

Employment Cost Index

Constant Dollar

Historical Listing (June 1989=100)

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*Note: Tables in this listing are numbered to be consistent with the numbering scheme used in the ECI Historical Listing and the ECI News Release. Since it is not appropriate to calculate a constant dollar value for seasonally adjusted data, those data, which appear in Tables 1a, 1b, and 1c of the ECI Historical Listing and Table 1 of the ECI News Release are not included in this listing.

NOTES

The ECI uses a five-year moving average of standard errors to evaluate published series because standard errors vary from quarter to quarter. To assist users in ascertaining the reliability of series, the five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (<http://www.bls.gov/ncs/ect/>) shortly after publication of the news release.

Beginning with March 1995, ECI measures are based on 1990 fixed employment counts. A report on this reweighting, "Introducing 1990 Weights for the Employment Cost Index," is available upon request. From June 1986 through December 1994, ECI measures were based on 1980 fixed employment counts, while prior to June 1986, they were based on 1970 employment counts.

Beginning with the March 1990 ECI news release, the base for ECI index numbers is June 1989=100, rather than June 1981=100. The change is explained in the technical note, "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review. The percent changes shown in the tables in this listing were calculated from the rebased indexes. Thus, changes may differ from those originally published because of rounding. A table of conversion factors, which allows users to calculate percent changes based on the June 1981 base, is available upon request.

When using the ECI for escalation contracts, users should request the article "Escalation in Employer Costs for Employee Compensation: A Guide for Contracting Parties," as well as the Historical Listing for the Employment Cost Index that does not deflate the index by the CPI-U. *Constant dollar data in this listing are not appropriate for use in escalation clauses.*

The deflator used for all constant-dollar ECI series was derived from the Consumer Price Index for All Urban Consumers (CPI-U). In order to calculate the constant dollar indexes, the CPI-U was converted to the same base as the ECI, June 1989=100. The ECI for each quarter was then divided by the converted CPI-U for the same reference period. The CPI-U U.S. City Average All Items was used for all series except for the regional data, which used corresponding CPI regional data.

This listing includes not seasonally adjusted ECI series for which index numbers are published. The constant-dollar compensation series must be interpreted with caution. Changes in employer costs for employee benefits do not necessarily measure changes in the welfare of workers.

More detailed information on the ECI is available in several sources. These include the bulletin – Employment Cost Indexes, 1975-99 (Bulletin 2532), a chapter in the BLS Handbook of Methods (Bulletin 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. Orders for bulletins should be made to the Bureau of Labor Statistics, Publication Sales Center, Room 960, 230 South Dearborn Street, Chicago, IL 60604 (312) 353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling (202) 691-6199 or sending e-mail to ocltinfo@bls.gov. Current and historical data are available at the web site: (<http://www.bls.gov/ncs/ect/>).

NOTE: Revisions were made on November 26, 2003 to the Constant Dollar Listing. All series, except estimates for the four census regions found in tables 4 and 7, were affected. The following data series have been revised: the September 1999 index numbers, the September 1999 and December 1999 3-month percent changes, and the September 1999 and September 2000 12-month percent changes.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Civilian workers¹:												
1981	-	92.0	91.7	92.7	-	-	-0.3	1.0	-	-	-	-
1982	93.8	92.4	93.7	95.1	1.2	-1.5	1.4	1.5	-	0.4	2.1	2.6
1983	96.3	95.9	96.4	96.9	1.3	-.4	.5	.6	2.7	3.8	2.9	1.9
1984	97.4	97.1	97.2	98.1	.5	-.3	.1	.9	1.1	1.2	.8	1.2
1985	98.3	97.9	98.8	98.6	.3	-.4	.9	-.2	1.0	.9	1.7	.5
1986	100.0	100.1	100.6	101.0	1.5	.0	.5	.4	1.7	2.2	1.8	2.4
1987	100.4	99.8	99.6	100.1	-.6	-.6	-.2	.5	.4	-.2	-1.0	-.8
1988	100.6	100.3	100.2	100.6	.4	-.2	-.2	.4	.1	.5	.6	.5
1989	100.4	100.0	100.9	101.0	-.3	-.4	.9	.1	-.2	-.3	.7	.4
1990	100.6	100.7	100.0	99.8	-.4	.1	-.7	-.2	.2	.7	-.9	-1.2
1991	100.3	100.6	100.9	101.0	.5	.3	.3	.1	-.3	-.1	.9	1.2
1992	101.1	101.1	101.4	101.5	.1	.0	.3	.2	.8	.5	.5	.6
1993	101.5	101.7	102.2	102.3	.0	.1	.5	.1	.4	.6	.8	.8
1994	102.3	102.4	102.4	102.6	.0	.1	.0	.2	.7	.7	.2	.3
1995	102.3	102.2	102.6	102.8	-.3	-.1	.3	.3	.0	-.2	.1	.2
1996	102.3	102.3	102.4	102.4	-.6	.1	.1	.0	.0	.1	-.2	-.4
1997	102.4	102.8	103.2	104.0	.0	.4	.4	.8	.1	.5	.8	1.6
1998	104.3	104.6	105.4	105.9	.3	.3	.8	.4	1.9	1.8	2.1	1.8
1999	105.6	105.9	105.9	106.6	-.2	.3	.0	.7	1.3	1.2	.5	.7
2000	106.2	106.5	106.8	107.4	-.4	.3	.3	.6	.6	.6	.8	.7
2001	107.4	107.2	108.3	110.1	.0	-.2	1.0	1.7	1.1	.6	1.4	2.5
2002	109.9	110.3	110.6	111.3	-.2	.3	.3	.6	2.4	2.9	2.1	1.0
2003	110.8	112.0	112.3	113.4	-.4	1.1	.3	1.0	.8	1.5	1.5	1.9
2004	113.0	112.7	113.6	-	-.3	-.3	.9	-	2.0	.6	1.2	-
Civilian workers excluding sales:												
1981	-	91.8	91.9	92.7	-	-	.1	.9	-	-	-	-
1982	93.8	92.5	93.9	95.2	1.2	-1.3	1.5	1.4	-	.8	2.2	2.8
1983	96.6	96.0	96.6	97.0	1.4	-.6	.6	.4	3.0	3.8	2.9	1.9
1984	97.5	97.3	97.4	98.3	.5	-.2	.1	.9	.9	1.3	.8	1.3
1985	98.3	97.9	98.9	98.4	.0	-.4	1.0	-.5	.9	.6	1.5	.2
1986	100.0	100.1	100.6	101.0	1.6	.0	.5	.4	1.7	2.2	1.7	2.6
1987	100.5	99.9	99.9	100.3	-.4	-.6	.0	.4	.5	-.1	-.6	-.6
1988	100.9	100.5	100.4	100.7	.5	-.3	-.2	.3	.4	.6	.5	.4
1989	100.5	100.0	100.9	100.9	-.3	-.5	.9	.0	-.4	-.5	.5	.2
1990	100.6	100.7	100.0	100.0	-.3	.1	-.7	.0	.1	.7	-.9	-.9
1991	100.4	100.6	101.0	101.2	.4	.2	.5	.1	-.2	-.1	1.1	1.2
1992	101.2	101.3	101.6	101.8	.1	.1	.3	.2	.8	.7	.6	.6
1993	101.9	102.0	102.5	102.6	.1	.1	.4	.1	.7	.7	.8	.8
1994	102.5	102.6	102.8	103.0	.0	.1	.1	.2	.6	.6	.3	.4
1995	102.6	102.5	102.8	103.1	-.3	-.2	.3	.3	.1	-.2	.0	.1
1996	102.5	102.5	102.6	102.7	-.6	.0	.1	.0	-.1	.0	-.2	-.4
1997	102.5	103.0	103.3	104.1	-.2	.5	.3	.8	.0	.5	.7	1.4
1998	104.4	104.6	105.3	105.6	.3	.2	.6	.3	1.9	1.6	1.9	1.5
1999	105.7	105.8	105.8	106.6	.0	.1	.0	.7	1.3	1.1	.5	.9
2000	106.1	106.3	106.7	107.3	-.5	.3	.4	.6	.4	.5	.8	.7
2001	107.4	107.2	108.3	110.1	.1	-.2	1.0	1.7	1.3	.9	1.5	2.6
2002	109.9	110.2	110.6	111.3	-.2	.2	.4	.6	2.4	2.7	2.1	1.0
2003	110.9	112.1	112.4	113.5	-.3	1.1	.3	1.0	.9	1.7	1.6	2.0
2004	113.1	112.7	113.6	-	-.4	-.3	.8	-	2.0	.6	1.1	-

