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until 8:30 AM EST, Friday, January 30, 2009

EMPLOYMENT COST INDEX—DECEMBER 2008

Total compensation costs for civilian workers increased 0.5 percent from September to December 2008, seasonally adjusted, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This follows three consecutive quarterly increases of 0.7 percent. In the December quarter, wages and salaries rose 0.5 percent and benefits rose 0.4 percent. The Employment Cost Index (ECI), a product of the National Compensation Survey, measures quarterly changes in compensation costs for civilian workers (nonfarm private industry and state and local government workers).

Table A. 3-month percent changes in the Employment Cost Index, seasonally adjusted

Compensation component	Mar. 2007	June 2007	Sep. 2007	Dec. 2007	Mar. 2008	June 2008	Sep. 2008	Dec. 2008
Civilian workers								
Compensation costs	0.8	0.9	0.8	0.8	0.7	0.7	0.7	0.5
Wages and salaries	1.0	0.8	0.8	0.8	0.8	0.7	0.7	0.5
Benefit costs	0.2	1.3	0.8	0.8	0.6	0.6	0.6	0.4
Private industry								
Compensation costs	0.7	0.8	0.8	0.9	0.8	0.6	0.6	0.5
Wages and salaries	1.0	0.8	0.8	0.8	0.8	0.7	0.6	0.6
Benefit costs	-0.3	1.1	0.8	0.8	0.6	0.5	0.6	0.4
State and local government								
Compensation costs	1.2	1.0	0.9	0.9	0.6	0.9	0.9	0.5
Wages and salaries	0.9	0.9	0.9	0.8	0.7	0.9	1.0	0.4
Benefit costs	1.7	1.6	0.9	1.2	0.3	1.1	0.7	0.8

Quarterly changes, seasonally adjusted

Compensation costs for private industry rose 0.5 percent from September to December 2008; the prior quarter increase was 0.6 percent. For the December quarter, state and local government compensation increased 0.5 percent. The prior quarter's increase was 0.9 percent. Wages and salaries for private industry workers increased 0.6 percent for the September to December 2008 period, the same as for the prior quarter. In state and local government, wages and salaries increase was 0.4 percent—smaller than the 1.0 percent increase in the

Metropolitan and Nonmetropolitan Area Data Series

Effective with this release, compensation and wage and salary data aggregated across all metropolitan and nonmetropolitan areas—which previously appeared in tables 6 and 10—have been discontinued as a result of classification changes to metropolitan statistical areas.

prior quarter. Benefit costs for private industry rose 0.4 percent, compared to 0.6 percent in the previous quarter. For state and local government, benefit costs increased 0.8 percent, compared to the 0.7 percent increase in the previous quarter. (See tables A, 1, 2, and 3.)

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers increased 2.6 percent for the year ended December 2008, less than the 3.3 percent increase for the year ended December 2007. In private industry, compensation costs rose 2.4 percent in the year ended December 2008, less than the increase for the year ended December 2007, which was 3.0 percent. For state and local government, the increase for the 12-month period ended December 2008 was 3.0 percent, less than the December 2007 increase of 4.1 percent. Wages and salaries for civilian workers increased 2.7 percent for the 12-month period; down from the December 2007 increase of 3.4 percent. Private industry wages and salaries increased 2.6 percent in December 2008. In December 2007 the increase was 3.3 percent. State and local government wages and salaries increased 3.1 percent for the year ended December 2008. The increase for the 12-month period ending December 2007 was 3.5 percent. Benefits increased 2.2 percent for civilian workers. In private industry, benefit costs increased 2.0 percent, less than the increase for state and local government, which was 2.9 percent for the 12-month period ended December 2008. (See table B.)

Table B. 12-month percent changes in the Employment Cost Index, not seasonally adjusted

Compensation component	Dec. 2003	Dec. 2004	Dec. 2005	Dec. 2006	Dec. 2007	Dec. 2008
Civilian workers						
Compensation costs	3.9	3.7	3.1	3.3	3.3	2.6
Wages and salaries	2.9	2.5	2.6	3.2	3.4	2.7
Benefit costs	6.4	6.7	4.5	3.6	3.1	2.2
Private industry						
Compensation costs	4.0	3.8	2.9	3.2	3.0	2.4
Wages and salaries	3.1	2.6	2.5	3.2	3.3	2.6
Benefit costs	6.5	6.7	4.0	3.1	2.4	2.0
State and local government						
Compensation costs	3.5	3.6	4.1	4.1	4.1	3.0
Wages and salaries	2.2	2.1	3.1	3.5	3.5	3.1
Benefit costs	6.3	6.7	6.3	5.2	5.5	2.9

Nonfarm private industry

For the year ended December 2008, private industry compensation costs increased 2.4 percent for goods-producing industries, the same as the increase in December 2007. Compensation costs for manufacturing increased 2.0 percent for the year ended December 2008, also the same as for the year ended December 2007. In the construction industry, compensation costs rose 3.1 percent compared to 3.9 percent for the 12-month period ending December 2007. (See table 5.)

The over-the-year increase for December 2008 in compensation costs for service-providing industries slowed to 2.5 percent. The December 2007 increase was 3.2 percent. Among the major service-providing industries, changes in compensation costs ranged from 1.2 percent in information to 3.8 percent in professional and business services. (See table 5.)

Among private industry occupational groups, over-the-year compensation gains ranged from 1.7 percent for sales and office occupations to 2.9 percent for management, professional, and related occupations. (See table 5.)

Compensation costs for union workers advanced 2.8 percent in the year ended December 2008, while compensation costs for nonunion workers increased 2.4 percent. Wages and salaries for union workers

increased 3.2 percent in the 12-month period ended December 2008. Nonunion workers saw a smaller increase of 2.5 percent. Benefit costs rose 1.9 percent in the 12-month period for both union and nonunion workers. (See tables C, 6, 10, and 12.)

Table C. 12-month percent changes in the Employment Cost Index, private industry workers, by bargaining status, not seasonally adjusted

Compensation Component	Dec. 2003	Dec. 2004	Dec. 2005	Dec. 2006	Dec. 2007	Dec. 2008
Union workers						
Compensation costs	4.6	5.4	2.8	3.0	2.0	2.8
Wages and salaries	2.5	2.8	2.5	2.3	2.3	3.2
Benefit costs	8.5	9.9	3.3	4.2	1.5	1.9
Nonunion workers						
Compensation costs	4.0	3.5	2.9	3.2	3.2	2.4
Wages and salaries	3.1	2.6	2.5	3.3	3.5	2.5
Benefit costs	6.0	6.0	4.2	2.9	2.6	1.9

State and local government

For the year ended December 2008, wages and salaries for state and local government workers rose 3.1 percent. The increase for the 12-month period ended December 2007 was 3.5 percent. Benefit costs increased 2.9 percent for the current 12-month period, less than the 5.5 percent increase for the previous year. Public administration wages and salaries increased 2.8 percent, also less than its December 2007 12-month percent increase of 3.8 percent. (See tables B, 11, and 12.)

Over-the-year changes in wages and salaries, constant dollars, not seasonally adjusted

After adjusting for the changes in the prices of consumer goods and services, wages and salaries for civilian workers increased 2.6 percent for the 12-month period ended December 2008, compared to a 0.7 percent decrease for the 12-month period ended December 2007. The increase for private industry was 2.5 percent compared to a decrease of 0.7 percent for the year ended December 2007. State and local government registered a 3.0 percent increase, compared to a decrease of 0.6 percent for the previous year. (See table D.)

Table D. 12-month percent changes in wages and salaries, Employment Cost Index, constant dollars, not seasonally adjusted

Ownership sector, occupational group, and industry	Dec. 2003	Dec. 2004	Dec. 2005	Dec. 2006	Dec. 2007	Dec. 2008
Civilian workers	1.0	-0.7	-0.8	0.7	-0.7	2.6
Occupation						
Management, professional, and related	1.4	-0.8	-0.9	1.0	-0.6	3.0
Sales and office	0.9	-0.3	-0.5	0.4	-0.9	1.7
Natural resources, construction, and maintenance	0.8	-0.9	-0.7	0.9	-0.6	3.2
Production, transportation, and material moving	0.4	-0.8	-1.1	-0.1	-1.4	2.6
Service	0.5	-1.2	-1.0	0.6	-0.1	2.8
Industry						
Goods producing	0.6	-0.8	-0.5	0.3	-1.0	2.7
Service providing	1.1	-0.7	-0.9	0.8	-0.7	2.6
Private industry	1.2	-0.7	-0.9	0.6	-0.7	2.5
State and local government	0.4	-1.2	-0.3	1.0	-0.6	3.0

NOTE:

This quarter's ECI estimates for 14 individual localities (introduced in the June 2008 reference period) will be released Tuesday, February 24, 2009. For each locality, two private industry estimates are provided: 12-month percent change for total compensation and 12-month percent change for wages and salaries. The data will be available at www.bls.gov/ect as well as in news releases for each area. The regional news releases providing ECI estimates for the four regions and nine census divisions have been discontinued. However, those estimates are still included in tables 6 and 10 of this news release. For additional information, see "BLS Introduces New Employment Cost Indexes for 14 Metropolitan Areas," at www.bls.gov/opub/cwc/cm20080922ar01p1.htm.

