

News

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EMPLOYMENT COST INDEX -- SEPTEMBER 1993

The Employment Cost Index (ECI) increased 1.0 percent before seasonal adjustment in the 3 months ended in September 1993, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The September 1993 ECI level of 119.5 (June 1989=100) was 3.6 percent higher than the index in September 1992. 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, compensation costs as measured by the ECI rose 0.8 percent in the June-September 1993 period, about the same as the 0.9 percent rise in the previous 3-month period. An acceleration in the rate of wage and salary increases (0.9 percent in June-September, up from 0.6 percent in March-June) was about offset by a deceleration in the rate of benefit cost gains (0.8 percent, down from 1.4 percent).

Table A. Percent changes in ECI for civilian workers

Compensation component	Seasonally adjusted 3-months ended								Unadjusted 12-months ended Sep. 1993
	1991			1992			1993		
	Dec.	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	
Compensation costs.....	0.9	1.0	0.7	0.9	0.9	1.0	0.9	0.8	3.6
Wages and salaries.....	0.7	0.8	0.6	0.5	0.8	0.7	0.6	0.9	3.0
Benefit costs.....	1.2	1.3	1.2	1.5	1.2	1.4	1.4	0.8	4.9

Over-the-year changes, unadjusted

Compensation costs (not seasonally adjusted) increased 3.6 percent for the year ended in September 1993, the same as the gain for the year ended in June 1993. Private industry worker increases also were about the same as for the year ended in June (3.7 percent and 3.6 percent, respectively), while State and local government gains were lower (3.0 percent, down from 3.4 percent). Compensation costs changes for State and local government workers are heavily concentrated in the June-September period, whereas those for private industry workers are spread throughout the year.

The deceleration in the rate of compensation cost gains for State and local government workers primarily reflected a slowdown in benefit cost increases (3.2 percent in the year ended in September 1993, down from 4.4 percent in the year ended in June 1993). The benefit cost gains were dampened by reductions in nonproduction bonuses and by decreases or temporary suspensions of payments into retirement funds by several jurisdictions. Wage and salary increases were about the same for the 12-month periods ended in September and June.

Private industry workers had a different pattern of gains for wages and salaries than for benefits. Wage and salary increases were higher in the September 1992-93 period than in June 1992-93 (3.1 percent, up from 2.7 percent). This acceleration reflected larger gains for sales workers. In contrast, benefit cost increases were lower in the September 1992-93 period (5.4 percent, down from 5.8 percent), due to a continuing slowdown in the rate of gain in health and workers' compensation insurance costs (which continue to rise more rapidly than other benefit costs), as well as smaller increases in pension costs.

For the year ended September 1993, compensation cost gains in private industry were higher in goods-producing industries (4.0 percent) than in service-producing industries (3.6 percent). Compensation cost increases in goods-producing industries ranged from 3.3 percent in construction to 4.5 percent in durable goods manufacturing. Gains in service-producing industries ranged from 1.9 percent in general merchandise stores to 5.3 percent in banking, savings and loan, and other credit agencies.

Over-the-year compensation cost increases in private industry were about the same for white-collar workers (3.7 percent) and blue-collar workers (3.8 percent); both were above the gain for service workers (3.0 percent). Compensation cost increases for white-collar occupations ranged from 3.4 percent for sales workers to 4.2 percent for administrative support including clerical occupations. Within blue-collar occupations, compensation cost gains ranged from 3.3 percent for handlers, equipment cleaners, helpers, and laborers to 4.3 percent for machine operators, assemblers, and inspectors.

Compensation cost increases over the year ended September 1993 were higher for union (4.2 percent) than for nonunion workers (3.6 percent). This pattern held in goods-producing industries (4.6 percent and 3.7 percent, respectively), but not in service-producing industries where both groups showed 3.5 percent increases.

This release provides first-time index series that exclude sales workers from the insurance industry. (See tables 5 and 8.) These new series permit examination of compensation and wage trends, free from the influence of sales worker pay which reflects volatile changes in commission earnings.

ECI data for December 1993 will be released on Tuesday, January 25, 1994, at 8:30 A.M. (EST).