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
White-collar occupations:												
1981	-	89.3	89.1	90.3	-	-	-0.3	1.4	-	-	-	-
1982	91.1	89.8	91.5	92.7	0.9	-1.5	1.9	1.3	-	0.6	2.7	2.6
1983	93.9	93.4	94.5	94.9	1.3	-5	1.2	.4	3.1	4.0	3.3	2.4
1984	95.3	95.3	95.5	96.4	.4	-1	.3	.9	1.5	2.0	1.0	1.5
1985	96.8	96.4	97.6	97.4	.4	-4	1.3	-2	1.6	1.2	2.2	1.1
1986	99.0	99.2	99.9	100.2	1.6	.2	.7	.3	2.3	2.8	2.3	2.8
1987	100.0	99.3	99.3	99.7	-2	-7	.0	.4	1.0	.1	-6	-5
1988	100.1	99.9	99.9	100.5	.4	-2	-1	.7	.2	.6	.6	.8
1989	100.5	100.0	101.3	101.3	-1	-5	1.3	.0	.3	.1	1.4	.7
1990	100.9	101.1	100.5	100.4	-4	.2	-5	-1	.4	1.1	-7	-8
1991	100.9	101.1	101.4	101.5	.5	.2	.3	.1	.1	.0	.9	1.1
1992	101.5	101.4	101.7	102.0	.0	.0	.3	.3	.5	.3	.3	.5
1993	101.9	101.9	102.5	102.7	-1	.0	.6	.1	.4	.5	.8	.7
1994	102.7	102.8	102.9	103.1	.0	.1	.1	.2	.8	.9	.4	.5
1995	102.9	102.8	103.2	103.5	-2	-1	.4	.3	.2	.0	.3	.3
1996	102.9	103.0	103.3	103.2	-6	.1	.3	.0	.0	.2	.1	-3
1997	103.2	103.7	104.1	105.0	.0	.4	.4	.9	.3	.7	.8	1.8
1998	105.4	105.6	106.7	107.1	.3	.2	1.0	.4	2.1	1.9	2.5	1.9
1999	106.7	107.0	107.2	107.9	-3	.3	.2	.7	1.3	1.3	.5	.8
2000	107.6	107.9	108.2	108.8	-3	.3	.3	.5	.8	.8	1.0	.8
2001	108.7	108.8	109.8	111.6	.0	.0	.9	1.7	1.1	.8	1.4	2.6
2002	111.4	111.8	112.1	112.7	-2	.4	.3	.5	2.4	2.8	2.1	1.0
2003	112.3	113.4	113.8	114.9	-4	1.0	.4	1.0	.8	1.4	1.6	2.0
2004	114.4	113.8	114.9	-	-5	-5	.9	-	1.8	.4	.9	-
White-collar occupations, excluding sales occupations:												
1981	-	88.5	88.9	89.9	-	-	.5	1.1	-	-	-	-
1982	90.9	89.7	91.3	92.6	1.1	-1.3	1.8	1.4	-	1.4	2.6	3.0
1983	93.9	93.4	94.5	94.8	1.5	-5	1.2	.3	3.4	4.2	3.6	2.4
1984	95.4	95.3	95.9	96.6	.6	-2	.6	.8	1.6	2.0	1.4	1.9
1985	96.7	96.3	97.5	97.2	.1	-4	1.3	-3	1.3	1.1	1.7	.6
1986	98.9	98.9	99.8	100.2	1.8	.0	.8	.4	2.3	2.7	2.3	3.1
1987	100.0	99.3	99.6	100.1	-2	-7	.3	.5	1.1	.3	-2	-1
1988	100.5	100.1	100.3	100.6	.3	-3	.2	.3	.5	.8	.7	.5
1989	100.6	100.0	101.2	101.2	-1	-6	1.2	.0	.1	-1	.9	.5
1990	101.0	101.1	100.7	100.6	-2	.1	-4	-1	.4	1.1	-4	-5
1991	101.1	101.2	101.7	101.9	.5	.1	.5	.2	.2	.1	.9	1.2
1992	101.7	101.7	102.2	102.5	-1	.0	.5	.3	.6	.5	.6	.6
1993	102.5	102.5	103.1	103.2	.0	.0	.5	.1	.7	.8	.8	.6
1994	103.2	103.3	103.4	103.7	.0	.1	.1	.3	.7	.8	.3	.5
1995	103.5	103.3	103.7	104.0	-2	-2	.4	.3	.3	.0	.3	.3
1996	103.4	103.4	103.7	103.6	-6	.0	.4	-1	-1	.1	.0	-4
1997	103.5	104.0	104.4	105.3	-1	.4	.4	.9	.2	.6	.6	1.7
1998	105.7	105.8	106.7	106.9	.3	.1	.9	.2	2.0	1.7	2.2	1.5
1999	107.0	107.1	107.2	108.0	.0	.1	.2	.7	1.2	1.3	.6	1.0
2000	107.5	107.8	108.2	108.8	-4	.3	.4	.6	.5	.7	.9	.8
2001	109.0	108.9	110.0	111.8	.1	-1	1.0	1.6	1.4	1.0	1.7	2.7
2002	111.7	111.8	112.2	112.9	-1	.1	.4	.6	2.5	2.7	2.0	1.0

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for									
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--					
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
White-collar occupations, excluding sales occupations:														
2003	112.6	113.7	114.1	115.2	-0.2	0.9	0.4	1.0	0.9	1.7	1.7	2.0		
2004	114.6	114.1	115.1	-	-5	-5	.9	-	1.8	.3	.9	-		
Professional specialty and technical occupations:														
1989	-	100.0	101.9	102.1	-	-	1.9	.2	-	-	-	-		
1990	101.7	101.6	101.7	101.8	-3	-2	.1	.2	-	1.6	-2	-2		
1991	102.0	101.9	102.7	103.0	.2	-.1	.7	.3	.3	.4	1.0	1.1		
1992	102.8	102.9	103.8	104.2	-.1	.0	.9	.3	.8	.9	1.1	1.2		
1993	103.8	103.6	104.3	104.3	-.4	-.1	.7	-.1	1.0	.8	.5	.1		
1994	104.3	104.1	104.4	104.6	.0	-.1	.3	.2	.5	.5	.1	.3		
1995	104.1	103.8	104.4	104.6	-.5	-.3	.6	.2	-.2	-.4	.0	.0		
1996	104.1	104.1	104.3	104.1	-.5	.0	.2	-.1	.0	.3	-.1	-.4		
1997	103.7	104.2	104.5	105.2	-.4	.5	.3	.6	-.4	.1	.3	1.0		
1998	105.2	105.3	106.2	106.8	.0	.1	.9	.5	1.4	1.0	1.6	1.5		
1999	106.3	106.2	106.4	107.1	-.5	-.1	.2	.7	1.0	.8	.2	.4		
2000	106.3	106.8	107.2	107.9	-.7	.4	.4	.7	.1	.5	.8	.7		
2001	107.9	107.6	109.1	110.6	.0	-.3	1.4	1.4	1.5	.8	1.8	2.5		
2002	110.0	109.9	110.7	111.4	-.5	-.1	.7	.7	2.0	2.2	1.5	.7		
2003	110.6	111.5	111.9	113.1	-.8	.8	.4	1.1	.5	1.4	1.1	1.5		
2004	112.7	112.0	113.4	-	-.4	-.6	1.3	-	1.9	.5	1.4	-		
Executive, administrative, and managerial occupations:														
1989	-	100.0	100.5	100.3	-	-	.5	-.2	-	-	-	-		
1990	100.3	100.7	100.1	99.9	.0	.4	-.6	-.2	-	.7	-.4	-.4		
1991	100.6	100.9	101.1	101.2	.7	.4	.2	.1	.3	.2	1.1	1.4		
1992	100.7	100.4	100.4	100.6	-.6	-.3	.0	.2	.1	-.5	-.7	-.7		
1993	101.0	101.0	101.4	101.6	.4	.0	.4	.2	.4	.6	1.0	1.0		
1994	101.7	102.0	102.1	102.5	.0	.3	.1	.4	.6	1.0	.6	.8		
1995	102.6	102.3	102.6	103.0	.2	-.3	.3	.4	.9	.3	.5	.5		
1996	102.4	102.2	103.1	102.9	-.6	-.2	.8	-.2	-.2	.0	.5	-.1		
1997	103.3	103.7	104.2	105.6	.4	.4	.4	1.4	.9	1.5	1.0	2.7		
1998	106.4	106.4	107.5	107.4	.7	-.1	1.1	-.1	3.0	2.5	3.2	1.6		
1999	107.9	108.6	108.9	109.6	.5	.6	.3	.6	1.4	2.1	1.3	2.1		
2000	109.1	109.3	109.8	110.3	-.4	.2	.4	.4	1.1	.7	.9	.6		
2001	110.3	110.6	111.1	113.2	.0	.3	.5	1.9	1.1	1.1	1.2	2.7		
2002	113.6	114.2	114.0	114.4	.4	.5	-.2	.3	3.0	3.3	2.6	1.0		
2003	115.3	116.2	116.6	117.8	.8	.8	.3	1.0	1.5	1.7	2.3	3.0		
2004	116.4	115.9	116.5	-	-1.1	-.5	.5	-	1.0	-.3	-.1	-		
Administrative support, including clerical:														
1989	-	100.0	100.7	100.9	-	-	.7	.2	-	-	-	-		
1990	100.7	100.7	99.9	100.0	-.2	.0	-.8	.1	-	.7	-.8	-.9		
1991	100.4	100.6	100.8	101.0	.4	.2	.2	.2	-.3	-.1	.9	1.0		
1992	101.5	101.4	101.8	102.1	.5	.0	.3	.4	1.1	.9	1.0	1.2		
1993	102.2	102.5	103.0	103.2	.1	.3	.4	.3	.8	1.1	1.2	1.1		
1994	103.4	103.6	103.5	103.8	.1	.2	-.1	.3	1.1	1.0	.5	.5		
1995	103.7	103.6	103.8	104.3	-.1	-.1	.2	.5	.3	.0	.3	.5		