The ECI for March 2009 is scheduled for release on Thursday, April 30, 2009, at 8:30 AM EDT.

New seasonal factors for 2009, along with revised seasonally adjusted indexes for the past five years will be available Tuesday, April 28, 2009 at www.bls.gov/ect, by email to NCSinfo@bls.gov, or by calling (202) 691-6199.

ECI data are available on the Compensation Cost Trends page at www.bls.gov/ect. For ECI data requests, send e-mail to NCSinfo@bls.gov or call (202) 691-6199. For technical assistance in using the BLS Internet site, send e-mail to webmaster@bls.gov.

BLS news releases, including the ECI, are available through an e-mail subscription service. See the subscription link at www.bls.gov/ect or www.bls.gov/bls/list.htm.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

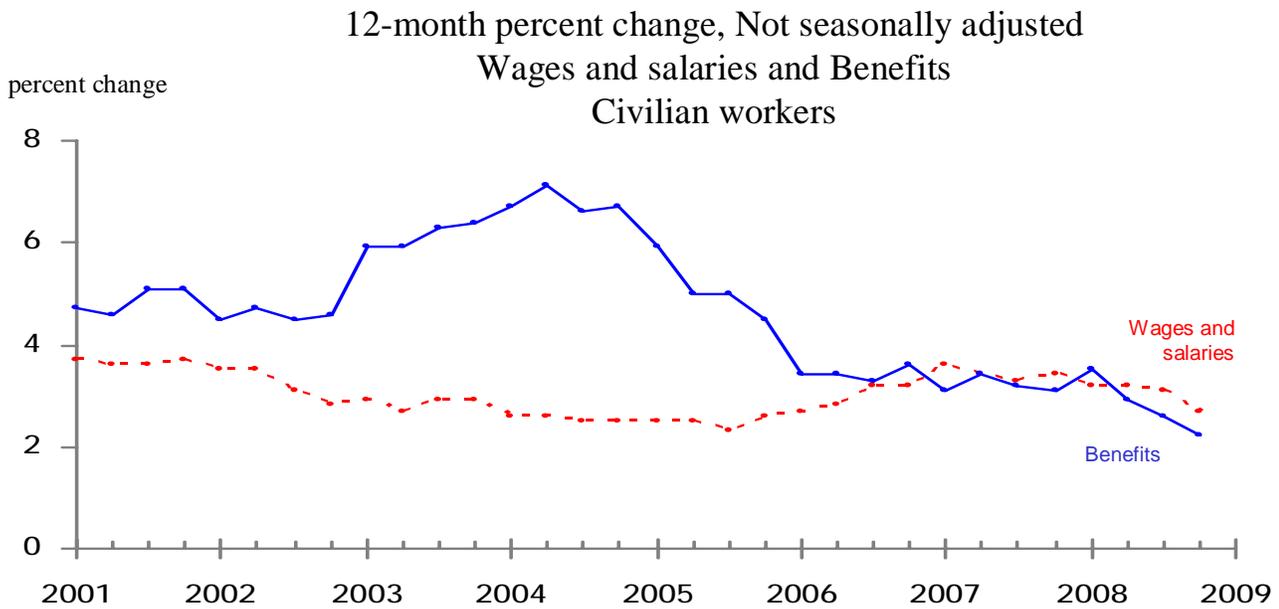
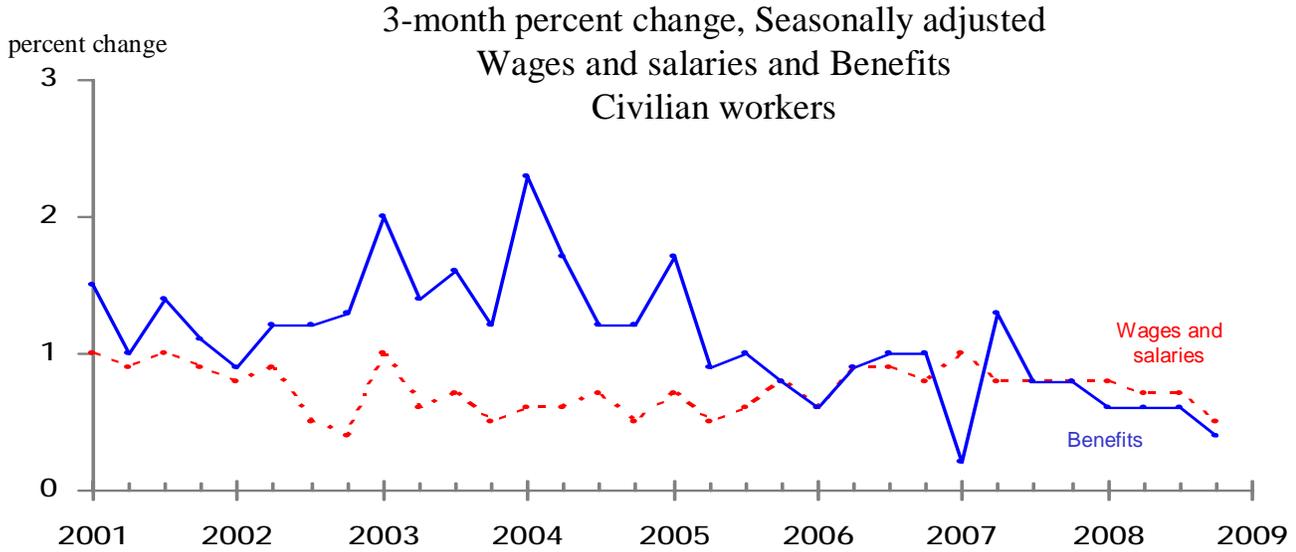