Changes in wages and salaries and benefit costs, private industry, 1980-93

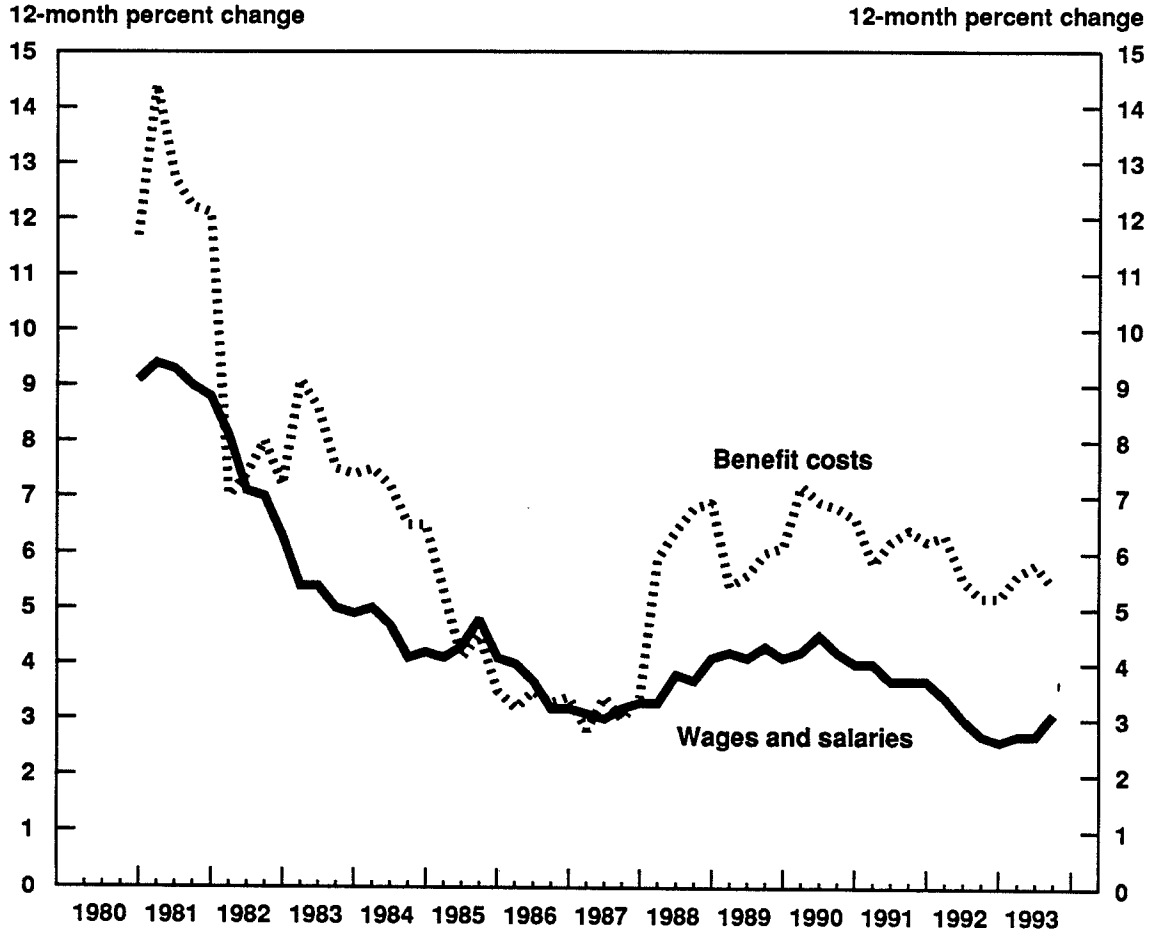


Table 1. SEASONALLY ADJUSTED COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group

Series	Indexes (June 1989=100)		Percent changes for 3-months ended								
	June 1993	Sep. 1993	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993	
Civilian workers.....	118.3	119.3	0.9	1.0	0.7	0.9	0.9	1.0	0.9	0.8	
State and local government.....	120.2	120.8	.8	.8	1.1	.8	.9	.7	.8	.5	
Private industry workers.....	117.9	118.9	.9	1.0	.7	.8	.9	1.0	.9	.8	
White-collar occupations 3/.....	118.3	119.4	.7	1.1	.7	.8	.7	1.3	.8	.9	
Blue-collar occupations.....	117.6	118.7	.9	1.1	.8	.9	1.1	1.1	.9	.9	
Service occupations.....	118.1	118.8	.8	1.0	.7	.9	1.1	1.1	.8	.6	
Goods-producing industries 1/.....	118.9	119.8	1.1	1.2	.8	.9	.9	1.3	1.0	.8	
Construction.....	116.0	116.6	.7	.6	.9	1.1	.8	1.1	.9	.5	
Manufacturing.....	119.6	120.6	1.1	1.2	.9	.9	1.0	1.3	1.0	.8	
Durables.....	120.0	121.0	1.1	1.2	.9	.9	1.0	1.5	1.1	.8	
Nondurables.....	118.9	119.8	1.2	1.1	.8	.8	.9	1.1	.9	.8	
Service-producing industries 2/.....	117.2	118.3	.8	.8	.7	.7	.9	.9	.8	.9	
Transportation and public utilities.....	115.9	116.7	1.0	.9	.7	.9	.9	.8	1.0	.7	
Wholesale trade.....	115.9	116.9	.5	.9	.6	.3	1.2	.3	.6	.9	
Retail trade.....	115.3	116.0	.7	.4	.6	.8	.8	1.1	.4	.6	
Finance, insurance, and real estate 3/.....	113.1	115.7	.3	1.5	-.8	.3	.2	1.2	.4	2.3	
Services.....	121.1	122.2	1.0	1.0	1.2	.9	1.1	.8	.9	.9	
Nonmanufacturing industries.....	117.2	118.3	.8	.8	.8	.7	.9	.8	.9	.9	

