

# News

United States  
Department  
of Labor



Bureau of Labor Statistics

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TRANSMISSION OF MATERIAL IN  
THIS RELEASE IS EMBARGOED  
UNTIL 8:30 A.M. (EDT),  
TUESDAY, APRIL 24, 1990

NOTE: Beginning with this release, the Employment Cost Index is based on June 1989=100, rather than June 1981=100. (See page 3.)

## EMPLOYMENT COST INDEX - MARCH 1990

The Employment Cost Index (ECI) rose 1.7 percent in the 3 months ended in March 1990, the U.S. Department of Labor's Bureau of Labor Statistics reported today. The March 1990 ECI stood at 104.3, based on June 1989=100. The ECI measures changes in compensation costs--wages, salaries, and employer costs for employee benefits. It is not seasonally adjusted.

Compensation costs rose 5.5 percent for the year ended in March 1990, compared with a 4.8 percent gain over the same period a year ago. (See table 1.) This acceleration in compensation costs held for both state and local government workers (6.4 percent, up from 5.5 percent) and for private industry workers (5.2 percent, up from 4.6 percent).

The table below shows over-the-year changes in private industry compensation costs since March 1988.

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

	12-months ended	Compensation costs	Wages and salaries	Benefit costs
1988	March	3.8	3.3	5.9
	June	4.5	3.8	6.4
	Sept.	4.4	3.7	6.8
	Dec.	4.8	4.1	6.9
1989	March	4.6	4.2	5.4
	June	4.5	4.1	5.6
	Sept.	4.8	4.3	6.0
	Dec.	4.8	4.1	6.1
1990	March	5.2	4.2	7.2

The acceleration in compensation costs for private industry workers was concentrated in benefit costs rather than wages and salaries. Wages and salaries rose 4.2 percent over the year ended in March 1990, the same as the increase a year earlier. In contrast, benefit costs rose 7.2 percent for the year ended in March 1990, up from 5.4 percent a year ago. The higher benefit costs primarily resulted from a 1.9 percent rise in employers' social security tax rate (from 7.51 to 7.65 percent), as well as higher health insurance costs and nonproduction bonuses including lump-sum payments in lieu of wage increases.

Wage and salary increases in private industry for the year ended in March 1990 were higher for white-collar occupations (4.6 percent) than for blue-collar or service workers (3.7 percent). Average pay gains for white-collar occupational groups ranged from 4.0 percent for managers and administrators to 4.8 percent for professional and technical workers and sales workers. Pay increases for blue-collar workers varied from 2.7 percent for transportation and material moving occupations to 4.0 percent for machine operators, assemblers, and inspectors.

March 1989-90 wage and salary gains were higher for workers in private service-producing than in goods-producing industries (4.2 percent compared with 4.0 percent). Within the service-producing sector, pay gains ranged from 2.8 percent in food stores and banking to 6.3 percent in health services.

Over-the-year wage and salary advances for nonunion workers (4.4 percent) exceeded those for union workers (3.4 percent), as they have since March 1983-84. This pattern held in both goods-producing and service-producing industries. (See table 7.) With benefits included in the comparison, compensation cost increases also were higher for nonunion workers (5.4 percent) than for union workers (4.3 percent). (See table 6.)

For state and local government workers, pay gains for the year ended in March 1990 (5.6 percent) were higher than those a year ago (4.7 percent). The March 1989-90 gains were highest for workers in health services, 6.7 percent.

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ECI data for June 1990 will be released on Tuesday, July 24, 1990, at 8:30 A.M. E.D.T.

### EMPLOYMENT COST INDEX SHIFTS TO NEW REFERENCE BASE

Beginning with this release, the ECI is based on June 1989=100. The ECI previously used a June 1981=100 base. The change is in keeping with the government's longstanding policy to update index bases in statistical series periodically.

Indexes for selected ECI series based on June 1981=100 will be available for the next 2 years. Historical data for both June 1989 and June 1981 bases are available from the Bureau of Labor Statistics, Division of Employment Cost Trends, 441 G Street, N.W., Washington, D.C. 20212 (202--523-1165).

For further information, see the technical note, "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review.