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Administrative support, including clerical:													
1996	103.7	103.6	103.8	103.8	-0.6	-0.1	0.2	-0.1	0.0	0.0	0.0	0.0	-0.5
1997	103.6	104.2	104.5	105.3	-.1	.6	.3	.7	-.1	.6	.7	.7	1.5
1998	105.6	106.1	106.5	107.0	.2	.4	.4	.5	1.9	1.8	1.9	1.9	1.6
1999	107.2	107.1	107.0	107.7	.2	-.1	-.1	.7	1.5	1.0	.4	.7	.7
2000	107.7	108.0	108.5	109.0	.0	.3	.4	.5	.5	.9	1.4	1.2	1.2
2001	109.4	109.3	110.5	112.4	.4	-.1	1.1	1.7	1.5	1.2	1.9	3.1	3.1
2002	112.4	112.6	113.1	113.9	.1	.2	.4	.8	2.8	3.0	2.3	1.4	1.4
2003	113.4	114.8	115.1	116.2	-.5	1.3	.2	1.0	.8	1.9	1.8	1.9	1.9
2004	116.1	115.9	116.8	-	-.1	-.1	.7	-	2.4	.9	1.5	-	-
Blue-collar occupations:													
1981	-	97.0	96.4	97.3	-	-	-.6	.9	-	-	-	-	-
1982	98.2	97.0	98.0	99.4	1.0	-1.3	1.0	1.5	-	.0	1.6	2.2	2.2
1983	100.8	100.3	100.1	100.5	1.4	-.5	-.2	.4	2.6	3.4	2.1	1.0	1.0
1984	100.8	100.4	100.0	100.9	.3	-.3	-.4	.9	.0	.1	-.1	.4	.4
1985	100.9	100.5	100.8	100.4	.0	-.4	.4	-.5	.1	.1	.8	-.5	-.5
1986	101.9	101.7	101.8	102.1	1.5	-.2	.1	.3	1.0	1.2	1.0	1.7	1.7
1987	101.2	100.7	100.3	100.9	-.9	-.5	-.4	.6	-.7	-.9	-1.5	-1.2	-1.2
1988	101.5	101.4	100.6	100.7	.6	-.1	-.8	.1	.3	.7	.3	-.1	-.1
1989	100.3	100.0	100.4	100.4	-.5	-.3	.4	.0	-1.2	-1.4	-.2	-.3	-.3
1990	99.9	100.1	98.9	98.8	-.5	.2	-1.2	-.2	-.4	.1	-1.4	-1.6	-1.6
1991	99.3	99.6	99.8	100.0	.5	.4	.1	.2	-.6	-.5	.8	1.2	1.2
1992	100.3	100.5	100.5	100.7	.3	.2	.0	.3	1.0	.8	.7	.8	.8
1993	100.9	101.2	101.6	101.6	.1	.4	.4	.0	.5	.8	1.1	.9	.9
1994	101.5	101.7	101.7	101.7	-.1	.2	.0	.0	.6	.5	.1	.1	.1
1995	101.3	101.3	101.4	101.7	-.4	.0	.1	.3	-.2	-.4	-.2	.0	.0
1996	101.0	101.1	100.9	101.0	-.7	.1	-.2	.1	-.3	-.2	-.5	-.7	-.7
1997	100.7	101.3	101.5	101.9	-.3	.7	.1	.4	-.3	.2	.6	.8	.8
1998	101.9	102.2	102.6	103.1	.0	.3	.4	.4	1.2	.9	1.1	1.2	1.2
1999	103.1	103.3	103.1	103.7	.1	.1	-.2	.5	1.2	1.0	.5	.6	.6
2000	103.4	103.7	104.0	104.5	-.2	.3	.3	.4	.3	.4	.9	.8	.8
2001	104.4	104.1	105.2	106.8	-.1	-.3	1.0	1.5	.9	.3	1.1	2.2	2.2
2002	106.7	107.0	107.2	108.0	-.1	.3	.2	.8	2.2	2.8	2.0	1.2	1.2
2003	107.7	109.0	109.2	110.2	-.4	1.3	.1	1.0	.9	1.9	1.8	2.0	2.0
2004	110.5	110.4	111.2	-	.3	-.1	.7	-	2.7	1.3	1.8	-	-
Service occupations:													
1981	-	90.5	90.5	91.0	-	-	.0	.5	-	-	-	-	-
1982	93.1	91.6	92.9	94.5	2.4	-1.6	1.4	1.7	-	1.2	2.6	3.9	3.9
1983	95.8	94.9	95.1	96.5	1.4	-1.0	.2	1.5	2.9	3.6	2.4	2.2	2.2
1984	97.6	96.7	97.4	98.9	1.1	-.9	.7	1.5	1.9	1.9	2.4	2.4	2.4
1985	98.6	97.7	99.2	99.0	-.3	-.9	1.6	-.2	1.0	1.0	1.9	.1	.1
1986	100.4	100.2	100.9	101.4	1.4	-.2	.7	.5	1.8	2.6	1.7	2.4	2.4
1987	101.1	100.2	99.8	100.1	-.3	-.9	-.3	.3	.7	.0	-1.1	-1.3	-1.3
1988	100.7	100.3	100.9	101.1	.5	-.3	.6	.2	-.4	.2	1.1	1.0	1.0
1989	100.7	100.0	101.0	101.2	-.5	-.7	1.0	.2	.0	-.3	.1	.0	.0
1990	100.5	100.4	99.7	100.2	-.7	-.1	-.7	.5	-.2	.4	-1.3	-1.0	-1.0
1991	100.6	100.7	101.6	101.8	.4	.2	.8	.2	.1	.3	1.9	1.6	1.6

