.1	.9	.9	1.2	3.2	4.2	4.5
Goods-producing industries <u>2/</u>	132.0	134.9	136.1	.9	.7	.9	3.5	3.1	3.1
Excluding sales occupations	131.8	134.9	136.1	.8	.8	.9	3.3	3.1	3.3
White-collar occupations	-	-	-	1.3	.6	.9	-	3.5	3.1
Excluding sales	-	-	-	1.3	.6	1.1	-	3.6	3.4
Blue-collar occupations	-	-	-	.6	.8	.8	-	3.0	3.2
Service occupations	-	-	-	.3	.9	1.2	-	1.8	2.7
Construction	125.9	129.4	130.4	1.0	.6	.8	3.5	3.8	3.6
Manufacturing	133.3	136.2	137.4	.8	.8	.9	3.6	3.0	3.1
White-collar occupations	-	-	-	1.3	.6	1.0	-	3.3	3.1
Excluding sales	-	-	-	1.3	.6	1.1	-	3.4	3.2
Blue-collar occupations	-	-	-	.6	.9	.8	-	2.8	3.1
Service occupations	-	-	-	.2	.9	.8	-	2.0	2.6
Durables	132.1	134.6	135.9	.8	.7	1.0	3.4	2.7	2.9
Non durables	135.6	139.1	140.2	1.1	1.1	.8	3.9	3.7	3.4

WAGES AND SALARIES

Table 4. Employment Cost Index for wages and salaries only, private industry workers, by industry and occupation
(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for					
				3 Months Ended		12 Months Ended			
	Mar. 1988	Dec. 1988	Mar. 1989	Mar. 1988	Dec. 1988	Mar. 1989	Mar. 1988	Dec. 1988	Mar. 1989
Service-producing industries 3/.....	137.5	142.6	144.5	1.0	1.1	1.3	3.1	4.7	5.1
Excluding sales occupations.....	139.4	143.9	145.7	.9	.8	1.3	3.7	4.2	4.5
White-collar occupations.....	-	-	-	.9	1.3	1.5	-	5.0	5.7
Excluding sales.....	-	-	-	.8	1.0	1.3	-	4.4	5.0
Blue-collar occupations.....	-	-	-	1.1	.4	1.0	-	3.3	3.3
Service occupations.....	-	-	-	1.0	1.1	.6	-	4.7	4.3
Transportation and public utilities.....	131.3	133.4	134.6	.8	-.1	.9	2.5	2.5	2.5
Transportation.....	-	-	-	.9	-.4	.8	2.3	2.5	2.4
Public utilities.....	-	-	-	.8	.4	.9	2.7	2.6	2.6
Communications.....	-	-	-	.5	.1	.9	-	1.9	2.3
Electric, gas, and sanitary services.....	-	-	-	1.2	.9	.8	-	3.5	3.1
Wholesale and retail trade.....	131.9	136.9	138.6	.9	.7	1.2	3.1	4.7	5.1
Excluding sales occupations.....	133.4	137.8	139.2	.8	1.0	1.0	3.3	4.2	4.3
Wholesale trade.....	139.0	143.6	147.5	.4	.3	2.7	3.1	3.7	6.1
Excluding sales occupations.....	136.8	140.4	141.8	.6	.6	1.0	3.3	3.2	3.7
Retail trade.....	129.2	134.3	135.1	1.2	.8	.6	3.2	5.2	4.6
General merchandise stores.....	-	-	-	-	1.2	1.1	-	-	-
Food stores.....	-	-	-	.6	.8	1.1	-	2.3	2.8
Finance, insurance, and real estate.....	132.9	139.9	142.7	1.0	3.7	2.0	-.4	6.3	7.4
Excluding sales occupations.....	138.4	143.2	145.1	.9	1.8	1.3	2.7	4.4	4.8
Banking, savings and loan, and other credit agencies.....	-	-	-	3.0	.8	1.1	5.9	5.8	3.8
Insurance.....	-	-	-	.8	1.2	1.1	-	5.4	5.7
Services.....	148.6	154.4	156.4	1.0	1.0	1.3	4.8	5.0	5.2
Business services.....	-	-	-	.8	1.0	1.1	5.8	4.1	4.4
Health services.....	-	-	-	.7	1.3	1.8	3.9	5.7	6.9
Hospitals.....	-	-	-	1.1	1.4	2.0	4.9	5.9	6.9
Educational services.....	-	-	-	-	-	.3	-	-	-
Colleges and universities.....	-	-	-	-	-	.4	-	-	-
Nonmanufacturing industries.....	136.0	140.8	142.6	.9	1.0	1.3	3.1	4.5	4.9
White-collar occupations.....	-	-	-	.9	1.2	1.5	-	4.9	5.6
Excluding sales.....	-	-	-	.8	1.0	1.4	-	4.4	5.0
Blue-collar occupations.....	-	-	-	.9	1.5	.9	-	3.3	3.3
Service occupations.....	-	-	-	1.0	1.1	.6	-	4.6	4.2

- Data not available.