Changes in wages and salaries and benefit costs, private industry, 1980-1990

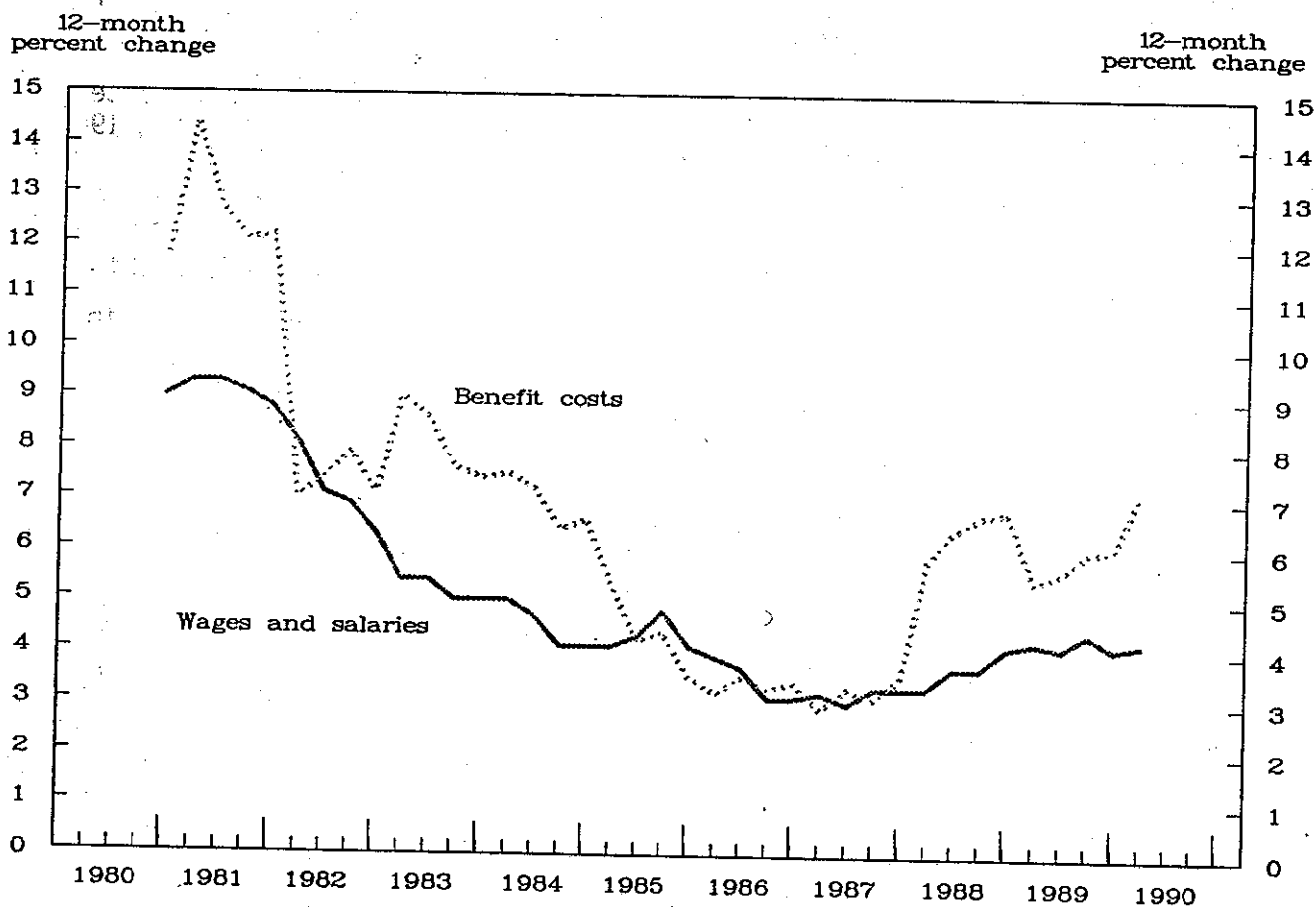


Table 1. COMPENSATION: Employment Cost Index for total compensation, by industry and occupational group  
(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for						
	Mar. 1989	Dec. 1989	3 Months Ended		12 Months Ended		Mar. 1990	Mar. 1990	
			Mar. 1989	Dec. 1989	Mar. 1989	Dec. 1989			
Civilian workers .....	98.9	102.6	104.3	1.2	1.0	1.7	4.8	5.0	5.5
Workers, by occupational group									
White-collar occupations .....	99.0	102.9	104.6	1.4	.9	1.7	5.3	5.4	5.7
Blue-collar occupations .....	98.8	102.0	103.6	1.0	.9	1.6	3.7	4.3	4.9
Service occupations .....	99.2	102.8	104.2	1.0	1.1	1.4	5.0	4.7	5.0
Workers, by industry division									
Goods-producing 1/ .....	98.9	102.1	103.9	1.0	1.0	1.8	3.7	4.3	5.1
Manufacturing .....	98.9	102.0	104.0	1.3	.9	2.0	3.8	4.5	5.2
Service-producing 2/ .....	99.0	102.9	104.4	1.4	.9	1.5	5.4	5.4	5.5
Services .....	99.2	103.7	105.5	1.3	1.0	1.7	5.9	5.9	6.4
Health services .....	98.9	103.9	105.9	2.0	1.7	1.9	6.5	7.1	7.1
Hospitals .....	98.7	103.7	105.6	1.9	1.4	1.8	6.6	7.0	7.0
Educational services .....	99.5	104.8	106.0	1.7	.7	1.1	—	—	6.5
Public administration .....	99.2	103.2	105.1	1.4	.7	1.8	4.2	5.5	5.9
Nonmanufacturing .....	99.0	102.8	104.3	1.3	.9	1.5	5.2	5.2	5.4
Private industry workers .....	98.8	102.3	103.9	1.2	1.1	1.6	4.6	4.8	5.2
Workers, by occupational group									
White-collar occupations .....	98.9	102.4	104.1	1.6	1.0	1.7	5.3	5.2	5.3
Blue-collar occupations .....	98.8	101.9	103.5	.9	.8	1.6	3.6	4.1	4.8
Service occupations .....	99.2	102.5	103.9	1.0	1.4	1.4	4.9	4.4	4.7
Workers, by industry division									
Goods-producing 1/ .....	98.9	102.1	103.9	1.0	1.0	1.8	3.6	4.3	5.1
Service-producing 2/ .....	98.8	102.3	103.8	1.5	1.0	1.5	5.3	5.1	5.1
State and local government workers .....	99.4	104.3	105.8	1.2	1.0	1.4	5.5	6.2	6.4
Workers, by occupational group									
White-collar occupations .....	99.5	104.6	106.1	1.2	1.0	1.4	5.9	6.4	6.6
Blue-collar occupations .....	99.3	103.7	105.5	1.8	1.6	1.7	4.1	6.4	6.2
Workers, by industry division									
Services .....	99.5	104.7	106.1	1.0	.9	1.3	6.1	6.3	6.6
Excluding schools 3/ .....	99.1	103.2	105.4	1.3	.7	2.1	4.6	5.5	6.4
Health services .....	98.8	104.2	106.2	1.5	1.1	1.9	5.1	7.1	7.5
Hospitals .....	98.6	104.5	106.0	1.0	1.3	1.4	4.9	7.1	7.5
Educational services .....	99.5	104.9	106.1	—	.8	1.1	—	—	6.6
Schools .....	99.6	105.3	106.4	.9	.9	1.0	6.6	6.7	6.8
Elementary and secondary .....	99.6	105.5	106.5	.5	.9	.9	6.5	6.5	6.9
Colleges and universities .....	99.6	104.7	106.1	—	1.3	1.3	—	—	6.5
Public administration .....	99.2	103.2	105.1	1.4	.7	1.8	4.2	5.5	5.9