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1992	101.6	101.5	102.1	102.1	-0.1	-0.1	0.5	0.0	1.1	0.8	0.5	0.3
1993	101.9	102.0	102.5	102.6	-2	.1	.5	.0	.2	.5	.5	.5
1994	102.5	102.4	102.6	103.0	.0	-1	.2	.4	.6	.4	.0	.5
1995	102.5	102.4	102.6	103.0	-6	-1	.3	.4	-1	.0	.0	.0
1996	102.0	101.9	102.0	102.5	-9	-1	.1	.5	-4	-4	-6	-5
1997	102.4	102.7	103.6	104.3	-1	.3	.9	.7	.4	.8	1.6	1.8
1998	104.7	105.0	105.7	106.0	.4	.2	.7	.2	2.3	2.2	2.0	1.6
1999	106.3	106.3	105.8	106.8	.3	.1	-5	.9	1.5	1.3	.0	.7
2000	105.8	105.9	106.1	107.0	-9	.1	.2	.8	-4	-4	.3	.2
2001	107.1	106.9	107.9	110.2	.1	-2	.9	2.1	1.2	.9	1.7	3.0
2002	109.9	110.0	110.6	111.3	-2	.0	.6	.6	2.7	2.9	2.5	1.0
2003	110.6	111.5	111.8	113.1	-6	.8	.3	1.2	.6	1.4	1.1	1.6
2004	112.4	111.8	112.9	-	-6	-5	.9	-	1.6	.3	1.0	-
Goods-producing industries²:												
1981	-	96.3	95.9	96.6	-	-	-4	.8	-	-	-	-
1982	98.0	96.6	97.6	98.8	1.4	-1.4	1.0	1.2	-	.3	1.8	2.2
1983	100.3	99.7	99.6	99.8	1.5	-6	-1	.3	2.3	3.2	2.0	1.1
1984	100.2	100.0	99.8	100.5	.3	-1	-3	.8	-1	.4	.2	.7
1985	101.0	100.5	100.6	100.1	.5	-5	.2	-5	.9	.4	.9	-4
1986	101.7	102.0	101.9	102.2	1.6	.3	-1	.3	.7	1.5	1.3	2.1
1987	101.3	100.7	100.3	100.9	-9	-6	-4	.6	-4	-1.3	-1.6	-1.3
1988	101.6	101.5	100.6	100.8	.7	-1	-9	.2	.3	.8	.3	.0
1989	100.4	100.0	100.4	100.5	-5	-4	.4	.1	-1.2	-1.5	-2	-3
1990	100.2	100.5	99.3	99.3	-3	.3	-1.2	.0	-2	.5	-1.1	-1.1
1991	99.8	100.3	100.4	100.7	.5	.5	.1	.3	-4	-2	1.1	1.4
1992	101.1	101.2	101.3	101.6	.4	.1	.1	.4	1.3	.9	.9	.9
1993	102.0	102.4	102.6	102.7	.3	.4	.3	.0	.9	1.2	1.4	1.0
1994	102.8	103.1	102.9	103.1	.1	.4	-2	.2	.8	.8	.3	.5
1995	102.7	102.5	102.5	103.0	-4	-2	-1	.5	-1	-6	-4	-1
1996	102.3	102.4	102.3	102.4	-7	.1	-1	.1	-4	-1	-2	-6
1997	102.0	102.7	102.9	103.2	-4	.7	.1	.3	-3	.3	.5	.7
1998	103.4	103.8	104.1	104.4	.2	.4	.3	.3	1.3	1.0	1.2	1.2
1999	104.5	104.5	104.4	105.1	.1	.0	-2	.7	1.1	.7	.3	.6
2000	105.0	105.5	105.7	106.1	.0	.5	.2	.4	.5	.9	1.3	1.0
2001	106.1	106.1	106.6	108.4	.0	.0	.5	1.7	1.1	.6	.8	2.2
2002	108.5	108.8	108.8	109.9	.0	.3	.0	1.0	2.2	2.5	2.0	1.3
2003	109.9	111.2	111.1	112.2	.0	1.2	-1	1.0	1.3	2.2	2.1	2.1
2004	112.8	112.5	113.3	-	.6	-3	.8	-	2.7	1.1	2.0	-
Manufacturing:												
1981	-	95.5	94.7	95.7	-	-	-8	1.1	-	-	-	-
1982	97.0	95.6	96.6	97.8	1.4	-1.5	1.1	1.2	-	.1	2.0	2.2
1983	99.4	98.7	98.7	99.0	1.6	-7	.1	.3	2.4	3.2	2.2	1.2
1984	99.4	99.3	99.2	100.2	.4	-1	-2	1.0	.0	.7	.5	1.2
1985	100.7	100.1	100.3	99.7	.5	-5	.2	-6	1.2	.8	1.1	-5
1986	101.5	101.7	101.5	101.9	1.8	.1	-2	.4	.9	1.5	1.2	2.2
1987	100.9	100.2	99.8	100.4	-1.0	-7	-3	.6	-7	-1.5	-1.6	-1.4
1988	101.5	101.2	100.4	100.5	1.1	-3	-8	.1	.7	1.0	.6	.1
1989	100.4	100.0	100.4	100.4	-2	-4	.4	.0	-1.1	-1.2	.0	-1

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1990	100.3	100.6	99.5	99.4	-0.1	0.3	-1.1	-0.1	-0.1	0.6	-0.9	-1.0	
1991	99.8	100.4	100.6	101.0	.4	.5	.2	.4	-5	-2	1.1	1.6	
1992	101.6	101.5	101.6	101.9	.6	.0	.1	.3	1.7	1.1	1.0	.9	
1993	102.5	102.9	103.1	103.2	.6	.4	.3	.1	.9	1.3	1.5	1.3	
1994	103.3	103.6	103.3	103.7	.0	.3	-2	.4	.8	.7	.2	.4	
1995	103.4	103.3	103.1	103.7	-3	-2	-1	.6	.2	-3	-2	.0	
1996	103.1	103.3	103.3	103.4	-6	.2	.0	.1	-4	.0	.1	-3	
1997	102.8	103.6	103.6	104.1	-5	.7	.0	.5	-2	.3	.4	.7	
1998	104.4	104.5	104.8	105.2	.3	.1	.4	.3	1.5	.8	1.2	1.0	
1999	105.2	105.2	105.0	105.9	.0	.0	-2	.8	.8	.7	.2	.7	
2000	105.8	106.2	106.2	106.5	-1	.3	.1	.2	.6	.9	1.2	.6	
2001	106.6	106.4	106.7	108.6	.1	-2	.3	1.8	.7	.2	.4	2.0	
2002	108.7	109.1	109.1	110.1	.1	.3	.0	.9	2.0	2.5	2.2	1.4	
2003	110.5	111.7	111.6	112.5	.4	1.1	-2	.9	1.7	2.5	2.3	2.2	
2004	113.7	113.3	114.3	-	1.1	-3	.9	-	2.9	1.4	2.4	-	
Service-producing industries³:													
1981	-	89.6	89.5	90.4	-	-	-1	1.1	-	-	-	-	
1982	91.4	89.9	91.6	93.1	1.1	-1.6	1.9	1.6	-	.4	2.4	2.9	
1983	94.2	93.7	94.6	95.3	1.2	-5	1.0	.7	3.0	4.1	3.3	2.4	
1984	95.7	95.6	95.7	96.8	.4	-1	.1	1.1	1.6	2.1	1.1	1.5	
1985	96.8	96.4	98.0	97.6	.1	-4	1.6	-3	1.2	.8	2.3	.9	
1986	99.1	99.1	99.9	100.3	1.5	-1	.8	.4	2.4	2.7	2.0	2.7	
1987	100.0	99.3	99.4	99.7	-3	-7	.1	.3	.9	.2	-5	-6	
1988	100.0	99.8	100.0	100.5	.3	-2	.2	.6	.1	.5	.6	.8	
1989	100.5	100.0	101.3	101.3	-1	-5	1.3	.0	.4	.2	1.3	.7	
1990	100.7	100.8	100.3	100.2	-6	.1	-5	-1	.2	.8	-1.0	-1.1	
1991	100.7	100.7	101.1	101.2	.5	.1	.4	.0	.0	.0	.9	1.0	
1992	101.1	101.1	101.4	101.6	.0	.0	.3	.3	.5	.3	.2	.5	
1993	101.3	101.4	102.0	102.1	-3	.1	.6	.1	.2	.3	.7	.5	
1994	102.0	102.0	102.3	102.5	-1	.0	.2	.2	.7	.6	.2	.3	
1995	102.1	102.1	102.6	102.8	-3	.0	.4	.2	.1	.1	.3	.3	
1996	102.2	102.2	102.4	102.4	-6	.1	.1	.0	.0	.1	-2	-3	
1997	102.5	102.9	103.3	104.3	.0	.4	.4	.9	.3	.6	.9	1.8	
1998	104.7	104.8	105.9	106.3	.4	.2	1.0	.4	2.2	1.9	2.5	2.0	
1999	106.0	106.3	106.4	107.1	-3	.3	.1	.7	1.2	1.4	.5	.8	
2000	106.6	106.8	107.2	107.8	-5	.2	.4	.5	.6	.5	.8	.6	
2001	107.8	107.6	108.9	110.7	.0	-1	1.1	1.7	1.1	.8	1.5	2.7	
2002	110.4	110.9	111.2	111.7	-2	.4	.3	.4	2.5	3.0	2.2	.9	
2003	111.2	112.3	112.7	113.9	-5	1.0	.4	1.0	.7	1.3	1.3	2.0	
2004	113.1	112.7	113.7	-	-7	-3	.9	-	1.7	.4	.9	-	
Service industries:													
1981	-	84.0	85.2	86.7	-	-	1.5	1.8	-	-	-	-	
1982	87.1	85.7	88.2	89.6	.4	-1.5	2.9	1.6	-	2.1	3.5	3.3	
1983	90.6	89.6	91.4	92.1	1.1	-1.2	2.1	.7	4.1	4.5	3.6	2.8	
1984	92.7	92.0	93.4	94.6	.6	-7	1.5	1.4	2.2	2.8	2.1	2.7	
1985	94.4	93.8	95.8	95.5	-3	-6	2.2	-3	1.8	1.9	2.6	.9	
1986	97.1	96.9	98.3	98.8	1.7	-2	1.5	.5	2.9	3.3	2.6	3.5	