NOTE: See footnotes at end of table 7.

BENEFITS

Table 5. Employment Cost Index for benefits only, private industry workers, by occupation and industry group
(Not seasonally adjusted)

Series	Indexes (June 1981=100)		Percent Changes for						
			3 Months Ended		3 Months Ended		12 Months Ended		
	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1989	Dec. 1988	Mar. 1989		
Private industry workers.....	146.1	151.3	154.0	3.1	1.1	1.8	5.8	6.8	5.4
Workers, by occupational group									
White-collar occupations.....	147.3	152.7	156.1	2.5	1.2	2.2	5.1	6.3	6.0
Blue-collar occupations.....	144.1	148.9	150.7	3.9	.9	1.2	6.8	7.4	4.6
Service occupations.....	-	-	-	2.7	1.8	1.9	4.4	8.0	7.1
Workers, by industry division									
Goods-producing industries 1/.....	144.1	148.6	150.7	3.8	.9	1.4	6.4	7.1	4.6
Service-producing industries 2/.....	148.1	153.9	157.2	2.6	1.3	2.1	5.3	6.6	6.1
Manufacturing.....	144.5	149.0	152.3	4.4	.8	2.2	7.0	7.7	5.4
Nonmanufacturing.....	147.2	152.9	155.2	2.4	1.3	1.5	5.1	6.3	5.4

- Data not available.

NOTE: See footnotes at end of table 7.

COMPENSATION

Table 6. Employment Cost Index for total compensation, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for						
				3 Months Ended		12 Months Ended				
	Mar. 1988	Dec. 1988	Mar. 1989	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988	
Workers, by bargaining status										
Union										
Blue-collar occupations	135.6	138.6	139.7	1.6	0.5	0.8	3.9	3.9	3.9	3.0
	-	-	-	2.0	.7	.7	-	4.3	4.3	2.9
Goods-producing industries 1/	134.1	137.2	137.9	2.1	.7	.5	4.8	4.5	4.5	2.8
Service-producing industries 2/	138.0	140.9	142.6	1.0	.3	1.2	2.7	3.1	3.1	3.3
Manufacturing	135.0	138.2	139.9	2.7	.9	1.2	5.5	5.1	5.1	3.6
Blue-collar occupations	-	-	-	2.8	.9	1.2	-	5.2	5.2	3.6
Nonmanufacturing	136.2	138.9	139.5	.8	.2	.4	2.7	2.8	2.8	2.4
Nonunion	138.9	143.9	146.0	1.5	1.2	1.5	4.0	5.1	5.1	5.1
Blue-collar occupations	-	-	-	1.4	1.0	1.2	-	4.6	4.6	4.3
Goods-producing industries 1/	136.2	139.9	141.6	1.6	.9	1.2	4.1	4.3	4.3	4.0
Service-producing industries 2/	140.5	146.3	148.6	1.4	1.3	1.6	3.8	5.6	5.6	5.8
Manufacturing	137.8	141.3	143.1	1.6	.9	1.3	4.2	4.2	4.2	3.8
Blue-collar occupations	-	-	-	1.5	1.1	1.3	-	4.6	4.6	4.3
Nonmanufacturing	139.4	145.0	147.3	1.4	1.3	1.6	3.8	5.5	5.5	5.7
Workers, by region										
Northeast	143.7	150.4	153.5	1.3	1.8	2.1	4.6	6.0	6.0	6.8
South	137.1	141.3	142.7	1.3	.6	1.0	3.8	4.4	4.4	4.1
Midwest	134.4	138.0	139.3	2.1	1.0	.9	4.1	4.8	4.8	3.6
West	138.3	141.5	143.2	1.5	.6	1.2	3.1	3.8	3.8	3.5
Workers, by area size										
Metropolitan areas	138.9	143.6	145.6	1.6	1.1	1.4	4.0	5.0	5.0	4.8
Other areas	133.6	136.8	137.5	1.2	.4	.5	3.6	3.6	3.6	2.9

- Data not available.