— Data not available.  
NOTE: See footnotes at end of table 7.

Table 2. WAGES AND SALARIES: Employment Cost Index for wages and salaries only, by industry and occupational group (Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for						
				3 Months Ended		12 Months Ended				
	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990	
Civilian workers .....	99.2	102.4	103.6	1.1	0.8	1.2	4.4	4.4	4.4	4.4
Workers, by occupational group										
White-collar occupations.....	99.2	102.8	104.1	1.2	.9	1.3	5.0	4.9	4.9	4.9
Blue-collar occupations.....	99.0	101.7	102.8	.9	.7	1.1	3.2	3.7	3.8	3.8
Service occupations.....	99.4	102.5	103.4	.7	1.1	.9	4.3	3.9	4.0	4.0
Workers, by industry division										
Goods-producing 1/.....	99.0	101.9	103.1	.9	1.0	1.2	3.1	3.9	4.1	4.1
Manufacturing.....	99.0	101.9	103.3	.9	1.0	1.4	3.1	3.9	4.3	4.3
Service-producing 2/.....	99.2	102.7	103.8	1.2	.9	1.1	5.0	4.8	4.6	4.6
Services.....	99.4	103.3	104.8	1.1	.8	1.5	5.3	5.1	5.4	5.4
Health services.....	99.0	103.5	105.3	1.6	1.5	1.7	6.6	6.3	6.4	6.4
Hospitals.....	98.9	103.5	105.0	1.6	1.3	1.4	6.5	6.4	6.2	6.2
Educational services.....	99.5	104.4	105.4	1.0	.6	1.0	-	-	5.9	5.9
Public administration.....	99.4	102.8	104.3	1.0	.7	1.5	3.8	4.5	4.9	4.9
Nonmanufacturing.....	99.2	102.6	103.7	1.2	.8	1.1	4.9	4.7	4.5	4.5
Private industry workers .....	99.0	102.0	103.2	1.0	.8	1.2	4.2	4.1	4.2	4.2
Workers, by occupational group										
White-collar occupations.....	99.0	102.4	103.6	1.2	1.0	1.2	4.9	4.7	4.6	4.6
Blue-collar occupations.....	99.0	101.6	102.7	.8	.6	1.1	3.2	3.5	3.7	3.7
Service occupations.....	99.4	102.3	103.1	.7	1.4	.8	4.1	3.6	3.7	3.7
Workers, by industry division										
Goods-producing 1/.....	99.1	102.0	103.1	.9	1.0	1.1	3.1	3.9	4.0	4.0
Service-producing 2/.....	99.1	102.2	103.3	1.3	.8	1.1	5.1	4.5	4.2	4.2
State and local government workers.....	99.5	103.9	105.1	.8	.8	1.2	4.7	5.3	5.6	5.6
Workers, by occupational group										
White-collar occupations.....	99.6	104.2	105.5	.8	.8	1.2	5.1	5.5	5.9	5.9
Blue-collar occupations.....	99.5	103.3	104.3	1.3	1.4	1.0	3.5	5.2	4.8	4.8
Workers, by industry division										
Services.....	99.6	104.3	105.5	.7	.7	1.2	5.3	5.5	5.9	5.9
Excluding schools 3/.....	99.6	103.0	105.4	.9	1.5	2.3	3.9	4.9	6.4	6.4
Health services.....	98.9	103.7	105.5	1.2	1.0	1.7	5.4	6.1	6.7	6.7
Hospitals.....	98.7	103.8	105.0	.8	.9	1.2	5.0	6.0	6.4	6.4
Educational services.....	99.6	104.5	105.5	1.0	.7	1.0	5.6	5.7	5.9	5.9
Schools.....	99.7	104.7	105.5	.6	.7	.8	5.7	5.6	5.8	5.8
Elementary and secondary.....	99.7	104.9	105.5	.4	.7	.8	5.7	5.6	5.8	5.8
Colleges and universities.....	99.6	104.1	105.6	1.0	1.2	1.4	5.7	5.6	5.8	5.8
Public administration.....	99.4	102.8	104.3	1.0	.7	1.5	3.8	4.5	4.9	4.9

- Data not available.