Table 1. Employment Cost Index for total compensation¹, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2008	Dec. 2008	Mar. 2007	June 2007	Sep. 2007	Dec. 2007	Mar. 2008	June 2008	Sep. 2008	Dec. 2008
Civilian workers										
All workers ²	109.1	109.6	0.8	0.9	0.8	0.8	0.7	0.7	0.7	0.5
Industry										
Goods-producing industries ^{3,4}	107.2	107.7	.3	.9	.5	.9	.9	.6	.5	.5
Manufacturing ³	105.6	106.0	.0	.9	.3	.8	.8	.4	.5	.4
Service-providing industries ^{3,5}	109.5	110.0	.8	.9	.9	.8	.7	.9	.6	.5
Education and health services ³	110.4	110.9	.9	.9	.9	.8	.8	.9	.6	.5
Education services ³	110.5	110.9	.9	1.0	.9	.8	.8	1.0	.8	.4
Elementary and secondary schools ³	110.4	111.0	1.0	1.0	.9	.7	.8	1.2	.6	.5
Junior colleges, colleges, universities, and professional schools ³	110.6	110.7	.8	1.1	1.1	1.0	.7	.9	.9	.1
Health care and social assistance ^{3,6}	110.3	110.9	.9	.9	.8	.8	.7	.8	.5	.5
Hospitals ³	110.1	110.9	.9	.9	.7	.8	.7	.9	.7	.7
Nursing and residential care facilities ³	109.0	109.7	.6	.7	.5	.8	.8	1.0	.6	.6
Public administration ³	111.6	112.1	1.4	1.3	1.1	1.2	.2	.7	1.2	.4
Private industry workers										
All workers	108.6	109.1	.7	.8	.8	.9	.8	.6	.6	.5
Occupational group										
Management, professional, and related	109.6	110.2	.7	.9	.9	.8	.8	.7	.7	.5
Management, business, and financial	109.2	110.0	.6	.8	1.0	.8	1.0	.6	.6	.7
Professional and related	109.8	110.5	.7	1.0	.8	.8	.7	.7	.7	.6
Sales and office	107.7	108.0	.7	.7	.7	1.0	.6	.5	.4	.3
Sales and related	105.8	105.5	.5	.7	.4	1.3	.3	.5	-.2	-.3
Office and administrative support	109.1	109.8	.9	.7	.9	.8	.7	.6	.7	.6
Natural resources, construction, and maintenance	108.9	109.7	.4	.7	1.0	.9	.9	.4	.6	.7
Construction, extraction, farming, fishing, and forestry	110.2	111.0	.8	.9	.9	1.0	1.2	.6	.6	.7
Installation, maintenance, and repair	107.3	108.2	.0	.4	1.1	.8	.6	.0	.8	.8
Production, transportation, and material moving	106.6	106.9	.2	.8	.6	.6	1.0	.5	.6	.3
Production	105.9	106.1	.1	.7	.5	.6	.9	.4	.7	.2
Transportation and material moving	107.5	108.0	.5	.9	.6	.7	1.1	.5	.4	.5
Service occupations	109.5	109.8	1.3	.8	1.1	.7	.7	.8	.7	.3
Industry										
Goods-producing industries ⁴	107.1	107.7	.3	.9	.5	.9	.9	.6	.4	.6
Construction	110.4	111.1	1.1	.8	.9	1.0	1.2	.7	.5	.6
Manufacturing	105.6	106.0	.0	.9	.3	.8	.8	.4	.5	.4
Aircraft manufacturing ³	91.3	90.7	-4.6	1.8	-3.1	-8	2.7	1.8	.8	-.7
Service-providing industries ⁷	109.1	109.5	.8	.9	.9	.8	.7	.7	.6	.4
Trade, transportation, and utilities	107.5	107.6	.1	.9	.6	.8	.7	.9	.3	.1
Wholesale trade	107.1	106.9	.7	.8	-.3	1.2	.3	1.3	.0	-.2
Retail trade	108.1	108.0	.4	.9	1.2	.9	.8	.7	.5	-.1
Transportation and warehousing ³	106.6	107.0	.7	.9	.4	.2	1.2	.6	.2	.4
Utilities ³	108.0	109.5	-7.6	1.6	.6	1.2	.2	1.2	.3	1.4
Information	107.1	107.6	.9	.9	.4	.7	-.3	-.2	1.1	.5
Financial activities	107.5	107.4	1.1	.4	1.1	.5	.6	.5	.4	-.1
Finance and insurance ³	107.7	107.6	1.1	.3	1.1	.7	.3	.6	.3	-.1
Credit intermediation and related activities ³	106.8	107.0	1.4	-1.1	1.1	1.2	.3	.8	.7	.2
Insurance carriers and related activities ³ ...	108.3	108.3	.9	1.3	1.1	-.2	1.4	.5	.5	.0

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2008	Dec. 2008	Mar. 2007	June 2007	Sep. 2007	Dec. 2007	Mar. 2008	June 2008	Sep. 2008	Dec. 2008
Industry										
Professional and business services	110.8	111.8	1.0	1.1	1.0	0.8	1.0	0.6	1.1	0.9
Professional, scientific, and technical services ³	112.9	114.2	1.1	1.3	1.1	.9	1.2	.7	1.2	1.2
Administrative and support and waste management and remediation services ³	109.0	109.5	1.0	.7	1.0	.9	.8	.5	1.1	.5
Education and health services	110.2	110.7	.8	.9	.8	.9	.7	.8	.6	.5
Education services	110.9	111.2	.6	.8	.8	1.1	.7	1.4	1.1	.3
Junior colleges, colleges, universities, and professional schools ³	111.2	111.5	.4	1.0	.9	.9	.7	1.6	1.1	.3
Health care and social assistance ⁶	110.0	110.6	.9	.8	.9	.8	.8	.7	.5	.5
Hospitals ³	110.0	110.8	.8	.9	.8	.8	.7	.9	.8	.7
Nursing and residential care facilities ³	108.7	109.4	.6	.6	.8	.7	.7	.8	.7	.6
Leisure and hospitality	110.6	111.4	1.5	.8	1.3	.6	.7	.5	1.1	.7
Accommodation and food services ³	111.3	112.2	1.6	.8	1.5	.4	.8	.6	1.1	.8
Other services, except public administration	109.7	110.2	1.2	.3	.8	.9	.7	.6	.4	.5
State and local government workers										
All workers	110.9	111.5	1.2	1.0	.9	.9	.6	.9	.9	.5
Industry										
Education and health services ³	110.6	111.1	1.0	1.0	.8	.8	.8	1.0	.7	.5
Education services ³	110.4	110.9	1.0	1.1	.9	.8	.8	1.0	.7	.5
Schools ³	110.4	110.9	1.0	1.1	.9	.7	.8	1.0	.7	.5
Elementary and secondary schools ³	110.4	111.0	1.1	1.0	.8	.7	.8	1.1	.6	.5
Health care and social assistance ^{3,6}	112.3	113.4	1.0	.8	.3	1.1	.5	1.3	.8	1.0
Hospitals ³	110.5	111.3	1.2	1.0	.5	.9	.9	.8	.4	.7
Public administration ³	111.6	112.1	1.4	1.3	1.1	1.2	.2	.7	1.2	.4

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

³ Seasonally adjusted indexes and 3-month percent changes for these series are being published for the first time with the 2008 seasonal adjustment revisions. Historical data for these series are published beginning with March 2003.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste

services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁶ Includes ambulatory health care services and social assistance, not shown separately.

⁷ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2008	Dec. 2008	Mar. 2007	June 2007	Sep. 2007	Dec. 2007	Mar. 2008	June 2008	Sep. 2008	Dec. 2008
Civilian workers										
All workers ¹	109.2	109.7	1.0	0.8	0.8	0.8	0.8	0.7	0.7	0.5
Industry										
Goods-producing industries ^{2,3}	108.5	109.1	.9	.7	.8	.7	1.0	.6	.6	.6
Manufacturing ²	107.3	107.8	.7	.6	.6	.7	.8	.7	.7	.5
Service-providing industries ^{2,4}	109.3	109.8	1.1	.7	.9	.8	.7	.8	.6	.5
Education and health services ²	109.9	110.4	.9	.8	.9	.8	.8	.9	.7	.5
Education services ²	109.6	109.9	.7	.7	1.1	.9	.8	1.0	1.0	.3
Elementary and secondary schools ²	109.3	109.7	.8	.7	.9	.8	.8	1.0	1.0	.4
Junior colleges, colleges, universities, and professional schools ²	110.0	110.1	.5	1.0	1.1	1.0	.7	.9	.9	.1
Health care and social assistance ^{2,5}	110.3	110.9	1.0	.9	.9	.8	.9	.7	.5	.5
Hospitals ²	110.4	111.3	1.0	.9	.9	.8	1.0	.9	.8	.8
Nursing and residential care facilities ²	109.1	109.7	.8	.6	1.1	.6	.8	.8	.8	.5
Public administration ²	109.9	110.3	1.0	1.0	.9	.8	.7	.7	1.0	.4
Private industry workers										
All workers	109.0	109.6	1.0	.8	.8	.8	.8	.7	.6	.6
Occupational group										
Management, professional, and related	110.0	110.7	1.1	.8	.9	.8	.9	.7	.7	.6
Management, business, and financial	109.6	110.4	1.2	.7	.9	.7	1.1	.6	.8	.7
Professional and related	110.3	111.0	1.0	.9	.8	.7	.9	.8	.7	.7
Sales and office	107.8	108.1	1.0	.7	.5	1.0	.7	.6	.3	.3
Sales and related	106.0	105.6	.7	.6	.1	1.3	.4	.7	-.4	-.4
Office and administrative support	109.2	109.9	1.0	.7	.8	.8	.7	.6	.8	.6
Natural resources, construction, and maintenance	109.6	110.6	.9	.6	1.0	.9	1.1	.6	.6	.9
Construction, extraction, farming, fishing, and forestry	110.7	111.6	1.0	.9	.9	1.2	1.3	.6	.7	.8
Installation, maintenance, and repair	108.3	109.4	.8	.2	1.2	.8	.7	.5	.7	1.0
Production, transportation, and material moving	107.5	107.8	.8	.6	.7	.5	1.0	.8	.7	.3
Transportation and material moving	107.8	108.3	.7	.8	.7	.6	1.2	.8	.4	.5
Industry										
Goods-producing industries ³	108.5	109.1	.9	.7	.8	.7	1.0	.6	.6	.6
Construction	110.4	111.2	1.2	.9	.8	1.0	1.2	.7	.5	.7
Manufacturing	107.3	107.8	.7	.6	.6	.7	.8	.7	.7	.5
Aircraft manufacturing ²	107.8	108.8	.7	.4	.1	.7	1.1	.6	.6	1.0
Service-providing industries ⁶	109.2	109.7	1.0	.8	.9	.8	.7	.7	.6	.5
Trade, transportation, and utilities	107.4	107.4	.7	.9	.2	.9	.6	1.1	.2	.0
Retail trade	108.0	108.0	.5	1.0	.8	1.0	.5	1.0	.4	.0
Transportation and warehousing ²	106.4	107.0	.8	.8	.2	.5	.9	.6	.5	.5
Utilities ²	109.2	109.8	.7	.9	.7	.9	1.1	.9	.1	.5
Information	107.2	107.7	1.2	.9	.4	.4	-.2	.8	1.0	.5
Financial activities	107.7	107.6	1.3	.1	1.3	.3	.8	.3	.3	-.1
Finance and insurance ²	108.3	108.1	1.5	.0	1.2	.6	.6	.4	.2	-.2
Credit intermediation and related activities ²	106.1	106.5	2.2	-1.9	1.3	1.2	.2	.3	.6	.3
Professional and business services	111.0	112.1	1.1	.9	.9	.9	1.3	.6	1.1	1.0
Professional, scientific, and technical services ²	112.7	114.2	1.1	1.0	.9	1.0	1.6	.7	1.1	1.4
Administrative and support and waste management and remediation services ²	109.4	109.9	1.0	.6	1.1	.9	.8	.4	1.3	.4