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries:												
1987	98.5	97.7	98.7	99.3	-0.3	-0.8	1.0	0.5	1.5	0.9	0.4	0.4
1988	99.8	99.2	100.2	100.8	.6	-.6	1.0	.7	1.3	1.5	1.4	1.6
1989	100.7	100.0	102.0	102.1	-.2	-.7	2.0	.1	.8	.8	1.8	1.2
1990	101.7	101.8	101.9	102.2	-.3	.1	.1	.3	1.1	1.8	.0	.2
1991	102.5	102.2	102.9	103.1	.3	-.3	.7	.2	.8	.4	1.0	.9
1992	102.9	102.9	103.8	104.2	-.2	.0	.8	.4	.4	.7	.9	1.1
1993	103.8	103.6	104.5	104.6	-.4	-.1	.8	.1	.9	.7	.7	.3
1994	104.4	104.1	104.5	104.8	-.2	-.2	.3	.3	.6	.5	.0	.2
1995	104.3	104.0	104.4	104.6	-.5	-.3	.4	.2	-.1	-.1	-.1	-.2
1996	103.9	103.9	104.2	104.2	-.7	.0	.3	.0	-.3	-.1	-.2	-.4
1997	104.0	104.4	105.1	105.9	-.2	.4	.6	.7	.1	.5	.8	1.6
1998	105.8	105.8	106.8	107.3	.0	.0	.9	.5	1.7	1.3	1.6	1.3
1999	107.0	106.9	107.2	108.0	-.2	-.1	.3	.7	1.1	1.0	.4	.7
2000	107.3	107.5	108.0	108.7	-.7	.2	.5	.6	.2	.5	.7	.6
2001	108.7	108.3	110.0	111.7	.0	-.3	1.6	1.5	1.3	.8	1.9	2.7
2002	111.2	111.1	111.9	112.4	-.4	-.1	.7	.5	2.3	2.6	1.7	.7
2003	111.4	112.3	112.9	114.1	-1.0	.9	.5	1.1	.2	1.1	.9	1.5
2004	113.4	112.7	114.0	-	-.7	-.6	1.2	-	1.8	.3	1.0	-
Health services:												
1985	95.6	95.0	96.0	95.4	-	-.6	1.0	-.7	-	-	-	-
1986	97.0	97.0	98.0	98.7	1.7	.1	1.0	.8	1.4	2.1	2.0	3.5
1987	98.5	98.0	97.9	98.7	-.2	-.6	-.1	.9	1.6	1.0	-.1	.0
1988	99.0	99.1	99.2	99.9	.2	.1	.2	.7	.4	1.1	1.4	1.2
1989	100.4	100.0	101.5	102.3	.5	-.4	1.5	.8	1.4	.9	2.2	2.4
1990	102.1	102.3	102.1	102.9	-.1	.2	-.2	.7	1.8	2.3	.6	.6
1991	103.5	103.3	104.0	104.5	.6	-.2	.7	.4	1.4	1.0	1.9	1.6
1992	104.7	104.8	105.6	106.1	.2	.1	.7	.5	1.1	1.5	1.5	1.5
1993	105.7	105.9	106.4	106.7	-.4	.2	.5	.3	1.0	1.0	.8	.6
1994	106.3	106.2	106.2	106.5	-.4	-.1	.0	.3	.6	.3	-.2	-.2
1995	106.1	106.0	106.2	106.7	-.4	-.1	.2	.5	-.2	-.2	.0	.2
1996	105.6	105.6	105.5	105.2	-1.0	.0	-.2	-.3	-.4	-.3	-.7	-1.5
1997	104.9	105.1	105.2	106.1	-.3	.2	.2	.8	-.7	-.6	-.2	.9
1998	105.6	105.4	105.5	105.3	-.5	-.1	.1	-.2	.7	.4	.3	-.7
1999	105.7	105.6	105.5	106.4	.3	-.1	-.1	.9	.1	.1	.0	1.0
2000	105.8	106.2	106.5	107.5	-.6	.4	.3	1.0	.1	.6	.9	1.0
2001	107.4	107.8	109.1	111.2	-.1	.4	1.2	1.9	1.6	1.5	2.5	3.4
2002	111.4	111.6	111.8	112.8	.2	.2	.2	.9	3.7	3.6	2.5	1.5
2003	112.1	113.2	113.4	114.9	-.7	1.0	.2	1.3	.6	1.4	1.4	1.9
2004	114.6	114.1	115.5	-	-.3	-.4	1.2	-	2.2	.8	1.8	-
Hospitals:												
1986	-	96.3	97.2	98.0	-	-	.9	.9	-	-	-	-
1987	97.5	97.1	97.4	98.3	-.5	-.4	.4	.9	-	.8	.3	.3
1988	98.6	98.8	99.0	99.8	.4	.1	.3	.8	1.1	1.7	1.6	1.5
1989	100.2	100.0	101.6	102.1	.4	-.2	1.6	.5	1.5	1.3	2.6	2.3
1990	101.8	101.9	102.0	102.9	-.2	.1	.1	.8	1.7	1.9	.5	.8
1991	103.1	103.0	103.7	104.3	.3	-.1	.7	.5	1.3	1.1	1.7	1.4
1992	104.5	104.5	105.2	105.8	.2	.0	.6	.6	1.3	1.5	1.4	1.5
1993	105.4	105.4	106.0	106.4	-.4	-.1	.6	.4	.9	.8	.7	.5