NOTE: See footnotes at end of table 7.

Table 3. COMPENSATION; Employment Cost Index for total compensation, private industry workers, by industry and occupational group  
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for					
				3 Months Ended		12 Months Ended			
	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990
Private industry workers	98.8	102.3	103.9	1.2	1.1	1.6	4.6	4.8	5.2
Excluding sales	99.0	102.1	103.9	1.3	.9	1.8	4.3	4.5	4.9
White-collar occupations	98.9	102.4	104.1	1.6	1.0	1.7	5.3	5.2	5.3
Excluding sales	99.0	102.2	104.2	1.5	.9	2.0	4.8	4.8	5.3
Professional specialty and technical	99.0	102.9	104.9	1.5	1.1	1.9	5.0	5.5	6.0
Executive, administrative, and managerial	99.1	101.5	103.7	1.3	.6	2.2	4.6	3.8	4.6
Sales	98.3	103.3	103.6	2.1	1.4	.3	7.5	7.3	5.4
Administrative support, including clerical	98.9	102.3	104.2	1.6	1.1	1.9	4.8	5.1	5.4
Blue-collar occupations	98.8	101.9	103.5	.9	.8	1.6	3.6	4.1	4.8
Precision production, craft, and repair	98.7	102.0	103.4	.7	.8	1.4	3.0	4.1	4.8
Machine operators, assemblers, and inspectors	98.9	101.8	103.7	1.3	.9	1.9	4.4	4.3	4.9
Transportation and material moving	99.0	101.4	103.1	.8	.2	1.7	3.9	3.3	4.1
Handlers, equipment cleaners, helpers, and laborers	98.8	102.2	103.6	1.1	.9	1.4	3.5	4.6	4.9
Service occupations	99.2	102.5	103.9	1.0	1.4	1.4	4.9	4.4	4.7
Production and nonsupervisory occupations	98.8	102.4	103.8	1.3	1.0	1.4	4.8	5.0	5.1
Goods-producing industries 1/	98.9	102.1	103.9	1.0	1.0	1.8	3.6	4.3	5.1
Excluding sales occupations	98.9	102.2	103.9	1.0	1.1	1.7	3.7	4.4	5.1
White-collar occupations	99.0	101.9	104.1	1.2	.7	2.2	3.6	4.2	5.2
Excluding sales	99.0	102.0	103.9	1.3	.8	1.9	3.8	4.4	4.9
Blue-collar occupations	98.9	102.3	103.9	.9	1.2	1.6	3.7	4.4	5.1
Service occupations	98.9	102.2	104.0	2.0	1.3	1.8	4.1	5.4	5.2
Construction	99.0	102.4	103.1	1.0	1.2	.7	4.0	4.5	4.1
Manufacturing	98.9	102.0	104.0	1.3	.9	2.0	3.8	4.5	5.2
White-collar occupations	99.0	101.9	104.1	1.3	.8	2.1	3.4	4.3	5.2
Excluding sales	99.0	101.9	104.0	1.3	.8	2.1	3.7	4.3	5.1
Blue-collar occupations	98.8	102.1	104.0	1.2	1.0	1.9	3.9	4.6	5.3
Service occupations	98.8	102.1	104.1	1.5	1.3	2.0	4.0	4.9	5.4
Durables	99.0	102.2	104.0	1.3	1.1	1.8	3.6	4.6	5.1
Non-durables	98.8	101.9	104.1	1.3	.7	2.2	4.2	4.5	5.4