See footnotes at end of table.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2008	Dec. 2008	Mar. 2007	June 2007	Sep. 2007	Dec. 2007	Mar. 2008	June 2008	Sep. 2008	Dec. 2008
Industry										
Education and health services	110.1	110.6	0.9	0.9	0.9	0.9	0.8	0.7	0.6	0.5
Education services	110.4	110.6	.3	.8	.8	1.2	.7	1.0	1.2	.2
Junior colleges, colleges, universities, and professional schools ²	110.3	110.5	.0	1.0	.8	1.1	.7	1.0	1.2	.2
Health care and social assistance ⁵	110.0	110.6	1.0	.9	1.0	.7	1.0	.6	.5	.5
Hospitals ²	110.2	111.1	.9	.9	.9	.8	.9	1.0	.8	.8
Leisure and hospitality	111.4	112.3	1.8	.9	1.5	.6	.7	.4	1.3	.8
Accommodation and food services ²	111.9	112.8	2.0	.7	1.7	.6	.8	.6	1.3	.8
Other services, except public administration ²	110.2	110.7	1.5	.3	1.0	1.0	.9	.6	.4	.5
State and local government workers										
All workers	109.8	110.2	.9	.9	.9	.8	.7	.9	1.0	.4
Industry										
Education and health services ²	109.8	110.1	.8	.8	1.0	.8	.8	1.0	1.0	.3
Education services ²	109.4	109.7	.8	.8	1.0	.8	.8	1.0	.9	.3
Schools ²	109.4	109.7	.8	.8	1.0	.8	.8	1.0	.9	.3
Elementary and secondary schools ²	109.3	109.7	.8	.7	1.0	.7	.8	1.1	1.0	.4
Health care and social assistance ^{2,5}	112.6	113.5	.9	.8	.7	1.0	.7	1.2	1.2	.8
Hospitals ²	111.3	112.0	1.2	1.1	.7	.9	1.1	.8	.7	.6
Public administration ²	109.9	110.3	1.0	1.0	.9	.8	.7	.7	1.0	.4

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² Seasonally adjusted indexes and 3-month percent changes for these series are being published for the first time with the 2008 seasonal adjustment revisions. Historical data for these series are published beginning with March 2003.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts,

entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁵ Includes ambulatory health care services and social assistance, not shown separately.

⁶ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

Table 3. Employment Cost Index for benefits, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2008	Dec. 2008	Mar. 2007	June 2007	Sep. 2007	Dec. 2007	Mar. 2008	June 2008	Sep. 2008	Dec. 2008
Civilian workers										
All workers ¹	108.8	109.2	0.2	1.3	0.8	0.8	0.6	0.6	0.6	0.4
Private industry workers										
All workers	107.5	107.9	-.3	1.1	.8	.8	.6	.5	.6	.4
Occupational group										
Management, professional, and related	108.5	109.0	-.4	1.3	.8	.9	.4	.7	.7	.5
Sales and office	107.5	108.0	.2	.9	1.0	1.0	.3	.4	.6	.5
Natural resources, construction, and maintenance	107.4	107.8	-.6	.9	.7	.8	.8	-.1	.7	.4
Production, transportation, and material moving	104.8	105.1	-.9	1.1	.4	1.0	.8	.0	.3	.3
Service occupations	108.7	109.0	.1	1.0	1.0	.8	.4	1.0	.3	.3
Industry										
Goods-producing industries ²	104.5	104.8	-.8	1.2	.1	1.0	.8	.3	.1	.3
Manufacturing	102.3	102.5	-1.3	1.4	-.3	1.0	.6	-.1	.1	.2
Aircraft manufacturing ³	73.7	71.4	-11.9	4.2	-8.0	-3.2	5.5	3.4	1.0	-3.1
Service-providing industries ⁴	108.7	109.1	.0	1.0	1.0	.8	.6	.6	.6	.4
State and local government workers										
All workers	113.3	114.2	1.7	1.6	.9	1.2	.3	1.1	.7	.8

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

³ Seasonally adjusted indexes and 3-month percent changes for these series are being published for the first time with the 2008 seasonal adjustment revisions. Historical data for these series are published beginning with March 2003.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

Table 4. Employment Cost Index for total compensation¹, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Civilian workers									
All workers ²	106.7	109.2	109.5	0.6	0.8	0.3	3.3	2.9	2.6
Excluding incentive paid occupations ³	106.8	109.5	109.9	.6	.9	.4	3.3	3.1	2.9
Occupational group									
Management, professional, and related	107.2	110.1	110.4	.5	1.0	.3	3.4	3.2	3.0
Management, business, and financial	106.6	109.7	109.8	.4	.7	.1	3.3	3.3	3.0
Professional and related	107.6	110.4	110.7	.6	1.3	.3	3.5	3.2	2.9
Sales and office	106.4	108.2	108.3	.9	.5	.1	3.3	2.6	1.8
Sales and related	105.2	106.0	105.5	1.1	-.1	-.5	2.8	1.8	.3
Office and administrative support	107.1	109.5	110.0	.7	.8	.5	3.5	2.9	2.7
Natural resources, construction, and maintenance	106.8	109.3	109.8	.7	.8	.5	3.1	3.0	2.8
Construction, extraction, farming, fishing, and forestry	107.4	110.3	110.8	.8	.6	.5	3.6	3.6	3.2
Installation, maintenance, and repair	106.2	108.0	108.6	.6	.9	.6	2.5	2.3	2.3
Production, transportation, and material moving	104.7	106.9	107.2	.5	.7	.3	2.2	2.6	2.4
Production	104.1	105.9	106.2	.8	.6	.3	2.1	2.5	2.0
Transportation and material moving	105.6	108.1	108.4	.3	.7	.3	2.7	2.7	2.7
Service occupations	107.7	110.2	110.6	.7	1.0	.4	4.1	3.1	2.7
Industry									
Goods-producing industries ⁴	105.0	107.3	107.5	.6	.5	.2	2.4	2.8	2.4
Manufacturing	103.8	105.6	105.9	.6	.5	.3	2.0	2.3	2.0
Service-providing industries ⁵	107.0	109.5	109.8	.6	.9	.3	3.4	2.9	2.6
Education and health services	107.9	110.8	111.1	.7	1.5	.3	3.6	3.4	3.0
Education services	107.9	111.1	111.3	.6	2.0	.2	3.7	3.5	3.2
Elementary and secondary schools	107.9	111.1	111.4	.5	2.1	.3	3.6	3.4	3.2
Junior colleges, colleges, universities, and professional schools	108.0	111.1	110.9	.8	1.9	-.2	4.0	3.7	2.7
Health care and social assistance ⁶	107.9	110.4	110.8	.7	.7	.4	3.5	3.1	2.7
Hospitals	107.5	110.2	110.8	.7	.9	.5	3.4	3.3	3.1
Nursing and residential care facilities	106.3	109.0	109.6	.7	.7	.6	2.5	3.2	3.1
Public administration	109.1	111.6	112.0	1.0	1.4	.4	5.1	3.3	2.7