NOTE: See footnotes at end of table 3.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	June 1993	Sep. 1993	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993
Civilian workers.....	115.2	116.2	0.7	0.8	0.6	0.5	0.8	0.7	0.6	0.9
State and local government.....	118.1	118.8	.7	.7	1.0	.4	.9	.7	.8	.6
Private industry workers.....	114.6	115.6	.8	.7	.5	.6	.7	.8	.6	.9
White-collar occupations ^{3/}	115.5	116.7	.5	.9	.5	.5	.7	.9	.7	1.0
Blue-collar occupations ^{3/}	113.2	114.1	.7	.8	.6	.6	.5	.8	.6	.8
Service occupations.....	114.2	114.8	.7	.7	.4	.6	.4	.7	.5	.5
Goods-producing industries ^{1/3/}	114.5	115.3	.9	.9	.6	.6	.6	.9	.6	.7
Construction.....	110.3	111.2	.7	.4	.5	.7	.4	.6	.6	.8
Manufacturing ^{3/}	115.5	116.3	.9	1.1	.6	.6	.7	.9	.7	.7
Durables ^{3/}	115.1	115.9	.9	.9	.5	.8	.6	.9	.6	.7
Nondurables.....	116.1	117.0	1.1	.9	.9	.5	1.1	.8	.6	.8
Service-producing industries ^{2/}	114.6	115.8	.7	.6	.5	.5	.9	.6	.6	1.0
Transportation and public utilities.....	113.9	114.7	1.1	.9	.6	.6	.6	1.0	.8	.7
Wholesale trade.....	114.7	115.2	.6	.3	.5	-.1	1.4	.4	.4	.4
Retail trade.....	113.5	114.2	.6	.3	.5	.6	.9	.9	.6	.6
Finance, insurance, and real estate ^{3/}	109.3	112.3	.6	1.0	-1.2	.0	1.1	.9	.0	2.7
Services.....	117.9	118.7	.8	.8	1.1	.6	1.0	.7	.9	.7
Nonmanufacturing industries.....	114.1	115.3	.6	.7	.5	.5	.8	.6	.6	1.1

NOTE: See footnotes at end of table 3.

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

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	June 1993	Sep. 1993	Dec. 1991	Mar. 1992	June 1992	Sep. 1992	Dec. 1992	Mar. 1993	June 1993	Sep. 1993
	Civilian workers	126.3	127.3	1.2	1.3	1.2	1.5	1.2	1.4	1.4
State and local government	125.4	125.7	.9	1.0	1.6	1.4	1.2	.5	1.2	.2
Private industry workers.....	126.6	127.6	1.4	1.3	1.2	1.3	1.2	1.7	1.4	.8
White-collar occupations.....	125.8	126.8	1.3	1.1	1.0	1.4	1.2	1.6	1.1	.8
Blue-collar occupations	127.2	128.3	1.1	1.9	1.0	1.3	1.3	2.0	1.7	.9
Service occupations.....	129.3	130.4	1.4	1.4	1.5	1.6	1.1	2.1	1.4	.9
Goods-producing industries 1/.....	129.0	129.9	1.2	1.7	1.1	1.5	1.4	2.3	1.7	.7
Manufacturing.....	128.4	129.7	1.5	1.3	1.2	1.3	1.7	1.9	2.0	1.0
Service-producing industries 2/.....	124.5	125.6	1.3	1.1	1.1	1.4	1.0	1.2	1.1	.9
Nonmanufacturing industries.....	125.4	126.5	1.3	1.1	1.2	1.4	1.2	1.2	1.2	.9

1/ Includes mining, construction, and manufacturing.

2/ Includes transportation, public utilities, trade, finance, insurance, and real estate, and services.

3/ No identifiable seasonality was found for this series.

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

Series	Indexes (June 1989=100)				Percent Changes for						
	June 1993		Sep. 1993		3 Months Ended		12 Months Ended				
	Sep. 1992	June 1993	Sep. 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1993	
Civilian workers	115.4	118.3	119.5	1.0	1.1	0.7	1.0	3.5	3.6	3.6	3.6
Excluding sales	115.7	118.7	119.8	.7	1.1	.7	.9	3.6	3.8	3.8	3.5
Workers, by occupational group											
White-collar occupations	115.8	118.6	119.9	.6	1.0	.6	1.1	3.3	3.5	3.5	3.5
Excluding sales	116.4	119.3	120.5	.4	1.0	.4	1.2	3.6	3.8	3.8	3.5
Professional specialty and technical	118.2	120.6	122.0	.8	1.7	.4	1.2	4.1	3.8	3.8	3.2
Executive, administrative, and managerial	114.3	117.5	118.6	.9	1.8	.5	.9	2.2	3.6	3.6	3.8
Administrative support, including clerical	115.9	119.3	120.4	.8	1.1	.9	.8	4.0	4.1	4.1	3.9
Blue-collar occupations	114.4	117.8	118.8	.7	1.8	.9	.8	3.7	3.8	3.8	3.8
Service occupations	116.2	118.7	119.9	.7	1.3	.7	1.0	3.5	3.5	3.5	3.2
Workers, by industry division											
Goods-producing 1/	115.3	119.1	120.0	.8	.9	.9	.8	3.9	4.2	4.2	4.1
Manufacturing	115.7	119.7	120.6	.8	.9	.9	.8	4.0	4.4	4.4	4.2
Service-producing 2/	115.4	118.0	119.3	1.1	1.1	.4	1.3	3.2	3.3	3.3	3.4
Services	118.2	120.6	122.2	.7	1.6	.4	1.3	3.9	3.7	3.7	3.5
Health services	120.2	123.2	124.4	.5	1.5	.7	1.0	4.5	4.1	4.1	3.5
Hospitals	119.8	122.6	123.9	.5	1.4	.5	1.1	4.4	3.8	3.8	3.4
Educational services	118.9	120.2	122.6	.3	2.4	.1	2.0	3.5	3.5	3.5	3.1
Public administration	115.8	118.0	119.3	.3	1.0	.3	1.1	3.2	3.0	3.0	3.0
Nonmanufacturing	115.3	117.9	119.2	.7	1.1	.7	1.1	3.2	3.3	3.3	3.4
State and local government workers	117.9	119.6	121.4	.3	1.9	.3	1.5	3.5	3.4	3.4	3.0
Workers, by occupational group											
White-collar occupations	118.1	119.6	121.5	.1	2.0	.1	1.6	3.4	3.3	3.3	2.9
Professional specialty and technical	118.5	119.7	121.7	.1	2.2	.1	1.7	3.5	3.2	3.2	2.7
Executive, administrative, and managerial	116.8	119.2	121.0	.2	1.4	.2	1.5	3.1	3.5	3.5	3.6
Administrative support, including clerical	117.5	119.6	121.0	.3	1.6	.3	1.2	3.5	3.4	3.4	3.0
Blue-collar occupations	116.9	118.7	120.5	.3	1.4	.3	1.5	4.0	2.9	2.9	3.1
Workers, by industry division											
Services	118.8	120.2	122.2	.2	2.2	.2	1.7	5	3.4	3.4	2.9
Excluding schools 3/	117.5	120.0	121.4	.3	1.6	.3	1.2	3.3	3.8	3.8	3.3
Health services	118.6	120.7	122.2	.2	1.5	.4	1.2	4.1	3.3	3.3	3.0
Hospitals	118.6	120.4	122.0	.3	1.6	.3	1.3	3.9	3.2	3.2	2.9
Educational services	118.9	120.1	122.5	.1	2.4	.1	1.8	3.5	3.4	3.4	2.9
Schools	119.2	120.3	122.5	.1	2.4	.1	1.8	3.5	3.4	3.4	2.8
Elementary and secondary	119.9	120.8	123.0	.1	2.4	.1	1.8	3.6	3.2	3.2	2.6
Colleges and universities	116.9	118.5	120.8	.3	2.5	.3	1.9	3.1	3.9	3.9	3.3
Public administration	115.8	118.0	119.3	.3	1.0	.3	1.1	3.2	3.0	3.0	3.0