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Hospitals:													
1994	106.1	106.0	105.9	106.4	-0.2	-0.1	-0.1	0.5	0.7	0.6	-0.1	0.0	
1995	105.6	105.5	105.6	106.2	-0.8	.0	.1	.6	-0.5	-0.4	-0.3	-0.2	
1996	105.4	105.3	105.1	104.7	-0.7	-0.2	-0.2	-0.4	-0.1	-0.3	-0.5	-1.4	
1997	104.1	104.2	104.4	105.2	-0.6	.1	.2	.7	-1.3	-1.0	-0.6	.5	
1998	104.9	105.2	105.7	106.2	-0.3	.3	.5	.4	.8	1.0	1.3	.9	
1999	106.3	106.2	106.0	106.9	.1	-0.1	-0.2	.9	1.3	.9	.2	.7	
2000	106.1	106.3	106.8	107.9	-0.8	.3	.5	1.0	-0.2	.1	.8	.9	
2001	107.9	108.5	110.1	112.4	.0	.5	1.5	2.1	1.7	2.0	3.1	4.1	
2002	112.6	113.0	113.6	115.0	.2	.3	.5	1.2	4.4	4.2	3.2	2.3	
2003	114.5	115.4	116.0	117.7	-0.4	.8	.5	1.5	1.6	2.1	2.1	2.4	
2004	117.1	116.6	118.0	-	-0.5	-0.4	1.2	-	2.3	1.0	1.7	-	
Educational services:													
1989	101.0	100.0	103.4	103.1	-	-1.0	3.4	-0.2	-	-	-	-	
1990	102.2	101.8	103.2	103.3	-0.9	-0.4	1.3	.2	1.2	1.8	-0.2	.2	
1991	103.2	102.6	103.9	103.9	-0.1	-0.6	1.3	-0.1	1.0	.7	.8	.5	
1992	103.1	102.8	104.4	104.7	-0.7	-0.3	1.6	.2	-0.2	.2	.5	.8	
1993	103.8	103.3	104.9	104.6	-0.9	-0.5	1.5	-0.2	.7	.5	.4	-0.1	
1994	103.9	103.6	104.7	104.8	-0.7	-0.2	1.0	.1	.1	.3	-0.2	.2	
1995	104.0	103.7	105.1	105.3	-0.7	-0.3	1.4	.1	.1	.0	.5	.5	
1996	104.0	103.6	104.8	104.8	-1.2	-0.4	1.1	.0	.0	-0.1	-0.4	-0.5	
1997	103.9	103.9	105.1	105.4	-0.8	.0	1.1	.3	-0.1	.3	.3	.6	
1998	105.2	104.8	106.3	106.8	-0.2	-0.3	1.4	.4	1.2	.9	1.2	1.3	
1999	106.3	105.8	106.9	107.5	-0.5	-0.4	1.0	.6	1.0	.9	.5	.7	
2000	106.2	105.7	107.0	107.4	-1.2	-0.5	1.2	.4	-0.1	-0.1	.1	-0.1	
2001	106.8	106.1	108.6	110.0	-0.5	-0.7	2.4	1.2	.6	.4	1.6	2.4	
2002	109.0	108.6	110.8	111.7	-0.9	-0.4	2.0	.8	2.1	2.3	2.0	1.5	
2003	110.2	110.9	111.8	112.9	-1.3	.6	.8	.9	1.1	2.2	.9	1.0	
2004	111.6	110.5	112.3	-	-1.1	-1.0	1.6	-	1.2	-0.4	.4	-	
Public administration⁴:													
1981	-	86.7	88.0	88.6	-	-	1.5	.6	-	-	-	-	
1982	90.0	88.4	90.5	91.4	1.5	-1.7	2.4	1.0	-	2.0	2.8	3.2	
1983	93.3	92.4	93.5	94.2	2.1	-0.9	1.2	.7	3.7	4.5	3.3	3.0	
1984	94.1	93.7	95.0	95.9	-0.1	-0.4	1.4	1.0	.9	1.4	1.6	1.8	
1985	96.1	95.2	97.4	97.0	.2	-1.0	2.4	-0.4	2.1	1.5	2.5	1.1	
1986	98.8	99.1	100.2	100.7	1.9	.3	1.2	.5	2.8	4.1	2.9	3.9	
1987	101.1	100.2	100.0	100.9	.3	-0.9	-0.1	.8	2.3	1.1	-0.2	.1	
1988	101.4	100.8	101.0	100.7	.5	-0.6	.2	-0.3	.3	.6	1.0	-0.1	
1989	100.7	100.0	101.8	101.6	-0.1	-0.7	1.8	-0.2	-0.7	-0.7	.8	.8	
1990	101.3	100.8	100.8	100.8	-0.2	-0.5	.0	.0	.7	.8	-0.9	-0.7	
1991	101.9	101.2	101.5	101.3	1.0	-0.6	.3	-0.2	.5	.4	.7	.5	
1992	101.6	101.4	101.7	101.7	.2	-0.1	.3	.0	-0.3	.2	.2	.4	
1993	101.6	101.4	102.0	102.1	-0.1	-0.2	.6	.1	.1	.0	.3	.4	
1994	102.4	102.5	102.8	103.0	.3	.0	.3	.2	.8	1.0	.7	.8	
1995	102.8	102.6	103.2	103.7	-0.2	-0.2	.6	.5	.3	.1	.4	.7	
1996	103.0	102.6	102.8	103.1	-0.7	-0.3	.1	.3	.2	.0	-0.4	-0.6	
1997	103.2	103.0	103.2	103.9	.0	-0.2	.3	.7	.2	.3	.4	.8	
1998	104.4	104.6	105.4	105.9	.4	.2	.7	.5	1.2	1.6	2.1	1.9	
1999	105.9	105.7	105.3	106.5	.0	-0.2	-0.4	1.2	1.5	1.0	-0.1	.5	

See footnotes at end of table.

TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public administration⁴:													
2000	105.6	105.2	105.0	105.8	-0.8	-0.4	-0.2	0.8	-0.3	-0.5	-0.3	-0.7	
2001	106.1	105.9	107.0	109.0	.3	-.2	1.1	1.8	.4	.7	2.0	3.1	
2002	108.6	108.6	109.8	110.9	-.3	.0	1.1	1.0	2.4	2.6	2.6	1.8	
2003	110.1	111.0	112.1	113.2	-.8	.8	1.0	1.0	1.3	2.2	2.1	2.0	
2004	112.6	112.1	113.8	-	-.5	-.5	1.5	-	2.3	1.0	1.5	-	
Nonmanufacturing:													
1981	-	90.5	90.5	91.5	-	-	.0	1.0	-	-	-	-	
1982	92.5	91.1	92.7	94.0	1.0	-1.5	1.7	1.4	-	.6	2.3	2.7	
1983	95.2	94.8	95.5	96.0	1.3	-.4	.8	.6	3.0	4.1	3.1	2.2	
1984	96.5	96.2	96.3	97.2	.5	-.3	.1	.9	1.4	1.5	.9	1.2	
1985	97.4	97.0	98.3	98.1	.2	-.4	1.4	-.2	.9	.8	2.1	.9	
1986	99.5	99.5	100.2	100.6	1.4	.0	.7	.4	2.1	2.6	1.9	2.6	
1987	100.2	99.6	99.6	99.9	-.4	-.6	.0	.3	.7	.1	-.6	-.7	
1988	100.2	100.1	100.1	100.6	.3	-.1	-.1	.6	.1	.5	.5	.7	
1989	100.5	100.0	101.2	101.2	-.2	-.5	1.2	.0	.2	-.1	1.1	.5	
1990	100.6	100.8	100.1	100.0	-.6	.2	-.7	-.1	.1	.8	-1.1	-1.2	
1991	100.6	100.6	101.0	101.1	.6	.1	.4	.0	.0	-.1	1.0	1.1	
1992	100.9	101.0	101.3	101.4	-.1	.1	.3	.2	.4	.3	.2	.4	
1993	101.2	101.3	101.9	102.0	-.2	.1	.6	.0	.3	.3	.7	.5	
1994	101.9	102.0	102.2	102.3	.0	.1	.1	.1	.7	.7	.2	.3	
1995	102.0	101.9	102.3	102.5	-.3	-.1	.4	.2	.0	-.2	.1	.2	
1996	101.9	102.0	102.1	102.1	-.6	.1	.1	.0	.0	.1	-.2	-.4	
1997	102.1	102.6	103.0	103.9	.0	.4	.4	.9	.2	.6	.9	1.8	
1998	104.2	104.5	105.4	105.9	.3	.3	.9	.5	2.0	1.9	2.4	1.9	
1999	105.7	106.0	106.0	106.7	-.2	.3	.0	.7	1.4	1.4	.5	.7	
2000	106.3	106.5	106.9	107.5	-.4	.3	.3	.6	.6	.5	.8	.7	
2001	107.5	107.4	108.6	110.4	.0	-.1	1.1	1.7	1.1	.8	1.6	2.7	
2002	110.1	110.5	110.9	111.4	-.2	.3	.3	.5	2.5	2.9	2.1	.9	
2003	110.8	112.0	112.4	113.5	-.5	1.1	.4	1.0	.6	1.4	1.4	1.9	
2004	112.8	112.4	113.4	-	-.6	-.4	.9	-	1.8	.3	.8	-	