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

³ The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade;

transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁶ Includes ambulatory health care services and social assistance, not shown separately.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Private industry workers									
All workers	106.3	108.7	108.9	0.6	0.6	0.2	3.0	2.8	2.4
Excluding incentive paid occupations ²	106.4	109.0	109.5	.6	.6	.5	3.1	3.0	2.9
Occupational group									
Management, professional, and related	106.8	109.6	109.9	.4	.6	.3	3.2	3.0	2.9
Excluding incentive paid occupations ²	106.8	109.7	110.1	.4	.7	.4	3.2	3.1	3.1
Management, business, and financial	106.3	109.3	109.5	.3	.6	.2	3.1	3.1	3.0
Excluding incentive paid occupations ²	106.5	109.6	110.0	.4	.6	.4	3.3	3.3	3.3
Professional and related	107.3	109.9	110.3	.6	.8	.4	3.3	3.0	2.8
Sales and office	106.1	107.9	107.9	.8	.4	.0	3.1	2.5	1.7
Excluding incentive paid occupations ²	106.7	109.2	109.7	.7	.6	.5	3.4	3.0	2.8
Sales and related	105.2	106.0	105.5	1.0	-.2	-.5	2.8	1.7	.3
Excluding incentive paid occupations ²	106.5	109.1	109.7	.9	.6	.5	3.5	3.3	3.0
Office and administrative support	106.7	109.2	109.6	.7	.6	.4	3.2	3.0	2.7
Natural resources, construction, and maintenance	106.7	109.0	109.6	.8	.6	.6	3.0	2.9	2.7
Construction, extraction, farming, fishing, and forestry	107.4	110.3	110.8	.8	.5	.5	3.6	3.6	3.2
Installation, maintenance, and repair	105.8	107.4	108.1	.6	.8	.7	2.3	2.1	2.2
Production, transportation, and material moving	104.5	106.6	106.9	.6	.6	.3	2.2	2.6	2.3
Excluding incentive paid occupations ²	104.5	106.6	107.0	.6	.7	.4	2.3	2.6	2.4
Production	104.0	105.8	106.1	.8	.6	.3	2.0	2.5	2.0
Excluding incentive paid occupations ²	103.9	105.8	106.3	.7	.6	.5	1.9	2.5	2.3
Transportation and material moving	105.3	107.7	107.9	.4	.5	.2	2.6	2.7	2.5
Service occupations	107.0	109.4	109.8	.6	.6	.4	3.8	2.8	2.6
Industry and occupational group									
Goods-producing industries ³	105.0	107.2	107.5	.6	.4	.3	2.4	2.7	2.4
Excluding incentive paid occupations ²	105.2	107.4	107.8	.7	.5	.4	2.6	2.8	2.5
Management, professional, and related	104.4	106.7	106.6	.1	.1	-.1	2.4	2.3	2.1
Sales and office	104.8	106.7	107.1	.7	.4	.4	1.9	2.5	2.2
Natural resources, construction, and maintenance	107.0	109.8	110.4	.8	.7	.5	3.6	3.5	3.2
Production, transportation, and material moving	104.0	105.8	106.2	.7	.5	.4	2.0	2.4	2.1
Construction	107.6	110.6	110.9	.7	.5	.3	3.9	3.5	3.1
Manufacturing	103.8	105.6	105.9	.6	.5	.3	2.0	2.3	2.0
Management, professional, and related	103.5	105.4	105.4	.2	.2	.0	2.1	2.0	1.8
Sales and office	104.3	106.7	107.0	.8	.6	.3	2.2	3.1	2.6
Natural resources, construction, and maintenance	103.9	105.3	106.0	1.1	.8	.7	1.8	2.4	2.0
Production, transportation, and material moving	103.8	105.5	105.8	.7	.5	.3	1.9	2.3	1.9
Aircraft manufacturing	87.2	90.9	91.3	.1	1.1	.4	-6.4	4.4	4.7

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Service-providing industries ⁴	106.7	109.1	109.4	0.6	0.6	0.3	3.2	2.8	2.5
Excluding incentive paid occupations ²	106.9	109.5	110.1	.6	.7	.5	3.3	3.0	3.0
Management, professional, and related	107.3	110.2	110.6	.5	.8	.4	3.4	3.2	3.1
Sales and office	106.3	108.0	108.0	.9	.3	.0	3.3	2.5	1.6
Natural resources, construction, and maintenance	106.2	107.8	108.4	.5	.5	.6	2.1	2.0	2.1
Production, transportation, and material moving Service occupations	105.2	107.6	107.8	.5	.6	.2	2.5	2.8	2.5
.....	107.1	109.5	109.8	.7	.7	.3	3.9	2.9	2.5
Trade, transportation, and utilities	105.5	107.6	107.5	.8	.3	-.1	2.4	2.8	1.9
Excluding incentive paid occupations ²	105.9	108.4	108.7	.7	.6	.3	2.7	3.0	2.6
Wholesale trade	105.3	107.1	106.8	1.1	-.1	-.3	2.3	2.8	1.4
Excluding incentive paid occupations ²	106.2	108.9	109.1	.7	.8	.2	2.9	3.2	2.7
Retail trade	106.1	108.2	108.1	1.0	.6	-.1	3.3	2.9	1.9
Excluding incentive paid occupations ²	106.3	108.9	109.2	.8	.7	.3	3.6	3.2	2.7
Transportation and warehousing	104.5	106.8	106.9	.0	.4	.1	2.3	2.2	2.3
Utilities	105.6	108.1	108.9	.6	.0	.7	-4.3	3.0	3.1
Information	106.1	107.2	107.4	.3	.9	.2	2.8	1.3	1.2
Financial activities	105.6	107.4	107.1	.2	.1	-.3	3.0	1.9	1.4
Excluding incentive paid occupations ²	105.9	108.6	108.8	.3	.4	.2	3.0	2.8	2.7
Finance and insurance	106.1	107.6	107.2	.4	-.1	-.4	3.1	1.8	1.0
Credit intermediation and related activities	104.5	106.5	106.5	.9	.1	.0	2.5	2.8	1.9
Excluding incentive paid occupations ²	106.3	109.7	110.1	.4	.5	.4	3.0	3.6	3.6
Insurance carriers and related activities	105.7	108.3	108.2	-.3	.4	-.1	3.0	2.2	2.4
Excluding incentive paid occupations ²	105.4	108.1	108.5	.5	.2	.4	2.9	3.1	2.9
Real estate and rental and leasing	103.7	106.4	106.6	-.4	.7	.2	2.9	2.2	2.8
Excluding incentive paid occupations ²	105.9	109.3	109.6	.1	.7	.3	3.7	3.3	3.5
Professional and business services	107.5	110.8	111.6	.6	.8	.7	3.9	3.6	3.8
Professional, scientific, and technical services ...	109.1	112.8	113.9	.6	.8	1.0	4.5	4.1	4.4
Administrative and support and waste management and remediation services	106.4	109.0	109.4	.8	.9	.4	3.5	3.2	2.8
Education and health services	107.7	110.3	110.6	.7	.8	.3	3.5	3.2	2.7
Education services	107.5	111.4	111.3	.7	2.1	-.1	3.2	4.4	3.5
Junior colleges, colleges, universities, and professional schools	107.7	111.6	111.6	.7	1.9	.0	3.2	4.4	3.6
Health care and social assistance ⁵	107.8	110.1	110.5	.8	.6	.4	3.6	3.0	2.5
Hospitals	107.3	110.1	110.7	.8	.9	.5	3.3	3.4	3.2
Nursing and residential care facilities	106.2	108.7	109.3	.7	.8	.6	2.6	3.0	2.9
Nursing care facilities ²	106.2	108.9	109.4	.6	.8	.5	3.0	3.1	3.0
Leisure and hospitality	108.1	110.6	111.4	.6	1.2	.7	4.2	2.9	3.1
Accommodation and food services	108.6	111.4	112.1	.5	1.3	.6	4.4	3.1	3.2
Other services, except public administration	107.6	109.9	109.9	.5	.5	.0	3.5	2.6	2.1

¹ Includes wages, salaries, and employer costs for employee benefits.

² The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical

services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

⁵ Includes ambulatory health care services and social assistance, not shown separately.