Table 3. COMPENSATION; Employment Cost Index for total compensation, private industry workers, by industry and occupational group -Continued  
(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for					
	Mar. 1989	Dec. 1989	3 Months Ended		12 Months Ended		Mar. 1990	
			Mar. 1989	Dec. 1989	Mar. 1989	Dec. 1989		
Service-producing industries 2/	98.8	102.3	1.5	1.0	5.3	5.1	5.1	
Excluding sales occupations	98.9	102.1	1.4	.9	4.9	4.7	5.1	
White-collar occupations	98.8	102.6	1.6	1.2	5.8	5.6	5.5	
Excluding sales	99.0	102.3	1.5	.9	5.2	4.9	5.5	
Blue-collar occupations	98.7	101.1	1.2	.0	3.7	3.7	4.0	
Service occupations	99.3	102.5	.9	1.4	5.0	4.2	4.6	
Transportation and public utilities	98.7	101.2	1.2	.5	3.0	3.8	4.4	
Transportation	98.8	100.8	1.5	.3	3.7	3.6	4.0	
Public utilities	98.8	101.7	1.1	.7	2.5	4.1	4.5	
Communications	98.5	101.6	1.0	.6	1.9	4.2	4.7	
Electric, gas, and sanitary services	99.2	101.7	1.2	.7	3.3	3.8	4.0	
Wholesale and retail trade	98.9	102.6	1.3	1.0	5.2	5.1	4.7	
Excluding sales occupations	99.2	102.0	1.0	.7	4.5	3.9	3.8	
Wholesale trade	98.5	104.5	2.5	1.9	5.9	8.7	6.4	
Excluding sales occupations	98.9	102.6	1.2	.8	3.9	5.0	4.9	
Retail trade	99.1	101.6	1.7	.5	4.9	3.3	3.9	
General merchandise stores	100.5	101.5	.9	1.1	-	1.9	2.1	
Food stores	99.8	101.7	1.6	.9	3.6	3.6	3.4	
Finance, insurance, and real estate	98.3	101.4	2.2	1.0	7.4	5.4	4.4	
Excluding sales occupations	98.5	101.0	1.4	.9	5.0	4.0	5.1	
Banking, savings and loan, and other credit agencies	98.8	100.7	1.0	1.1	3.7	3.0	3.3	
Insurance	98.3	101.0	1.3	1.1	6.2	4.1	5.0	
Services	99.0	102.9	1.5	1.1	5.8	5.5	6.1	
Business services	98.1	101.3	.9	.6	4.6	4.2	5.6	
Health services	98.9	103.7	2.0	1.8	6.8	6.9	7.0	
Hospitals	98.8	103.5	2.3	1.6	7.2	7.1	6.7	
Educational services	99.1	104.2	.8	.3	-	6.0	6.4	
Colleges and universities	99.0	103.8	.8	.5	-	5.7	6.3	
Nonmanufacturing industries	98.8	102.3	1.3	1.0	5.0	4.9	5.1	
White-collar occupations	98.8	102.6	1.6	1.2	5.8	5.6	5.4	
Excluding sales	99.0	102.3	1.5	.9	5.2	5.6	5.4	
Blue-collar occupations	98.8	101.7	.9	.6	3.2	3.7	4.1	
Service occupations	99.2	102.4	.9	1.4	4.9	4.2	4.7	

- Data not available.  
NOTE: See footnotes at end of table 7.

Table 4. WAGES AND SALARIES: Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group  
(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for					
				3 Months Ended		12 Months Ended			
	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990
Private industry workers	99.0	102.0	103.2	1.0	0.8	1.2	4.2	4.1	4.2
Excluding sales	99.1	101.9	103.2	1.1	.8	1.3	3.9	4.0	4.1
White-collar occupations	99.0	102.4	103.6	1.2	1.0	1.2	4.9	4.7	4.6
Excluding sales	99.2	102.1	103.7	1.2	.9	1.6	4.4	4.2	4.5
Professional specialty and technical	99.3	102.5	104.1	1.4	.9	1.6	4.9	4.7	4.8
Executive, administrative, and managerial	99.3	101.5	103.3	1.3	.7	1.8	4.5	3.6	4.0
Sales	98.6	103.7	103.3	1.8	1.6	-4	7.3	7.0	4.8
Administrative support, including clerical	99.1	102.2	103.6	1.3	1.1	1.4	4.2	4.5	4.5
Blue-collar occupations	99.0	101.6	102.7	.8	.6	1.1	3.2	3.5	3.7
Precision production, craft, and repair	98.8	101.6	102.5	.9	.6	.9	3.0	3.8	3.7
Machine operators, assemblers, and inspectors	99.0	101.6	103.0	.9	1.0	1.4	3.6	3.6	4.0
Transportation and material moving	99.3	101.2	102.0	.7	.0	.8	3.3	2.6	2.7
Handlers, equipment cleaners, helpers, and laborers	99.1	102.0	103.0	.8	.9	1.0	2.9	3.8	3.9
Service occupations	99.4	102.3	103.1	.7	1.4	.8	4.1	3.6	3.7
Production and nonsupervisory occupations 4/	99.0	102.2	103.2	1.1	.9	1.0	4.4	4.4	4.2
Goods-producing industries 1/	99.1	102.0	103.1	.9	1.0	1.1	3.1	3.9	4.0
Excluding sales occupations	99.1	102.0	103.0	.9	1.0	1.0	3.3	3.9	3.9
White-collar occupations	99.2	101.9	103.5	.9	.9	1.6	3.1	3.7	4.3
Excluding sales	99.2	102.0	103.3	1.0	1.0	1.3	3.3	3.9	4.1
Blue-collar occupations	99.0	101.9	102.9	.9	.9	1.0	3.2	3.9	3.9
Service occupations	99.0	101.9	102.7	1.2	1.2	.8	2.7	4.2	3.7
Construction	99.1	101.7	102.0	.8	.6	.3	3.6	3.5	2.9
Manufacturing	99.0	101.9	103.3	.9	1.0	1.4	3.1	3.9	4.3
White-collar occupations	99.2	101.8	103.7	1.0	.9	1.9	3.1	3.7	4.5
Excluding sales	99.1	101.9	103.4	1.1	1.0	1.5	3.2	4.0	4.3
Blue-collar occupations	98.9	102.0	103.1	.8	1.1	1.1	3.0	4.0	4.2
Service occupations	98.9	102.0	102.9	.8	1.3	.9	2.6	4.0	4.0
Durables	99.0	101.9	103.2	1.0	1.2	1.3	2.9	4.0	4.2
Nondurables	99.0	101.8	103.6	.8	.7	1.8	3.3	3.7	4.6