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

WAGES AND SALARIES

Table 7. Employment Cost Index for wages and salaries only, private industry workers, by bargaining status, region, and area size

(Not seasonally adjusted)

Series	Indexes (June 1981=100)			Percent Changes for							
	Mar. 1988	Dec. 1988		3 Months Ended		12 Months Ended		Mar. 1988	Dec. 1988	Mar. 1989	
		Mar. 1989	Dec. 1988	Mar. 1988	Dec. 1988	Mar. 1988	Dec. 1988				
Workers, by bargaining status											
Union.....	131.0	133.4	134.3	0.4	0.4	0.7	2.6	2.2	2.5		
Blue-collar occupations.....	-	-	-	.3	.6	.7	-	2.3	2.6		
Goods-producing industries 1/.....	128.7	131.2	132.0	.2	.6	.6	3.0	2.1	2.6		
Service-producing industries 2/.....	134.4	136.8	137.8	.6	.1	.7	2.1	2.4	2.5		
Manufacturing.....	129.6	132.1	133.0	.2	.8	.7	3.2	2.2	2.6		
Blue-collar occupations.....	-	-	-	.2	.8	.7	-	2.2	2.7		
Nonmanufacturing.....	132.1	134.6	135.4	.5	.1	.6	2.0	2.4	2.5		
Nonunion.....	136.4	141.1	142.9	1.0	1.1	1.3	3.5	4.5	4.8		
Blue-collar occupations.....	-	-	-	1.2	.8	1.0	-	3.8	3.6		
Goods-producing industries 1/.....	133.6	136.8	138.2	1.1	.8	1.0	3.7	3.6	3.4		
Service-producing industries 2/.....	138.0	143.6	145.6	1.0	1.3	1.4	3.3	5.0	5.5		
Manufacturing.....	135.5	138.6	139.9	1.2	.9	.9	3.8	3.5	3.2		
Blue-collar occupations.....	-	-	-	1.0	1.0	.9	-	3.6	3.5		
Nonmanufacturing.....	136.8	142.2	144.1	1.0	1.3	1.3	3.3	5.0	5.3		
Workers, by region											
Northeast.....	140.9	147.3	150.1	.9	1.9	1.9	4.1	5.4	6.5		
South.....	134.0	137.8	138.9	.8	.5	.8	3.0	3.6	3.7		
Midwest.....	131.3	134.5	135.6	1.1	.9	.8	3.1	3.5	3.3		
West.....	134.9	138.1	139.4	1.0	.5	.9	2.8	3.4	3.3		
Workers, by area size											
Metropolitan areas.....	135.8	140.2	141.9	.9	1.1	1.2	3.2	4.2	4.5		
Other areas.....	130.9	133.7	134.6	.8	.1	.7	3.4	3.0	2.8		

1/ Includes mining, construction, and manufacturing.
 2/ Includes transportation, public utilities, trade, finance, insurance, and 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.

AEROSPACE

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

Series	Percent changes for 3 months ended					
	Mar. 1988	Dec. 1988	Mar. 1989	Mar. 1988	Dec. 1988	Mar. 1989
	Compensation			Wages and Salaries		
Aircraft and parts manufacturing (SIC 372).....	-	-	0.8	-	-	0.6
White-collar occupations.....	-	-	.7	-	-	.6
Professional specialty and technical.....	-	-	.5	-	-	.6
Blue-collar occupations.....	-	-	1.0	-	-	.7
Precision production, craft, and repair.....	-	-	.8	-	-	.7
Machine operators, assemblers, and inspectors.....	-	-	1.2	-	-	.8
Aircraft manufacturing (SIC 3721).....	-	-	.4	-	-	.6
White-collar occupations.....	-	-	.3	-	-	.6
Blue-collar occupations.....	-	-	.6	-	-	.7
Aircraft engines and parts manufacturing (SIC 3724).....	-	-	1.2	-	-	.5
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728).....	-	-	1.4	-	-	.9
Guided missiles and space vehicles manufacturing (SIC 3761).....	-	-	1.8	-	-	.9

^{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.

NOTE:

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

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EXPLANATORY NOTE

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

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

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

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

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of about 21,000 occupations within 4,000 sample establishments in private industry and about 3,500 occupations within 700 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. ECI statistics are neither annualized nor adjusted for seasonal influences.

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

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

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

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

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

The costs per hour worked of compensation components, based on March 1988 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation--March 1988." 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, 1975-88, (Bulletin 2319); 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 to Area Code 202--523-1165. ECI historical data are also available on data diskettes formatted for use with Lotus 1-2-3.