Table 6. Employment Cost Index for total compensation¹, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Bargaining status									
Union	105.1	107.4	108.0	0.7	0.7	0.6	2.0	2.9	2.8
Goods-producing industries ²	104.0	106.2	106.9	.9	.6	.7	1.8	3.0	2.8
Manufacturing	101.0	102.1	102.8	1.0	.4	.7	.2	2.1	1.8
Service-providing industries ³	106.0	108.3	108.8	.6	.7	.5	2.3	2.8	2.6
Nonunion	106.5	108.9	109.1	.6	.6	.2	3.2	2.8	2.4
Goods-producing industries ²	105.4	107.6	107.7	.6	.5	.1	2.8	2.7	2.2
Manufacturing	104.6	106.6	106.8	.5	.4	.2	2.4	2.4	2.1
Service-providing industries ³	106.8	109.2	109.4	.6	.6	.2	3.3	2.8	2.4
Census region and division⁴									
Northeast	106.8	108.7	109.5	.6	.6	.7	3.4	2.4	2.5
New England	106.1	107.8	109.5	.7	.7	1.6	2.9	2.3	3.2
Middle Atlantic	107.1	109.1	109.5	.6	.5	.4	3.7	2.4	2.2
South	106.7	109.1	109.3	.6	.6	.2	3.1	2.8	2.4
South Atlantic	107.3	109.7	109.8	.5	.5	.1	3.4	2.7	2.3
East South Central	105.4	108.0	108.0	.6	.7	.0	3.0	3.1	2.5
West South Central	106.1	108.7	109.0	.5	.5	.3	2.6	2.9	2.7
Midwest	105.3	107.4	107.6	.7	.4	.2	2.4	2.7	2.2
East North Central	105.0	106.9	107.0	.6	.4	.1	2.1	2.4	1.9
West North Central	105.9	108.8	109.0	.6	.4	.2	3.1	3.3	2.9
West	106.5	109.3	109.4	.8	.8	.1	3.4	3.4	2.7
Mountain	107.5	110.3	110.4	.8	.8	.1	4.3	3.5	2.7
Pacific	106.1	108.9	109.1	.7	.7	.2	3.0	3.3	2.8

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.⁴ The states (including the District of Columbia) that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey,

New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. (See "Technical note" for further information.)

Table 7. Employment Cost Index for total compensation¹, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
State and local government workers									
All workers	108.4	111.3	111.6	0.7	1.7	0.3	4.1	3.4	3.0
Occupational group									
Management, professional, and related	108.3	111.3	111.6	.7	1.8	.3	4.1	3.5	3.0
Professional and related	108.2	111.1	111.4	.7	1.8	.3	4.0	3.3	3.0
Sales and office	108.6	111.0	111.3	.6	1.6	.3	4.3	2.9	2.5
Office and administrative support	108.9	111.4	111.8	.6	1.5	.4	4.5	3.0	2.7
Service occupations	109.1	111.9	112.4	1.0	1.7	.4	4.4	3.6	3.0
Industry									
Education and health services	108.2	111.2	111.5	.7	1.9	.3	3.7	3.4	3.0
Education services	108.0	111.0	111.2	.6	2.0	.2	3.7	3.4	3.0
Schools ²	108.0	111.0	111.2	.6	2.0	.2	3.7	3.4	3.0
Elementary and secondary schools	108.0	111.1	111.4	.6	2.1	.3	3.6	3.4	3.1
Health care and social assistance ³	109.3	112.7	113.2	.6	1.4	.4	3.4	3.8	3.6
Hospitals	108.2	110.8	111.3	.7	1.0	.5	3.7	3.1	2.9
Public administration	109.1	111.6	112.0	1.0	1.4	.4	5.1	3.3	2.7

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.³ Includes ambulatory health care services and social assistance, not shown separately.

Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Civilian workers									
All workers ¹	106.7	109.3	109.6	0.7	0.8	0.3	3.4	3.1	2.7
Excluding incentive paid occupations ²	106.8	109.6	110.2	.6	.9	.5	3.5	3.2	3.2
Occupational group									
Management, professional, and related	107.1	110.1	110.5	.5	1.0	.4	3.4	3.3	3.2
Management, business, and financial	106.7	109.8	110.1	.3	.7	.3	3.5	3.2	3.2
Professional and related	107.4	110.3	110.7	.7	1.2	.4	3.5	3.4	3.1
Sales and office	106.2	108.1	108.1	.8	.4	.0	3.1	2.6	1.8
Sales and related	105.5	106.3	105.6	1.2	-.3	-.7	2.9	1.9	.1
Office and administrative support	106.8	109.3	109.8	.7	.7	.5	3.4	3.0	2.8
Natural resources, construction, and maintenance	107.1	109.9	110.6	.8	.8	.6	3.6	3.4	3.3
Construction, extraction, farming, fishing, and forestry	107.7	110.7	111.3	1.0	.7	.5	3.9	3.8	3.3
Installation, maintenance, and repair	106.4	108.8	109.6	.6	.9	.7	3.2	2.8	3.0
Production, transportation, and material moving	105.1	107.7	108.0	.4	.7	.3	2.5	2.9	2.8
Production	104.7	107.2	107.5	.4	.7	.3	2.3	2.8	2.7
Transportation and material moving	105.5	108.2	108.5	.4	.8	.3	2.7	2.9	2.8
Service occupations	107.3	109.9	110.3	.8	1.1	.4	4.0	3.2	2.8
Industry									
Goods-producing industries ³	106.0	108.6	109.0	.6	.6	.4	3.0	3.0	2.8
Manufacturing	104.9	107.4	107.7	.4	.7	.3	2.5	2.8	2.7
Service-providing industries ⁴	106.8	109.4	109.7	.6	.8	.3	3.4	3.0	2.7
Education and health services	107.4	110.2	110.5	.8	1.4	.3	3.5	3.4	2.9
Education services	106.9	110.0	110.2	.7	1.9	.2	3.3	3.6	3.1
Elementary and secondary schools	106.6	109.9	110.1	.6	2.2	.2	3.1	3.7	3.3
Junior colleges, colleges, universities, and professional schools	107.5	110.4	110.3	.8	1.8	-.1	3.8	3.6	2.6
Health care and social assistance ⁵	107.9	110.4	110.9	.7	.7	.5	3.7	3.1	2.8
Hospitals	107.4	110.5	111.3	.7	1.0	.7	3.5	3.6	3.6
Nursing and residential care facilities	106.4	109.1	109.7	.6	.9	.5	3.0	3.1	3.1
Public administration	107.4	109.9	110.4	.9	1.2	.5	3.8	3.3	2.8

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and

insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁵ Includes ambulatory health care services and social assistance, not shown separately.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Private industry workers									
All workers	106.6	109.1	109.4	0.6	0.6	0.3	3.3	2.9	2.6
Excluding incentive paid occupations ¹	106.7	109.5	110.1	.6	.7	.5	3.4	3.2	3.2
Occupational group									
Management, professional, and related	107.2	110.1	110.5	.5	.7	.4	3.5	3.2	3.1
Excluding incentive paid occupations ¹	107.2	110.2	110.7	.5	.8	.5	3.5	3.3	3.3
Management, business, and financial	106.6	109.7	110.0	.3	.6	.3	3.4	3.2	3.2
Excluding incentive paid occupations ¹	106.9	110.1	110.7	.3	.7	.5	3.6	3.3	3.6
Professional and related	107.6	110.4	110.9	.6	.8	.5	3.5	3.2	3.1
Sales and office	106.2	108.0	108.0	.9	.3	.0	3.1	2.6	1.7
Excluding incentive paid occupations ¹	106.7	109.5	110.0	.7	.7	.5	3.5	3.3	3.1
Sales and related	105.5	106.4	105.7	1.1	-.2	-.7	2.8	1.9	.2
Excluding incentive paid occupations ¹	106.6	109.7	110.4	.9	.5	.6	3.7	3.8	3.6
Office and administrative support	106.7	109.2	109.7	.7	.6	.5	3.3	3.0	2.8
Natural resources, construction, and maintenance	107.1	109.8	110.5	.8	.7	.6	3.6	3.4	3.2
Construction, extraction, farming, fishing, and forestry	107.8	110.8	111.5	1.0	.6	.6	4.0	3.8	3.4
Installation, maintenance, and repair	106.1	108.5	109.3	.5	.8	.7	3.0	2.7	3.0
Production, transportation, and material moving	105.0	107.5	107.8	.5	.7	.3	2.5	2.9	2.7
Excluding incentive paid occupations ¹	105.0	107.5	108.0	.4	.7	.5	2.7	2.8	2.9
Production	104.6	107.2	107.4	.4	.8	.2	2.3	2.9	2.7
Excluding incentive paid occupations ¹	104.6	107.2	107.6	.5	.8	.4	2.3	3.0	2.9
Transportation and material moving	105.4	108.0	108.3	.4	.6	.3	2.7	2.9	2.8
Service occupations	107.1	109.7	110.1	.6	.8	.4	4.1	3.0	2.8
Industry and occupational group									
Goods-producing industries ²	106.0	108.6	109.0	.6	.6	.4	3.0	3.0	2.8
Excluding incentive paid occupations ¹	106.2	108.9	109.4	.6	.6	.5	3.2	3.1	3.0
Management, professional, and related	106.0	108.7	108.8	.1	.3	.1	3.1	2.6	2.6
Sales and office	105.5	107.6	107.9	.8	.4	.3	2.3	2.8	2.3
Natural resources, construction, and maintenance	107.6	110.5	111.3	1.0	.8	.7	4.1	3.8	3.4
Production, transportation, and material moving	104.8	107.3	107.6	.4	.7	.3	2.3	2.8	2.7
Construction	107.8	110.6	111.1	.7	.5	.5	4.0	3.4	3.1
Manufacturing	104.9	107.4	107.7	.4	.7	.3	2.5	2.8	2.7
Management, professional, and related	105.3	107.6	107.8	.3	.4	.2	2.9	2.5	2.4
Sales and office	104.7	107.6	108.1	.8	.7	.5	2.6	3.6	3.2
Natural resources, construction, and maintenance	105.9	108.1	109.0	.9	.9	.8	2.8	3.0	2.9
Production, transportation, and material moving	104.5	107.1	107.3	.3	.8	.2	2.2	2.8	2.7
Aircraft manufacturing	104.6	107.6	108.1	.2	.2	.5	1.9	3.1	3.3