Table 4. WAGES AND SALARIES: Employment Cost Index for wages and salaries only, private industry workers, by industry and occupational group-Continued  
(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for					
	Mar. 1989	Dec. 1989	3 Months Ended		12 Months Ended		Mar. 1990	
			Mar. 1989	Dec. 1989	Mar. 1989	Dec. 1989		
Service-producing industries 2/	99.1	102.2	1.3	0.8	1.1	5.1	4.5	4.2
Excluding sales occupations	99.2	101.8	1.2	.6	1.6	4.5	3.9	4.2
White-collar occupations	99.0	102.5	1.5	1.0	1.1	5.7	5.1	4.6
Excluding sales	99.2	102.1	1.3	.8	1.7	5.0	4.3	4.6
Blue-collar occupations	99.0	100.9	1.0	.0	1.2	3.2	3.0	3.1
Service occupations	99.4	102.3	.6	1.5	.9	4.3	3.5	3.8
Transportation and public utilities	99.5	101.2	.9	.5	1.4	2.6	2.6	3.1
Transportation	99.4	100.7	.7	.1	1.6	2.4	2.0	2.9
Public utilities	99.5	101.8	.8	.7	1.2	2.6	3.1	3.5
Communications	99.9	101.8	.9	.7	1.3	2.4	2.8	3.2
Electric, gas, and sanitary services	99.0	101.7	.8	.7	1.3	3.0	3.6	4.0
Wholesale and retail trade	99.1	102.7	1.2	1.1	.6	5.1	4.9	4.2
Excluding sales occupations	99.4	101.9	1.0	.8	.7	4.3	3.6	3.2
Wholesale trade	99.0	105.2	2.7	2.3	-.6	6.1	9.1	5.7
Excluding sales occupations	99.2	102.5	.9	.8	-.7	3.7	4.3	4.0
Retail trade	99.1	101.6	.6	.6	1.1	4.5	3.1	3.6
General merchandise stores	99.2	101.4	1.0	1.1	1.0	-	3.3	3.2
Food stores	100.0	101.7	1.0	1.3	1.1	2.8	2.7	2.8
Finance, insurance, and real estate	98.3	101.3	2.1	.7	.5	7.4	5.2	3.6
Excluding sales occupations	98.4	100.9	1.3	.7	2.1	4.9	3.9	4.7
Banking, savings and loan, and other credit agencies	98.8	100.9	1.0	-.2	.7	3.8	3.2	2.8
Insurance	98.5	100.8	1.1	1.2	1.5	5.8	3.5	3.9
Services	99.1	102.5	1.3	.9	1.7	5.2	4.8	5.1
Business services	98.4	101.2	1.0	.3	1.8	4.3	3.9	4.7
Health services	99.1	103.5	1.8	1.6	1.7	6.9	6.4	6.3
Hospitals	98.9	103.3	2.1	1.4	1.6	6.9	6.6	6.2
Educational services	99.1	103.9	.3	.2	.8	-	5.2	5.7
Colleges and universities	99.1	103.7	.4	.4	.7	-	5.1	5.3
Nonmanufacturing industries	99.1	102.2	1.3	.8	1.0	4.9	4.5	4.1
White-collar occupations	99.1	102.5	1.5	1.0	1.1	5.7	5.0	4.5
Excluding sales	99.2	102.0	1.3	.7	1.8	5.0	4.2	4.6
Blue-collar occupations	99.0	101.3	.9	.3	.9	3.2	3.3	3.2
Service occupations	99.4	102.3	.6	1.5	.9	4.2	3.5	3.8

- Data not available.

NOTE: See footnotes at end of table 7.

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

Series	Indexes (June 1989=100)		Percent Changes for					
	Mar. 1989	Dec. 1989	3 Months Ended		12 Months Ended		Mar. 1990	
			Mar. 1989	Dec. 1989	Mar. 1989	Dec. 1989		
Private industry workers.....	98.4	102.6	1.8	1.2	2.8	5.4	6.1	7.2
Workers, by occupational group								
White-collar occupations.....	98.3	102.6	2.2	1.2	2.9	5.9	6.7	7.4
Blue-collar occupations.....	98.6	102.6	1.2	1.2	2.5	4.7	5.3	6.7
Service occupations.....	98.7	103.0	2.0	1.4	2.9	7.2	6.4	7.4
Workers, by industry division								
Goods-producing industries 1/.....	98.7	102.6	1.4	1.1	3.0	4.6	5.4	7.1
Service-producing industries 2/.....	98.2	102.6	2.2	1.2	2.6	6.2	6.8	7.2
Manufacturing.....	98.8	102.3	2.3	.7	3.1	5.4	5.9	6.8
Nonmanufacturing.....	98.2	102.8	1.4	1.4	2.5	5.4	6.2	7.3

NOTE: See footnotes at end of table 7.