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1992	June 1993	3 Months Ended		12 Months Ended		Sep. 1993	
			Sep. 1992	June 1993	Sep. 1992	June 1993		
Private industry workers	114.8	118.0	0.8	0.8	0.9	3.4	3.6	3.7
Excluding sales	115.1	118.5	.9	.9	.8	3.6	3.9	3.8
White-collar occupations	115.1	118.3	.8	.8	.9	3.3	3.6	3.7
Excluding sales	115.8	119.2	1.0	.8	.8	3.6	4.0	3.8
Professional specialty and technical	118.0	121.3	1.4	.7	.7	4.6	4.2	3.6
Executive, administrative, and managerial	113.9	117.2	1.7	.6	.8	2.2	3.6	3.7
Sales	111.8	113.8	-.4	.8	1.6	1.8	1.4	3.4
Administrative support, including clerical	115.5	119.2	1.0	.9	.9	4.1	4.2	4.2
Blue-collar occupations	114.3	117.7	.8	.9	.8	3.7	3.8	3.8
Precision production, craft, and repair	114.3	117.6	1.1	.9	.9	3.4	4.0	3.8
Machine operators, assemblers, and inspectors	115.0	119.0	.3	1.0	.8	4.1	3.8	4.3
Transportation and material moving	112.5	115.2	1.0	1.1	.6	3.9	3.4	3.0
Handlers, equipment cleaners, helpers, and laborers	114.6	117.6	1.1	.7	.7	3.8	3.7	3.3
Service occupations	115.4	118.0	1.1	.7	.8	3.5	3.3	3.0
Production and nonsupervisory occupations 1/	114.8	117.9	.9	.9	.9	3.6	3.6	3.7
Goods-producing industries 1/	115.3	119.1	.9	.9	.7	3.9	4.2	4.0
Excluding sales occupations	115.2	118.8	1.0	.8	.7	3.9	4.1	3.8
White-collar occupations	115.5	119.6	.9	.8	.8	3.9	4.5	4.3
Excluding sales	115.1	119.0	1.1	.8	.6	3.6	4.5	4.0
Blue-collar occupations	115.1	118.7	.9	.9	.8	3.9	4.0	3.9
Service occupations	116.9	120.6	1.2	.5	.7	5.8	4.4	3.9
Construction	113.1	116.0	1.3	1.0	.7	3.5	3.8	3.3
Manufacturing	115.7	119.7	.9	.9	.8	4.0	4.4	4.2
White-collar occupations	115.5	118.8	.8	.8	.6	3.8	4.5	4.3
Excluding sales	115.7	119.6	.8	.9	.8	4.1	4.2	4.1
Blue-collar occupations	117.0	120.7	1.4	.3	.8	6.1	4.6	4.0
Service occupations	115.8	119.0	.6	.9	.8	4.1	4.5	4.5
Durables	115.4	119.0	.6	.9	.6	3.8	3.7	3.7
Nondurables	115.4	119.0	.6	.9	.6	3.8	3.7	3.7