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

NOTE: Dashes indicate data not available.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
State and local government workers:												
1981	-	84.2	86.3	87.3	-	-	2.4	1.1	-	-	-	-
1982	88.0	86.1	89.1	90.0	0.8	-2.1	3.5	1.0	-	2.2	3.3	3.2
1983	90.9	89.9	91.6	92.0	1.0	-1.1	1.8	.5	3.3	4.4	2.8	2.2
1984	92.2	91.7	93.7	94.4	.2	-5	2.2	.7	1.4	1.9	2.4	2.6
1985	94.5	93.7	96.3	96.1	.1	-9	2.8	-2	2.5	2.2	2.7	1.8
1986	97.5	97.5	99.6	100.0	1.5	-1	2.1	.4	3.2	4.1	3.4	4.1
1987	99.4	98.4	99.4	100.0	-5	-1.0	1.0	.6	1.9	1.0	-2	.1
1988	100.3	99.4	100.6	101.1	.3	-1.0	1.2	.5	.9	1.0	1.2	1.1
1989	100.9	100.0	102.6	102.6	-3	-9	2.6	.1	.5	.6	2.0	1.5
1990	102.0	101.7	102.3	102.4	-6	-3	.6	.1	1.1	1.7	-2	-2
1991	102.8	102.2	103.0	103.0	.4	-6	.8	-1	.7	.4	.7	.5
1992	102.6	102.4	103.5	103.7	-3	-2	1.1	.2	-1	.2	.5	.7
1993	103.1	102.8	103.8	103.8	-6	-3	1.0	-1	.5	.4	.3	.0
1994	103.4	103.2	103.8	104.1	-4	-1	.6	.3	.3	.4	.0	.4
1995	103.6	103.3	104.3	104.5	-5	-3	1.0	.3	.2	.0	.4	.4
1996	103.5	103.1	103.7	103.8	-1.0	-4	.6	.1	-1	-1	-5	-7
1997	103.3	103.2	103.9	104.4	-5	-1	.7	.5	-2	.1	.2	.5
1998	104.4	104.2	105.4	105.9	.0	-2	1.2	.4	1.1	1.0	1.5	1.4
1999	105.7	105.3	105.8	106.6	-2	-4	.5	.8	1.2	1.0	.3	.7
2000	105.5	105.0	105.6	106.2	-1.1	-4	.5	.6	-2	-2	-2	-4
2001	105.9	105.4	107.4	109.0	-3	-4	1.9	1.5	.4	.4	1.7	2.6
2002	108.3	108.1	109.8	110.8	-6	-2	1.5	.9	2.3	2.5	2.2	1.6
2003	109.5	110.3	111.2	112.3	-1.1	.6	.8	1.0	1.1	2.0	1.3	1.4
2004	111.3	110.4	112.1	-	-9	-8	1.6	-	1.6	.1	.8	-
White-collar occupations:												
1981	-	83.3	85.5	86.5	-	-	2.6	1.2	-	-	-	-
1982	87.1	85.1	88.5	89.5	.7	-2.3	4.0	1.2	-	2.2	3.5	3.5
1983	90.1	89.1	90.9	91.3	.7	-1.2	2.1	.4	3.5	4.7	2.8	2.0
1984	91.4	90.8	93.1	93.8	.2	-7	2.5	.7	1.5	2.0	2.4	2.8
1985	93.9	93.1	95.8	95.6	.1	-9	2.9	-2	2.7	2.5	2.9	1.9
1986	97.1	96.8	99.2	99.6	1.5	-3	2.5	.4	3.4	4.0	3.6	4.2
1987	99.0	98.0	99.2	99.8	-6	-1.0	1.2	.6	2.0	1.2	.0	.2
1988	100.1	99.2	100.5	101.2	.3	-1.0	1.3	.8	1.2	1.2	1.3	1.4
1989	101.0	100.0	102.9	102.9	-3	-1.0	2.9	.1	.8	.8	2.4	1.7
1990	102.3	101.9	102.8	102.9	-6	-4	.8	.1	1.3	1.9	-1	-1
1991	103.1	102.5	103.3	103.1	.3	-6	.8	-2	.8	.5	.5	.3
1992	102.8	102.5	103.7	104.0	-3	-3	1.2	.3	-3	.0	.4	.8
1993	103.3	102.8	103.9	103.8	-7	-5	1.1	-2	.5	.3	.2	-2
1994	103.4	103.1	103.7	104.0	-4	-3	.7	.3	.1	.3	-2	.3
1995	103.4	103.0	104.2	104.4	-6	-4	1.1	.2	.1	.0	.4	.3
1996	103.3	102.9	103.7	103.7	-1.0	-4	.8	.0	-1	-1	-5	-7
1997	103.1	103.0	103.8	104.3	-6	-1	.8	.5	-2	.1	.1	.6
1998	104.1	103.7	105.0	105.5	-1	-4	1.2	.5	1.0	.7	1.2	1.2
1999	105.1	104.7	105.4	106.2	-3	-4	.7	.7	1.0	1.0	.4	.7
2000	105.0	104.6	105.2	105.8	-1.1	-4	.6	.5	-1	-1	-2	-4
2001	105.3	104.9	107.0	108.4	-4	-4	2.0	1.4	.2	.3	1.7	2.5
2002	107.7	107.4	109.2	110.2	-7	-3	1.7	.9	2.3	2.4	2.1	1.7
2003	108.9	109.6	110.5	111.6	-1.2	.6	.8	1.0	1.1	2.0	1.2	1.2
2004	110.5	109.6	111.1	-	-1.0	-8	1.4	-	1.4	.0	.5	-

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Professional specialty and technical occupations:													
1989	—	100.0	103.1	103.0	—	—	3.1	0.0	—	—	—	—	—
1990	102.6	102.2	103.2	103.1	-0.4	-0.4	.9	.0	—	2.2	0.1	0.1	—
1991	103.2	102.6	103.6	103.5	.1	-6	1.0	-1	0.6	.3	.4	.3	—
1992	102.9	102.7	104.1	104.2	-6	-2	1.4	.2	-3	.1	.5	.7	—
1993	103.4	102.9	104.1	103.8	-9	-5	1.2	-2	.4	.2	.0	-4	—
1994	103.3	102.9	103.8	104.0	-5	-4	.9	.2	-1	.0	-2	.2	—
1995	103.3	102.8	104.0	104.1	-7	-5	1.2	.1	.0	-1	.2	.1	—
1996	102.9	102.6	103.5	103.5	-1.2	-3	.9	.0	-4	-2	-5	-6	—
1997	102.8	102.6	103.6	103.9	-7	-2	1.0	.3	-1	.0	.1	.4	—
1998	103.7	103.2	104.5	104.9	-2	-5	1.2	.4	1.0	.6	.8	.9	—
1999	104.4	104.0	105.0	105.6	-5	-4	.9	.6	.6	.8	.5	.7	—
2000	104.5	104.0	104.7	105.1	-1.1	-4	.7	.4	.1	.0	-2	-4	—
2001	104.5	104.0	106.4	107.6	-6	-5	2.2	1.2	.1	.0	1.5	2.3	—
2002	106.6	106.3	108.4	109.4	-9	-3	2.0	.9	2.0	2.2	1.9	1.6	—
2003	107.9	108.6	109.5	110.5	-1.3	.6	.8	.9	1.2	2.2	1.0	1.0	—
2004	109.3	108.3	110.0	—	-1.1	-9	1.6	—	1.3	-3	.5	—	—
Executive, administrative, and managerial occupations:													
1989	—	100.0	102.4	102.4	—	—	2.4	.1	—	—	—	—	—
1990	101.9	101.6	102.2	102.1	-5	-3	.6	-1	—	1.6	-1	-3	—
1991	103.1	102.2	102.5	102.3	1.0	-9	.3	-2	1.2	.5	.3	.2	—
1992	102.5	102.0	102.6	103.0	.1	-5	.6	.4	-7	-2	.1	.7	—
1993	102.8	102.4	103.5	103.5	-2	-4	1.0	.0	.4	.5	.9	.5	—
1994	103.5	103.5	103.6	103.9	.0	-1	.1	.3	.7	1.0	.1	.4	—
1995	104.0	103.7	104.6	105.0	.1	-3	.9	.4	.5	.2	1.0	1.1	—
1996	104.2	103.7	103.8	104.0	-8	-4	.1	.2	.2	.1	-7	-1.0	—
1997	104.0	104.0	104.4	104.9	.0	.0	.3	.5	-2	.3	.6	.9	—
1998	105.2	105.0	106.5	107.2	.2	-2	1.4	.7	1.1	.9	2.0	2.2	—
1999	107.3	106.6	106.8	107.7	.0	-6	.2	.9	1.9	1.6	.3	.5	—
2000	106.6	106.0	106.6	107.5	-1.1	-6	.6	.8	-6	-6	-2	-2	—
2001	107.3	107.2	108.9	110.7	-1	-2	1.6	1.7	.7	1.1	2.1	3.0	—
2002	110.7	110.2	111.3	112.4	.0	-4	.9	1.0	3.1	2.9	2.2	1.5	—
2003	111.4	111.9	112.6	113.9	-9	.5	.6	1.1	.6	1.5	1.2	1.3	—
2004	112.6	111.9	112.5	—	-1.1	-7	.5	—	1.1	-1	-1	—	—
Administrative support, including clerical:													
1989	—	100.0	102.2	102.3	—	—	2.2	.1	—	—	—	—	—
1990	101.6	101.3	101.7	102.2	-6	-4	.4	.5	—	1.3	-5	.0	—
1991	102.8	101.9	102.7	102.6	.6	-8	.7	-1	1.1	.7	1.0	.4	—
1992	102.8	102.4	103.2	103.6	.2	-4	.8	.4	.0	.5	.5	1.0	—
1993	103.0	102.8	103.5	103.5	-6	-2	.7	.0	.2	.4	.3	-1	—
1994	103.4	103.4	103.7	104.1	-1	-1	.3	.4	.4	.6	.3	.6	—
1995	103.5	103.3	104.0	104.4	-6	-2	.7	.3	.1	-1	.3	.2	—
1996	103.6	103.3	103.7	104.1	-7	-3	.4	.4	.1	.0	-3	-3	—
1997	103.4	103.4	104.2	104.7	-7	.0	.8	.5	-2	.1	.5	.6	—
1998	104.7	104.5	105.8	106.2	.0	-3	1.3	.4	1.3	1.1	1.6	1.5	—
1999	106.3	105.5	105.7	106.9	.1	-8	.2	1.2	1.5	1.0	-1	.6	—
2000	105.8	105.5	106.0	106.6	-1.1	-3	.5	.6	-6	.0	.2	-3	—