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

Series	Indexes (June 1989=100)		Percent Changes for							
	Mar. 1989	Dec. 1989	3 Months Ended		12 Months Ended					
			Mar. 1989	Dec. 1989	Mar. 1989	Dec. 1989				
Workers, by bargaining status										
Union.....	99.0	101.8	0.8	0.9	1.5	3.0	3.7	4.3		
Blue-collar occupations.....	98.9	101.7	.6	.8	1.3	2.9	3.5	4.1		
Goods-producing industries 1/.....	98.9	101.9	.5	1.0	1.4	2.8	3.6	4.4		
Service-producing industries 2/.....	99.1	101.7	1.2	.9	1.5	3.3	3.9	4.1		
Manufacturing.....	99.0	102.0	1.2	1.2	1.6	3.7	4.3	4.6		
Blue-collar occupations.....	99.0	101.9	1.2	1.0	1.6	3.7	4.2	4.5		
Nonmanufacturing.....	98.9	101.6	.4	.8	1.4	2.4	3.1	4.1		
Nonunion.....	98.8	102.4	1.4	1.0	1.7	5.1	5.1	5.4		
Blue-collar occupations.....	98.7	102.1	1.2	.8	1.8	4.3	4.7	5.3		
Goods-producing industries 1/.....	98.9	102.3	1.2	1.0	1.9	4.0	4.7	5.4		
Service-producing industries 2/.....	98.7	102.4	1.5	.9	1.5	5.7	5.3	5.3		
Manufacturing.....	98.8	102.1	1.2	.9	2.1	3.8	4.6	5.5		
Blue-collar occupations.....	98.7	102.4	1.3	1.0	2.0	4.3	5.1	5.8		
Nonmanufacturing.....	98.8	102.4	1.5	1.0	1.6	5.7	5.2	5.3		
Workers, by region 5/										
Northeast.....	98.7	102.9	2.1	1.1	1.5	6.8	6.4	5.8		
South.....	99.0	102.2	.9	1.0	1.8	4.1	4.2	5.1		
Midwest.....	98.9	101.9	1.0	.9	1.6	3.7	4.1	4.7		
West.....	98.8	101.8	1.1	.8	1.5	3.6	4.2	4.6		
Workers, by area size										
Metropolitan areas.....	98.8	102.2	1.4	.8	1.7	4.9	4.9	5.2		
Other areas.....	99.4	102.0	.5	1.2	1.6	2.9	3.1	4.2		

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

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

(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for			
	Mar. 1989	Dec. 1989	3 Months Ended		12 Months Ended	
			Mar. 1989	Dec. 1989	Mar. 1990	Dec. 1989
<b>Workers, by bargaining status</b>						
Union.....	99.2	101.6	0.7	1.0	1.0	3.1
Blue-collar occupations.....	99.1	101.5	.7	.8	.7	3.2
Goods-producing industries 1/.....	99.0	101.6	.6	1.0	.7	3.3
Service-producing industries 2/.....	99.6	101.7	.8	1.0	1.2	2.9
Manufacturing.....	99.0	101.7	.7	1.2	.9	3.5
Blue-collar occupations.....	99.0	101.8	.7	1.2	.8	3.6
Nonmanufacturing.....	99.4	101.5	.6	.8	1.0	2.7
Nonunion.....	99.0	102.1	1.3	.8	1.3	4.4
Blue-collar occupations.....	98.8	101.7	1.0	.5	1.3	4.0
Goods-producing industries 1/.....	99.1	102.1	1.0	1.0	1.4	4.4
Service-producing industries 2/.....	98.9	102.2	1.3	.8	1.2	4.6
Manufacturing.....	98.9	102.0	.9	1.0	1.6	4.8
Blue-collar occupations.....	98.7	102.2	.9	1.0	1.4	5.0
Nonmanufacturing.....	99.0	102.3	1.3	.9	1.0	4.7
<b>Workers, by region 5/</b>						
Northeast.....	98.7	102.9	1.9	1.1	1.1	6.2
South.....	99.2	102.1	.8	.9	1.4	4.3
Midwest.....	99.1	101.6	.9	.8	1.0	3.5
West.....	99.1	101.4	.9	.6	1.1	3.3
<b>Workers, by area size</b>						
Metropolitan areas.....	99.0	102.1	1.2	.8	1.2	4.4
Other areas.....	99.6	101.9	.7	1.2	1.1	3.0

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, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 8. AEROSPACE: Employment Cost Index for workers in aerospace manufacturing by industry and occupation 1/