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

Series	Indexes (June 1989=100)			Percent Changes for					
	June 1993		June 1993	3 Months Ended		12 Months Ended		June 1993	June 1993
	Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1993	
Service-producing industries 2/	114.4	117.3	118.5	0.7	0.8	1.0	3.1	3.3	3.6
Excluding sales occupations	115.1	118.3	119.3	1.0	.9	.8	3.4	3.8	3.6
White-collar occupations	114.9	117.8	119.0	1.0	.8	1.0	3.0	3.2	3.6
Excluding sales	116.1	119.3	120.4	1.0	.9	.9	3.6	3.8	3.7
Blue-collar occupations	112.4	115.5	116.6	1.7	1.0	1.0	3.4	3.5	3.7
Service occupations	115.2	117.7	118.6	1.0	.8	.8	3.2	3.2	3.0
Transportation and public utilities	112.9	116.0	116.8	.9	1.0	.7	3.6	3.7	3.5
Transportation	111.7	114.1	114.8	1.1	1.2	.6	3.6	3.3	2.8
Public utilities	114.4	118.3	119.2	.6	.8	.8	3.6	4.0	4.2
Communications	113.4	117.5	118.5	.6	.9	.9	3.2	4.3	4.5
Electric, gas, and sanitary services	115.9	119.4	120.2	.8	.7	.7	4.4	3.8	3.7
Wholesale and retail trade	113.0	115.9	116.4	.4	1.0	.4	2.4	3.0	3.0
Excluding sales occupations	113.5	116.2	117.0	.7	.7	.7	3.1	3.1	3.1
Wholesale trade	113.2	116.4	116.6	-.3	1.0	.2	2.3	2.6	3.0
Excluding sales occupations	114.1	116.8	117.6	.5	.7	.7	3.4	2.9	3.1
Retail trade	112.9	115.6	116.2	.7	1.0	.5	2.5	3.1	2.9
General merchandise stores	113.3	114.7	115.5	.4	.5	.7	1.9	1.6	1.9
Food stores	114.2	117.2	117.1	.5	1.1	-.1	3.5	3.2	2.5
Finance, insurance, and real estate	111.1	113.1	115.7	.3	.4	2.3	1.3	2.1	4.1
Excluding sales occupations	112.5	116.4	117.5	.3	1.3	.9	1.7	3.7	4.4
Banking, savings and loan, and other credit agencies	111.0	116.0	116.9	.9	1.2	.8	3.3	5.5	5.3
Insurance	114.9	116.1	117.4	.2	1.6	1.1	4.9	1.2	2.2
Excluding sales occupations	116.1	120.6	121.8	.3	1.7	1.0	4.2	4.2	4.9
Services	117.8	120.9	122.3	1.2	.7	1.2	4.2	3.9	3.8
Business services	115.2	117.4	118.1	1.4	.8	.6	4.7	3.3	2.5
Health services	120.6	124.0	125.0	1.4	.8	.8	4.6	4.3	3.6
Hospitals	120.2	123.4	124.5	1.4	.6	.9	4.6	4.1	3.6
Nursing homes	-	-	-	1.0	.9	.8	-	4.1	3.9
Educational services	119.3	120.6	123.8	2.6	.9	.8	3.8	3.7	3.8
Colleges and universities	120.3	121.5	125.0	2.5	.0	2.9	4.2	3.5	3.9
Nonmanufacturing industries	114.4	117.2	118.4	.8	.8	1.0	3.2	3.3	3.5
White-collar occupations	114.9	117.9	119.0	.7	.8	.9	3.0	3.3	3.6
Excluding sales	116.0	119.4	120.4	1.0	.8	.8	3.5	3.9	3.8
Blue-collar occupations	112.8	115.6	116.6	.9	.9	.9	3.3	3.4	3.4
Service occupations	115.2	117.7	118.6	1.0	.8	.8	3.1	3.2	3.0

- Data not available.

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		6 Months Ended		12 Months Ended		
	Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1993
Workers, by bargaining status										
Union.....	115.2	119.1	120.0	1.1	1.1	0.8	4.6	4.5	4.2	4.3
Blue-collar occupations.....	114.8	118.7	119.7	.9	1.1	.8	4.6	4.3	4.3	4.3
Goods-producing industries 1/.....	115.7	120.0	121.0	1.0	1.1	.8	4.9	4.7	4.6	4.6
Service-producing industries 2/.....	114.6	117.7	118.6	1.2	.9	.8	4.4	4.0	3.5	3.5
Manufacturing.....	116.1	121.1	121.9	.8	1.1	.7	5.0	5.1	5.0	5.0
Blue-collar occupations.....	116.0	121.0	121.8	.8	1.2	.7	4.9	5.1	5.0	5.0
Nonmanufacturing.....	114.5	117.4	118.5	1.2	.9	.9	4.4	3.8	3.5	3.5
Nonunion.....	114.7	117.7	118.8	.8	.8	.9	3.1	3.4	3.6	3.4
Blue-collar occupations.....	113.9	116.9	117.8	.8	.9	.8	3.0	3.5	3.4	3.4
Goods-producing industries 1/.....	115.1	118.6	119.4	.9	.8	.7	3.4	3.9	3.7	3.5
Service-producing industries 2/.....	114.4	117.2	118.4	.6	.8	1.0	2.9	3.1	3.5	3.5
Manufacturing.....	115.5	119.0	120.0	.9	.8	.8	3.6	3.9	3.9	3.9
Blue-collar occupations.....	115.5	118.4	119.4	.8	.8	.8	3.4	3.3	3.4	3.4
Nonmanufacturing.....	114.3	117.2	118.3	.7	.8	.9	2.8	3.3	3.4	3.5
Workers, by region 5/										
Northeast.....	115.5	119.1	120.2	.9	1.1	.9	3.4	4.0	4.1	4.1
South.....	114.1	117.0	118.1	.7	.7	.9	3.1	3.3	3.5	3.5
Midwest.....	115.3	119.3	120.1	.6	1.2	.7	3.7	4.1	4.2	4.2
West.....	114.1	116.4	117.8	1.1	.2	1.2	3.7	3.1	3.2	3.2
Workers, by area size										
Metropolitan areas.....	114.8	118.1	119.1	.8	.9	.8	3.4	3.7	3.7	3.7
Other areas.....	114.8	117.8	118.7	1.0	.7	.8	3.7	3.6	3.4	3.4