See footnotes at end of table.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Service-providing industries ³	106.8	109.3	109.6	0.7	0.6	0.3	3.4	3.0	2.6
Excluding incentive paid occupations ¹	106.9	109.7	110.3	.6	.7	.5	3.5	3.2	3.2
Management, professional, and related	107.4	110.3	110.8	.6	.8	.5	3.6	3.3	3.2
Sales and office	106.3	108.0	108.0	.9	.3	.0	3.3	2.5	1.6
Natural resources, construction, and maintenance	106.3	108.6	109.3	.6	.6	.6	2.8	2.7	2.8
Production, transportation, and material moving Service occupations	105.2	107.8	108.1	.6	.7	.3	2.7	3.1	2.8
Service occupations	107.2	109.7	110.1	.6	.8	.4	4.2	2.9	2.7
Trade, transportation, and utilities	105.5	107.5	107.4	.9	.3	-.1	2.7	2.8	1.8
Excluding incentive paid occupations ¹	106.0	108.5	108.9	.6	.6	.4	3.2	2.9	2.7
Wholesale trade	105.2	106.8	106.4	1.2	-.4	-.4	2.1	2.7	1.1
Excluding incentive paid occupations ¹	106.5	109.1	109.3	.7	.7	.2	3.1	3.1	2.6
Retail trade	106.1	108.1	108.1	1.0	.5	.0	3.2	2.9	1.9
Excluding incentive paid occupations ¹	106.3	108.9	109.3	.8	.8	.4	3.6	3.2	2.8
Transportation and warehousing	104.2	106.7	106.9	.1	.7	.2	2.3	2.5	2.6
Utilities	106.8	109.3	109.6	.7	.0	.3	3.2	3.0	2.6
Information	105.3	107.3	107.5	.1	.9	.2	2.8	2.0	2.1
Financial activities	105.9	107.7	107.2	-.1	.0	-.5	3.0	1.6	1.2
Excluding incentive paid occupations ¹	106.3	109.2	109.4	.2	.4	.2	3.1	2.9	2.9
Finance and insurance	106.6	108.2	107.6	.1	-.2	-.6	3.3	1.6	.9
Credit intermediation and related activities	104.2	105.9	105.8	.7	-.1	-.1	2.5	2.3	1.5
Excluding incentive paid occupations ¹	106.7	110.0	110.4	.4	.5	.4	3.4	3.5	3.5
Insurance carriers and related activities	106.4	109.0	108.8	-.7	.5	-.2	3.3	1.7	2.3
Excluding incentive paid occupations ¹	105.9	108.6	108.9	.3	.3	.3	3.2	2.8	2.8
Real estate and rental and leasing	103.1	105.3	105.7	-.5	.6	.4	1.7	1.6	2.5
Excluding incentive paid occupations ¹	105.8	108.7	109.0	.0	.8	.3	2.7	2.7	3.0
Professional and business services	107.5	111.0	111.9	.7	.9	.8	3.9	4.0	4.1
Professional, scientific, and technical services ...	108.7	112.7	113.9	.7	.9	1.1	4.2	4.4	4.8
Administrative and support and waste management and remediation services	106.5	109.4	109.7	.8	1.0	.3	3.7	3.5	3.0
Education and health services	107.7	110.2	110.6	.7	.9	.4	3.6	3.1	2.7
Education services	107.4	110.8	110.8	.9	2.0	.0	3.2	4.1	3.2
Junior colleges, colleges, universities, and professional schools	107.4	110.8	110.7	.8	2.2	-.1	2.9	4.0	3.1
Health care and social assistance ⁴	107.8	110.1	110.6	.7	.6	.5	3.8	2.9	2.6
Hospitals	107.2	110.3	111.1	.7	1.0	.7	3.4	3.6	3.6
Nursing and residential care facilities	106.5	109.0	109.7	.6	.8	.6	3.0	2.9	3.0
Nursing care facilities ¹	106.4	109.0	109.5	.4	.8	.5	3.2	2.8	2.9
Leisure and hospitality	108.8	111.4	112.3	.6	1.4	.8	4.9	3.1	3.2
Accommodation and food services	109.0	111.9	112.8	.6	1.4	.8	5.0	3.2	3.5
Other services, except public administration	107.9	110.4	110.4	.6	.5	.0	3.9	2.9	2.3

¹ The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and

support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

⁴ Includes ambulatory health care services and social assistance, not shown separately.

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Bargaining status									
Union	104.7	107.4	108.1	0.3	0.7	0.7	2.3	2.9	3.2
Goods-producing industries ¹	104.3	107.1	107.7	.0	.7	.6	2.0	2.7	3.3
Manufacturing	102.6	104.9	105.5	-.3	.5	.6	.9	1.9	2.8
Service-providing industries ²	104.9	107.7	108.3	.3	.7	.6	2.6	3.0	3.2
Nonunion	106.9	109.4	109.6	.7	.6	.2	3.5	3.0	2.5
Goods-producing industries ¹	106.4	109.0	109.3	.6	.6	.3	3.3	3.0	2.7
Manufacturing	105.5	108.0	108.2	.6	.7	.2	2.9	3.0	2.6
Service-providing industries ²	107.0	109.4	109.7	.7	.6	.3	3.5	2.9	2.5
Census region and division³									
Northeast	106.6	108.7	109.6	.5	.5	.8	3.4	2.5	2.8
New England	106.3	108.3	110.3	.6	.7	1.8	3.1	2.5	3.8
Middle Atlantic	106.7	109.0	109.4	.3	.6	.4	3.5	2.4	2.5
South	107.0	109.8	110.0	.5	.6	.2	3.3	3.1	2.8
South Atlantic	107.5	110.2	110.3	.6	.6	.1	3.5	3.1	2.6
East South Central	106.3	109.0	109.0	.7	1.0	.0	3.1	3.2	2.5
West South Central	106.6	109.4	109.8	.5	.6	.4	3.1	3.1	3.0
Midwest	105.6	107.9	108.0	.6	.4	.1	2.9	2.8	2.3
East North Central	105.3	107.3	107.4	.6	.3	.1	2.7	2.5	2.0
West North Central	106.3	109.5	109.7	.7	.6	.2	3.5	3.7	3.2
West	107.0	109.9	110.1	.8	.9	.2	3.7	3.5	2.9
Mountain	107.8	110.8	111.0	1.0	.8	.2	4.5	3.8	3.0
Pacific	106.8	109.6	109.8	.8	.9	.2	3.4	3.4	2.8

¹ Includes mining, construction, and manufacturing.² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.³ The states (including the District of Columbia) that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of

Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. (See "Technical note" for further information.)

Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
State and local government workers									
All workers	107.1	110.1	110.4	0.7	1.8	0.3	3.5	3.5	3.1
Occupational group									
Management, professional, and related	107.0	110.1	110.4	.7	1.8	.3	3.4	3.6	3.2
Professional and related	107.0	110.1	110.3	.7	1.9	.2	3.3	3.6	3.1
Sales and office	107.0	109.3	109.7	.7	1.3	.4	3.7	2.8	2.5
Office and administrative support	107.3	109.7	110.1	.8	1.3	.4	3.8	3.0	2.6
Service occupations	107.7	110.4	110.9	1.1	1.7	.5	3.7	3.7	3.0
Industry									
Education and health services	107.1	110.2	110.5	.8	1.9	.3	3.4	3.7	3.2
Education services	106.8	109.9	110.1	.7	2.0	.2	3.3	3.6	3.1
Schools ¹	106.8	109.9	110.1	.7	2.0	.2	3.3	3.6	3.1
Elementary and secondary schools	106.6	109.8	110.1	.6	2.1	.3	3.1	3.6	3.3
Health care and social assistance ²	109.2	112.8	113.4	.9	1.6	.5	3.5	4.3	3.8
Hospitals	108.6	111.4	112.1	.9	1.0	.6	4.0	3.5	3.2
Public administration	107.4	109.9	110.4	.9	1.2	.5	3.8	3.3	2.8

¹ Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

² Includes ambulatory health care services and social assistance, not shown separately.

Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2007	Sep. 2008	Dec. 2008	3-months ended—			12-months ended—		
				Dec. 2007	Sep. 2008	Dec. 2008	Dec. 2007	Sep. 2008	Dec. 2008
Civilian workers									
All workers ¹	106.8	108.9	109.1	0.7	0.7	0.2	3.1	2.6	2.2
Private industry workers									
All workers	105.6	107.5	107.7	.6	.5	.2	2.4	2.4	2.0
Occupational group									
Management, professional, and related	106.0	108.5	108.5	.4	.6	.0	2.5	2.7	2.4
Sales and office	106.0	107.6	107.8	.8	.6	.2	3.0	2.3	1.7
Natural resources, construction, and maintenance	105.9	107.5	107.7	.6	.5	.2	1.8	2.1	1.7
Production, transportation, and material moving	103.7	104.8	105.1	1.0	.3	.3	1.7	2.0	1.4
Service occupations	106.7	108.7	108.8	.7	.2	.1	3.0	2.5	2.0
Industry									
Goods-producing industries ²	103.2	104.6	104.7	.8	.2	.1	1.5	2.1	1.5
Manufacturing	101.7	102.3	102.5	1.0	.1	.2	.9	1.6	.8
Aircraft manufacturing	68.6	73.1	73.3	.1	2.5	.3	-17.5	6.7	6.9
Service-providing industries ³	106.6	108.7	108.9	.6	.6	.2	2.8	2.5	2.2
Bargaining status									
Union	105.8	107.2	107.8	1.4	.6	.6	1.5	2.8	1.9
Nonunion	105.6	107.6	107.6	.5	.5	.0	2.6	2.4	1.9
State and local government workers									
All workers	111.0	113.9	114.2	.6	1.9	.3	5.5	3.3	2.9

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and

insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

TECHNICAL 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 changes 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. 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 personal leave; supplemental pay—premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as year-end, referral, and attendance bonuses); insurance benefits—life, health, short-term disability, and long-term disability; retirement and savings benefits—defined benefit and defined contribution plans; and legally required benefits—Social Security, Medicare, federal and state unemployment insurance, and workers' compensation.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding private 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.

Sample establishments are classified by industry categories based on the 2007 North American Industry Classification System (NAICS). All industries are classified into two sectors—goods-producing and service-providing. Within a sample establishment, specific job categories are selected and classified into about 800 occupational classifications according to the 2000 Standard Occupational Classification (SOC) system. Individual occupations are combined to represent one of ten intermediate aggregations, such as professional and related occupations, or one of five higher-level aggregations such as management, professional, and related occupations. Both the NAICS and the SOC classification systems are defined by the U.S. Office of Management and Budget (OMB). For more detailed information on NAICS and SOC, including background definitions, see the BLS Web sites: www.bls.gov/bls/naics.htm and www.bls.gov/soc/home.htm.

To be included in the ECI, employees in occupations must receive cash payments from the establishment for services performed and the establishment must pay the employer's portion of Medicare taxes on that individual's wages. Major exclusions from the survey are the self-employed, individuals who set their own pay (for example, proprietors, owners, major stockholders, and partners in unincorporated firms), volunteers, unpaid workers, family members being paid token wages, individuals receiving long-term disability compensation, and U.S. citizens working overseas.

Data for the December 2008 quarter were collected from a probability sample of approximately 64,700 occupational observations selected from a sample of about 13,600 establishments in private industry and approximately 11,800 occupations from a sample of about 1,900 establishments in state and local governments. The state and local government sample, which is replaced less frequently than the private industry sample, was replaced in its entirety in September 2007. The private industry sample is rotated over approximately 5 years, which makes the sample more representative of the economy and reduces respondent burden. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The sample is replaced on a cross-area, cross-industry basis.

Fixed employment weights are used each quarter to calculate the most aggregate series—civilian, private, and state and local government. These fixed weights are also used to derive all of the industry and occupational

series indexes. Beginning with March 2006 estimates, 2002 fixed employment weights from the Bureau's Occupational Employment Statistics survey were introduced.

For the series based on bargaining status, census region and division, and for series excluding incentive paid occupations, fixed employment data are not available. The employment weights are reallocated within these series each quarter based on the current ECI sample. The nursing care facilities indexes in private industry are estimated using fixed-employment weights derived from staffing patterns estimated from the four-digit industry NAICS group 6231, nursing care facilities, a sub-industry of the larger industry group, nursing and residential care facilities (NAICS 623). The indexes for these series, consequently, are not strictly comparable with those for the aggregate, occupational, and industry series. A fuller explanation of the calculation of index numbers appears in chapter 8 of the BLS Handbook of Methods, at the web site www.bls.gov/opub/hom/pdf/homch8.pdf.

Beginning with the release of the March 2006 data, indexes were rebased to December 2005=100 from June 1989=100. The percentage changes shown in the current- and constant-dollar historical tables were calculated from the rebased indexes. Thus, changes may differ from those originally published because of rounding.

The ECI state and local government sample consists of 152 areas that represent the Nation's 361 metropolitan statistical areas and 573 micropolitan statistical areas as defined by OMB in December 2003 and the remaining portions of the 50 states. The private industry estimates started the conversion to December 2003 OMB areas definitions this quarter with replacement of one-fifth of the sample under the new area definitions.

Seasonally adjusted data for selected ECI series began with the December 1990 ECI release. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to identify. The seasonal adjustment factors are recalculated once per year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The seasonal factors for 2008 and revised seasonally adjusted indexes for the past 5 years are available at www.bls.gov/ect/ectsfact.htm or upon request.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from one other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

The ECI uses standard errors to evaluate published series. To assist users in ascertaining the reliability of series, the standard errors for all estimates (excluding seasonally adjusted series) are available on the BLS Web site at www.bls.gov/ect/ectvar.htm shortly after the publication of the news release.

When determining data to be used in contract negotiations, it is important to note that differences by bargaining status may be due to factors other than union status, such as occupational and industry mix. An important consideration when choosing a series for escalation is the sampling error. For more information, see www.bls.gov/ect/escalator.htm.

More detailed information on the ECI is available from several sources. These include a chapter, "National compensation measures," (www.bls.gov/opub/hom/pdf/homch8.pdf) from the BLS Handbook of Methods, and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The articles and other descriptive pieces are available at www.bls.gov/ect/#publications, by calling (202) 691-6199, or sending e-mail to NCSinfo@bls.gov.

Historical ECI data, using industry categories based on the Standard Industrial Classification (SIC) System and classifying jobs into occupational classifications according to the Census of Population, are available dating from the first publication of each series to December 2005 at: www.bls.gov/web/echistry.pdf. Data are also available for series based on the 2002 and 2007 North American Industry Classification Systems (NAICS) and the 2000 Standard Occupational Classification (SOC) beginning in March 2001, using December 2005=100 as the base period at: www.bls.gov/web/echistrynaics.pdf.

In addition, constant-dollar ECI series derived from the Consumer Price Index for All Urban Consumers (CPI-U) are available. The constant-dollar series are calculated by converting the CPI-U to the same base as the ECI. The ECI for each quarter is then divided by the converted CPI-U for the same reference period. The CPI-U U.S. City Average All Items is used to compute all series except for the regional estimates, which use corresponding CPI regional data.

Supplemental data from the ECI, providing 12-month percent changes in employer costs for health insurance in private industry, are also available at www.bls.gov/ect/sp/echealth.pdf.

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). The next ECEC release is scheduled for 10:00 AM EDT, Thursday, March 12, 2009. Historical ECEC data are available in summary documents. Both the release and historical data are available at www.bls.gov/ect, by email to NCSinfo@bls.gov, or by calling (202) 691-6199. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.