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent Changes for							
				12 Months Ended							
	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990					
				COMPENSATION							
Aircraft and parts manufacturing (SIC 372)	99.1	103.1	104.9	0.8	2.0	1.7	-	-	-	4.9	5.9
White-collar occupations	98.9	102.6	104.1	.7	1.7	1.5	-	-	-	4.5	5.3
Professional specialty and technical	99.2	101.8	103.6	.5	1.3	1.8	-	-	-	3.1	4.4
Blue-collar occupations	99.4	103.8	105.7	1.0	2.4	1.8	-	-	-	5.5	6.3
Precision production, craft, and repair	99.4	103.2	104.8	.8	2.1	1.6	-	-	-	4.7	5.4
Machine operators, assemblers, and inspectors	99.3	104.6	106.8	1.2	2.9	2.1	-	-	-	6.6	7.6
Aircraft manufacturing (SIC 3721)	99.2	103.6	105.4	.4	2.6	1.7	-	-	-	4.9	6.3
White-collar occupations	99.1	102.8	104.6	.3	2.0	1.8	-	-	-	4.0	5.5
Blue-collar occupations	99.5	104.7	106.6	.6	3.3	1.8	-	-	-	5.9	7.1
Aircraft engines and parts manufacturing (SIC 3724)	99.6	102.0	103.0	1.2	.9	1.0	-	-	-	3.7	3.4
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	98.4	103.6	105.5	1.3	2.3	1.8	-	-	-	6.7	7.2
Guided missiles and space vehicles manufacturing (SIC 3761)	99.7	102.6	104.6	1.8	1.5	1.9	-	-	-	4.8	4.9
				WAGES AND SALARIES							
Aircraft and parts manufacturing (SIC 372)	99.2	102.3	103.5	0.6	1.5	1.2	-	-	-	3.8	4.3
White-collar occupations	99.2	101.7	102.7	.6	1.1	1.0	-	-	-	3.1	3.5
Professional specialty and technical	99.4	101.2	102.1	.7	.8	.9	-	-	-	2.6	2.9
Blue-collar occupations	99.4	103.2	104.5	.7	2.2	1.3	-	-	-	4.6	5.1
Precision production, craft, and repair	99.4	102.5	103.6	.7	1.6	1.1	-	-	-	3.9	4.2
Machine operators, assemblers, and inspectors	99.4	103.7	105.4	.8	2.5	1.6	-	-	-	5.2	6.0
Aircraft manufacturing (SIC 3721)	99.4	102.2	103.2	.6	1.6	1.0	-	-	-	3.4	3.8
White-collar occupations	99.3	101.5	102.3	.6	1.1	.8	-	-	-	2.8	3.0
Blue-collar occupations	99.6	103.3	104.6	.7	2.4	1.3	-	-	-	4.4	5.0
Aircraft engines and parts manufacturing (SIC 3724)	99.2	102.0	103.0	.5	1.0	1.0	-	-	-	3.3	3.8
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	99.1	102.9	104.7	.9	1.8	1.7	-	-	-	4.8	5.7
Guided missiles and space vehicles manufacturing (SIC 3761)	99.7	102.5	104.0	.9	1.7	1.5	-	-	-	3.7	4.3

See footnotes at end of table.

Table 8. AEROSPACE: Employment Cost Index for workers in aerospace manufacturing by industry and occupation 1/-Continued

(Not seasonally adjusted)

Series	Indexes (June 1989=100)		Percent Changes for					
			3 Months Ended		12 Months Ended			
	Mar. 1989	Dec. 1989	Mar. 1989	Dec. 1989	Mar. 1990	Mar. 1989	Dec. 1989	Mar. 1990
			BENEFIT COSTS					
Aircraft and parts manufacturing (SIC 372)	98.8	105.0	1.1	3.2	2.7	-	7.5	9.1
White-collar occupations	98.2	104.7	.8	3.3	2.6	-	7.5	9.4
Professional specialty and technical	99.1	103.4	1.1	2.8	3.8	-	4.4	8.3
Blue-collar occupations	99.5	105.4	1.5	3.2	2.6	-	7.6	8.6
Precision production, craft, and repair	99.7	104.6	1.1	2.9	2.4	-	6.1	7.4
Machine operators, assemblers, and inspectors	99.2	106.1	2.1	3.7	2.9	-	9.2	10.1
Aircraft manufacturing (SIC 3721)	99.1	106.5	.1	4.4	3.4	-	7.6	11.1
White-collar occupations	98.9	105.7	-.2	3.9	4.0	-	6.7	11.1
Blue-collar occupations	99.2	107.4	.4	5.0	2.9	-	8.7	11.4
Aircraft engines and parts manufacturing (SIC 3724)	100.3	102.0	2.6	.7	1.0	-	4.3	2.7
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	97.0	104.8	2.6	3.3	2.5	-	10.9	10.7
Guided missiles and space vehicles manufacturing (SIC 3761)	99.4	102.9	3.9	1.4	3.1	-	7.5	6.7

1/ Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are published in this release for the convenience of all users.

NOTE: SIC refers to the 1972 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

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<sup>1</sup> provide the change for the two components of compensation.

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

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

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

Each quarter, straight-time average hourly wage and salary rates and benefit cost data (cents-per-hour-worked) are collected from a probability sample of nearly 23,000 occupations within 4,400 sample establishments in private industry and about 6,000 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. ECI statistics are neither annualized nor adjusted for seasonal influences.

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

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

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

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

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

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.

The costs per hour worked of compensation components, based on March 1989 data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation - March 1989." 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, 1975-89, (Bulletin 2339); a chapter in the BLS Handbook of Methods (Bulletin 2285), "The Employment Cost Index;" and several articles published in the Monthly Labor Review. The annual bulletin is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes formatted for use with Lotus 1-2-3.