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

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

Series	Indexes (June 1989=100)			Percent Changes for						
	Sep. 1992	June 1993	Sep. 1993	3 Months Ended		12 Months Ended				
				Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1993
Civilian workers	113.0	115.2	116.4	0.8	0.6	1.0	2.7	2.8	2.8	3.0
Excluding sales	113.2	115.5	116.6	.9	.6	1.0	2.8	2.9	2.9	3.0
Workers, by occupational group										
White-collar occupations	113.7	116.0	117.4	.8	.5	1.2	2.6	2.8	2.8	3.3
Excluding sales	114.4	116.8	118.0	1.1	.5	1.0	2.9	3.2	3.1	3.1
Professional specialty and technical	116.0	118.0	119.5	1.4	.4	1.3	3.3	3.1	3.0	3.0
Executive, administrative, and managerial	112.8	115.5	116.5	.5	.7	.9	1.8	2.9	2.9	3.3
Administrative support, including clerical	113.4	117.1	117.1	.8	.7	.9	3.2	2.5	2.8	3.3
Blue-collar occupations	111.3	113.4	114.4	.6	.6	.9	2.9	2.5	2.5	2.8
Service occupations	113.4	115.2	116.1	.9	.6	.8	2.5	2.5	2.5	2.4
Workers, by industry division										
Goods-producing 1/	112.2	114.6	115.4	.7	.7	.7	3.1	2.9	2.9	2.9
Manufacturing	112.9	115.5	116.3	.6	.6	.7	3.3	2.9	2.9	3.0
Service-producing 2/	113.3	115.5	116.8	.8	.3	1.1	2.4	2.8	2.8	3.1
Services	115.9	117.8	119.5	1.4	.3	1.4	3.1	3.1	3.1	3.1
Health services	117.7	120.3	121.4	1.3	.7	.9	3.8	3.5	3.5	3.1
Hospitals	117.1	119.5	120.7	1.2	.5	1.0	3.5	3.3	3.3	3.1
Educational services	116.9	118.0	120.4	2.2	.5	2.0	2.9	3.1	3.1	3.0
Public administration	113.1	114.9	115.9	.6	.4	.9	2.3	2.2	2.2	2.5
Nonmanufacturing	113.0	115.1	116.4	.9	.6	1.1	2.5	2.8	2.8	3.0
State and local government workers	115.9	117.4	119.3	1.5	.2	1.6	2.7	2.8	2.8	2.9
Workers, by occupational group										
White-collar occupations	116.2	117.6	119.6	1.7	.1	1.7	2.7	2.9	2.9	2.9
Professional specialty and technical	117.0	118.2	120.4	1.9	.1	1.9	2.8	3.0	3.0	2.9
Executive, administrative, and managerial	114.7	116.6	118.2	1.1	.1	1.4	2.4	2.7	2.7	3.1
Administrative support, including clerical	114.1	115.9	117.2	1.1	.4	1.1	2.4	2.7	2.7	2.7
Blue-collar occupations	115.0	116.5	118.4	1.1	.3	1.6	3.5	2.5	2.5	3.0
Workers, by industry division										
Services	116.9	118.2	120.3	1.9	.1	1.8	2.8	3.1	3.1	2.9
Excluding schools 3/	116.4	118.7	120.1	1.0	.3	1.2	2.6	3.0	3.0	3.2
Health services	116.7	118.8	120.4	.9	.6	1.3	3.3	2.7	2.9	3.2
Hospitals	116.5	118.2	119.9	1.1	.5	1.4	3.2	2.6	2.9	2.9
Educational services	116.9	118.1	120.3	2.0	.1	1.9	2.7	3.0	2.8	2.8
Schools	117.0	118.0	118.0	2.1	.1	1.9	2.9	3.0	2.7	2.8
Elementary and secondary	117.9	118.8	121.1	2.3	.1	1.9	3.1	3.0	2.7	2.7
Colleges and universities	114.1	115.6	117.8	1.6	.1	1.9	1.9	2.9	2.9	3.2
Public administration	113.1	114.9	115.9	.6	.4	.9	2.3	2.2	2.2	2.5

NOTE: See footnotes at end of table 10.

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1992	June 1993	3 Months Ended			12 Months Ended		
			Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1993
Private industry workers	112.2	114.6	115.7	0.6	1.0	2.7	2.7	3.1
Excluding sales	112.5	115.0	115.9	.7	.8	2.8	2.9	3.0
White-collar occupations	112.9	115.5	116.7	.7	1.0	2.5	2.8	3.4
Excluding sales	113.7	116.4	117.4	.6	.9	2.9	3.2	3.3
Professional, technical, and managerial	115.3	117.9	118.9	.8	.8	3.8	3.4	3.1
Executive, administrative, and managerial	112.5	115.3	116.2	.5	.8	1.7	2.9	3.3
Sales	109.7	111.6	113.8	1.0	2.0	1.4	1.4	3.7
Administrative support, including clerical	113.2	116.1	117.1	.7	.9	3.3	3.3	3.4
Blue-collar occupations	111.1	113.2	114.1	.6	.8	2.9	2.5	2.7
Precision production, craft, and repair	111.0	113.2	114.2	.8	.9	3.0	2.8	2.9
Machine operators, assemblers, and inspectors	111.7	113.8	114.7	.5	.8	2.8	2.0	2.7
Transportation and material moving	109.3	111.2	111.7	.9	.4	3.0	2.7	2.2
Handlers, equipment cleaners, helpers, and laborers	112.1	114.3	114.9	.7	.5	2.7	2.7	2.5
Service occupations	112.5	114.1	114.9	.8	.7	2.5	2.2	2.1
Production and nonsupervisory occupations 1/	112.0	114.2	115.3	.6	1.0	2.8	2.6	2.9
Goods-producing industries 1/	112.1	114.5	115.3	.6	.7	3.1	2.8	2.9
Excluding sales occupations	113.0	116.4	117.3	.6	.8	3.4	3.5	3.6
White-collar occupations	112.9	115.6	116.4	.8	.7	3.1	3.2	3.1
Excluding sales	111.4	113.4	114.1	.6	.6	2.9	2.4	2.4
Blue-collar occupations	112.2	114.4	115.7	1.1	1.1	4.1	3.1	3.1
Service occupations	108.7	110.4	111.3	.7	.8	2.3	2.3	2.4
Construction	112.9	115.5	116.3	.6	.7	3.3	2.9	3.0
Manufacturing	113.6	116.9	117.7	.6	.7	3.5	3.5	3.6
White-collar occupations	113.0	115.9	116.7	.7	.7	3.0	3.3	3.3
Excluding sales	112.4	114.5	115.2	.6	.6	3.1	3.5	3.5
Blue-collar occupations	112.3	114.5	116.0	1.2	1.3	4.3	3.2	3.3
Service occupations	112.7	115.1	115.9	.8	.7	3.2	3.0	3.3
Durables	113.2	116.3	116.9	.4	.5	3.5	3.1	3.3
Nondurables	113.2	116.3	116.9	.4	.5	3.5	3.1	3.3

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1992	June 1993	3 Months Ended		12 Months Ended		Sep. 1993	
			Sep. 1992	June 1993	Sep. 1992	June 1993		
Service-producing industries 2/	112.3	114.7	0.5	0.7	1.0	2.4	2.7	3.2
Excluding sales occupations	113.0	115.6	.7	.7	.9	2.7	3.0	3.2
White-collar occupations	112.8	115.2	.5	.6	1.1	2.3	2.7	3.3
Excluding sales	114.0	116.8	.8	.7	1.1	2.8	3.3	3.3
Blue-collar occupations	110.3	112.9	.5	.9	1.1	2.8	2.9	3.4
Service occupations	112.6	114.1	.8	.5	.7	2.4	2.1	2.0
Transportation and public utilities	111.2	114.0	.5	1.0	.6	3.2	3.1	3.1
Transportation	109.8	112.0	.5	1.1	.5	3.0	2.6	2.6
Public utilities	113.0	116.4	.5	.9	.7	3.7	3.6	3.7
Communications	112.2	115.6	.4	.8	.8	3.4	3.5	3.8
Electric, gas, and sanitary services	114.2	117.4	.8	.9	.7	4.3	3.6	3.5
Wholesale and retail trade	111.5	114.2	.3	1.1	.4	1.9	2.7	2.9
Excluding sales occupations	112.1	114.4	.6	.7	.7	2.7	2.7	2.8
Wholesale trade	111.9	115.1	-.5	1.1	.0	1.4	2.3	2.9
Excluding sales occupations	113.3	115.5	.5	.7	.7	3.2	2.5	2.6
Retail trade	111.3	113.8	.6	1.1	.6	2.1	2.9	2.9
General merchandise stores	111.7	113.4	.0	.9	1.0	2.7	1.5	2.5
Food stores	112.9	115.4	.5	.7	-.4	3.2	2.8	1.8
Finance, insurance, and real estate	108.2	109.3	.0	.0	2.7	.2	1.0	3.8
Excluding sales occupations	109.9	113.1	.0	1.0	.8	.4	2.9	3.7
Banking, savings and loan, and other credit agencies	108.6	112.9	.8	.7	.7	2.1	4.8	4.7
Insurance	112.7	112.9	.0	1.5	.9	4.8	3.2	1.1
Excluding sales occupations	113.8	117.6	.4	1.6	.6	4.0	5.7	4.0
Services	115.2	117.6	1.1	.5	1.1	3.3	3.2	3.2
Business services	113.3	114.6	1.4	.4	.6	4.0	2.6	1.8
Health services	117.9	120.7	1.4	.8	.8	3.9	3.8	3.2
Hospitals	117.3	119.9	1.2	.5	.9	3.6	3.5	3.2
Nursing homes	-	-	.9	.8	.9	-	3.8	3.8
Educational services	116.5	117.4	2.6	-.1	2.8	3.1	3.3	3.6
Colleges and universities	117.3	117.7	2.4	-.3	3.1	3.2	2.8	3.4
Nonmanufacturing industries	111.9	114.2	.5	.7	1.1	2.4	2.6	3.1
White-collar occupations	112.8	115.2	.6	.7	1.0	2.4	2.8	3.2
Excluding sales	109.7	116.6	.8	.7	.9	2.9	3.2	3.2
Blue-collar occupations	109.9	111.9	.5	.7	1.0	2.4	2.6	3.0
Service occupations	112.6	114.1	.8	.6	.6	2.4	2.1	2.0

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

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

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		6 Months Ended		12 Months Ended		
	Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1992	June 1993	Sep. 1993
Workers, by bargaining status										
Union.....	111.7	113.9	114.8	0.8	0.7	0.8	0.8	3.4	2.8	2.8
Blue-collar occupations.....	110.8	112.8	113.7	.8	.7	.8	.8	3.3	2.6	2.6
Goods-producing industries 1/.....	111.1	113.0	113.8	.8	.7	.8	.7	3.2	2.5	2.4
Service-producing industries 2/.....	112.5	115.1	116.0	.9	.8	.8	.8	3.8	3.2	3.1
Manufacturing.....	111.7	113.9	114.6	.7	.6	.6	.6	3.1	2.7	2.6
Blue-collar occupations.....	111.6	113.8	114.4	.7	.6	.5	.5	3.1	2.7	2.5
Nonmanufacturing.....	111.7	113.9	114.9	.9	.8	.9	.9	3.5	2.9	2.9
Nonunion.....	112.4	114.8	115.9	.5	.6	1.0	1.0	2.5	2.7	3.1
Blue-collar occupations.....	111.3	113.6	114.4	.5	.7	.7	.7	2.6	2.5	2.8
Goods-producing industries 1/.....	112.6	115.2	116.0	.6	.7	.7	.7	3.1	2.9	3.0
Service-producing industries 2/.....	112.3	114.6	115.9	.5	.5	1.1	1.1	2.2	2.6	3.2
Manufacturing.....	113.4	116.1	117.0	.6	.6	.8	.8	3.4	3.0	3.2
Blue-collar occupations.....	113.1	115.2	116.0	.5	.5	.7	.7	3.1	2.4	2.6
Nonmanufacturing.....	112.0	114.3	115.5	.5	.7	1.0	1.0	2.2	2.6	3.1
Workers, by region 5/										
Northeast.....	113.0	115.7	116.8	.7	1.0	1.0	1.0	2.4	3.1	3.4
South.....	112.0	114.3	115.3	.4	.6	.9	.9	2.6	2.5	2.9
Midwest.....	111.8	114.6	115.2	.4	1.0	.5	.5	2.7	3.0	3.0
West.....	112.2	113.7	115.3	1.0	.1	1.4	1.4	3.3	2.3	2.8
Workers, by area size										
Metropolitan areas.....	112.3	114.7	115.8	.6	.7	1.0	1.0	2.7	2.8	3.1
Other areas.....	112.0	114.4	115.0	.7	.8	.5	.5	2.8	2.9	2.7

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

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Sep. 1992	June 1993	3 Months Ended		6 Months Ended		12 Months Ended	
			Sep. 1993	June 1993	Sep. 1993	June 1993	Sep. 1993	June 1993
Civilian workers.....	121.4	126.2	127.4	1.0	1.0	5.2	5.5	4.9
State and local government workers.....	122.3	124.5	126.2	.2	1.4	5.1	4.4	3.2
Private industry workers.....	121.2	126.7	127.7	1.2	.8	5.2	5.8	5.4
Workers, by occupational group								
White-collar occupations.....	121.0	125.9	126.8	1.3	1.0	4.9	5.4	4.8
Blue-collar occupations.....	121.2	127.3	128.4	1.3	1.4	5.5	6.3	5.9
Service occupations.....	123.7	129.3	130.5	1.7	1.3	6.2	6.3	5.5
Workers, by industry division								
Goods-producing industries 1/.....	122.3	129.0	130.0	1.4	1.3	5.6	7.0	6.3
Service-producing industries 2/.....	120.4	124.6	125.7	1.3	1.0	5.1	4.9	4.4
Manufacturing.....	121.5	128.6	129.7	1.2	1.4	5.4	7.1	6.7
Nonmanufacturing.....	121.0	125.5	126.5	1.3	1.0	5.1	5.1	4.5
Workers, by bargaining status								
Union workers.....	121.7	128.5	129.7	1.4	1.5	6.8	7.1	6.6
Nonunion workers.....	121.0	125.9	126.9	1.3	1.0	4.6	5.4	4.9

1/ Includes mining, construction, and manufacturing.

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

3/ Formerly called Hospitals and other services.
4/ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989

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

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

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

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		12 Months Ended				
	Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1993	Sep. 1992	June 1993	Sep. 1993	
	COMPENSATION									
Aircraft manufacturing (SIC 3721).....	120.1	124.5	126.7	0.9	0.3	1.8	6.2	4.6	5.5	
White-collar occupations.....	117.0	121.2	123.2	.6	.6	1.7	5.9	4.2	5.3	
Blue-collar occupations.....	124.2	129.2	131.5	1.1	.0	1.8	6.4	5.2	5.9	
	WAGES AND SALARIES									
Aircraft manufacturing (SIC 3721).....	116.0	118.8	120.5	0.7	0.8	1.4	4.6	3.1	3.9	
White-collar occupations.....	112.2	115.2	116.7	.5	1.1	1.3	4.0	3.2	4.0	
Blue-collar occupations.....	121.5	124.1	126.1	.8	.2	1.6	5.3	3.0	3.8	
	BENEFIT COSTS									
Aircraft manufacturing (SIC 3721).....	128.9	137.0	140.1	1.3	-0.4	2.3	9.5	7.6	8.7	
White-collar occupations.....	128.4	135.4	138.7	.7	-0.6	2.4	10.3	6.2	8.0	
Blue-collar occupations.....	129.5	139.0	141.9	1.8	-0.2	2.1	8.5	9.3	9.6	

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 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 over 23,000 occupations within over 4,600 sample establishments in private industry and about 7,000 occupations within 1,000 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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

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

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

For the series based on bargaining status, region, or area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly

comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation procedures for the Employment Cost Index," in the May 1982 issue of the Monthly Labor Review.

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

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

The costs per hour worked of compensation components, based on March 1993 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1993." 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, 1975-93, (Bulletin 2434); 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.