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical:												
2001	106.1	105.7	107.3	109.3	-0.4	-0.4	1.5	1.8	0.4	0.2	1.3	2.6
2002	108.9	109.0	110.4	111.4	-.3	.1	1.3	.9	2.6	3.1	2.9	1.9
2003	110.4	111.1	112.5	113.5	-.9	.6	1.3	.8	1.3	1.9	1.9	1.8
2004	112.8	112.4	113.9	-	-.5	-.4	1.3	-	2.3	1.2	1.2	-
Blue-collar occupations:												
1981	-	89.6	90.7	91.4	-	-	1.2	.8	-	-	-	-
1982	92.8	91.1	93.4	94.0	1.6	-1.9	2.6	.6	-	1.7	3.0	2.9
1983	95.2	94.4	95.0	95.4	1.3	-.8	.6	.4	2.5	3.6	1.7	1.6
1984	96.4	95.6	96.6	97.0	1.0	-.8	1.0	.4	1.3	1.3	1.6	1.6
1985	97.6	96.9	98.8	98.4	.6	-.8	2.0	-.3	1.3	1.3	2.3	1.5
1986	100.4	101.0	101.9	102.4	2.0	.6	.9	.5	2.8	4.2	3.2	4.0
1987	101.8	101.0	101.1	101.4	-.6	-.8	.1	.3	1.5	.0	-.8	-1.0
1988	101.6	100.3	100.5	100.4	.2	-1.3	.1	-.1	-.2	-.7	-.6	-1.0
1989	100.8	100.0	101.4	102.1	.3	-.8	1.4	.7	-.8	-.3	-.9	1.6
1990	101.7	101.6	101.2	100.8	-.3	-.2	-.4	-.4	1.0	1.6	-.2	-1.2
1991	101.5	101.2	101.7	101.6	.7	-.3	.5	-.1	-.2	-.4	.5	.8
1992	101.7	102.1	102.7	103.0	.1	.3	.6	.3	.2	.9	1.0	1.4
1993	102.2	102.0	103.1	103.3	-.8	-.2	1.0	.3	.5	.0	.4	.3
1994	103.1	102.9	103.2	103.4	-.2	-.2	.3	.2	.9	.9	.1	.0
1995	102.8	102.8	103.0	103.5	-.6	.0	.3	.4	-.3	-.1	-.1	.1
1996	102.8	102.6	102.5	102.7	-.6	-.3	-.1	.2	.0	-.2	-.5	-.8
1997	102.5	102.4	102.6	103.2	-.2	.0	.2	.6	-.3	-.1	.1	.6
1998	103.3	102.9	103.8	104.3	.0	-.3	.8	.5	.8	.5	1.1	1.1
1999	104.4	104.2	104.1	105.1	.1	-.2	.0	.9	1.1	1.2	.4	.7
2000	104.2	103.8	104.2	105.0	-.9	-.4	.4	.7	-.2	-.3	.1	-.1
2001	104.7	103.9	105.4	107.6	-.3	-.7	1.5	2.0	.5	.1	1.2	2.5
2002	106.9	106.7	108.6	109.6	-.7	-.2	1.8	.9	2.1	2.7	3.0	1.9
2003	108.7	109.2	109.6	111.2	-.9	.5	.4	1.5	1.7	2.4	.9	1.5
2004	110.4	109.6	111.0	-	-.8	-.7	1.3	-	1.6	.3	1.3	-
Service occupations:												
1981	-	85.7	87.2	87.9	-	-	1.7	.8	-	-	-	-
1982	88.8	87.4	89.6	90.7	1.0	-1.6	2.6	1.2	-	1.9	2.8	3.1
1983	91.6	90.8	92.6	93.2	1.1	-.9	1.9	.7	3.2	3.9	3.3	2.8
1984	93.1	92.7	94.3	95.2	-.1	-.4	1.7	1.0	1.6	2.1	1.9	2.1
1985	95.4	94.6	96.8	96.9	.2	-.9	2.4	.0	2.4	2.0	2.7	1.7
1986	98.2	98.5	99.6	100.1	1.4	.3	1.1	.5	2.9	4.1	2.8	3.3
1987	99.9	99.2	99.5	99.9	-.2	-.7	.3	.4	1.7	.7	-.1	-.2
1988	100.6	100.0	101.4	101.1	.7	-.5	1.4	-.3	.7	.9	1.9	1.2
1989	100.7	100.0	102.1	102.0	-.5	-.7	2.1	-.1	.1	.0	.6	.8
1990	101.1	100.6	101.1	101.3	-.9	-.5	.5	.2	.4	.6	-.9	-.7
1991	102.0	101.6	102.6	102.6	.7	-.5	1.0	.0	1.0	1.0	1.5	1.3
1992	102.5	102.3	103.1	103.2	-.1	-.1	.8	.1	.4	.8	.5	.6
1993	102.9	102.9	103.8	103.9	-.3	-.1	.9	.1	.5	.5	.7	.7
1994	103.8	103.9	104.7	105.0	-.1	.1	.7	.3	.8	1.0	.8	1.0
1995	104.6	104.8	105.4	105.9	-.3	.2	.5	.5	.8	.9	.7	.9
1996	105.1	104.8	105.1	105.2	-.7	-.3	.3	.2	.5	.0	-.3	-.6

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1997	105.2	105.0	105.5	106.0	-0.1	-0.2	0.5	0.5	0.0	0.2	0.4	0.7
1998	106.7	107.4	108.5	108.6	.6	.7	1.0	.1	1.4	2.3	2.8	2.4
1999	108.5	108.5	108.4	109.6	.0	.0	-1	1.1	1.8	1.1	.0	.9
2000	108.4	107.8	108.2	109.1	-1.1	-6	.4	.8	-1	-7	-2	-5
2001	109.4	109.1	110.7	112.7	.3	-2	1.4	1.9	.9	1.3	2.2	3.4
2002	112.1	112.0	113.3	114.1	-6	-1	1.1	.7	2.5	2.7	2.3	1.2
2003	113.2	114.1	115.3	116.5	-8	.8	1.0	1.1	1.0	1.9	1.8	2.1
2004	115.6	114.7	117.2	-	-8	-8	2.2	-	2.1	.5	1.7	-
Service industries:												
1981	-	82.7	85.1	86.1	-	-	2.8	1.2	-	-	-	-
1982	86.5	84.6	88.0	89.0	.5	-2.3	4.0	1.2	-	2.2	3.4	3.4
1983	89.5	88.4	90.6	90.8	.5	-1.2	2.4	.2	3.4	4.6	3.0	2.0
1984	91.0	90.4	92.8	93.5	.2	-7	2.7	.7	1.6	2.2	2.4	3.0
1985	93.5	92.8	95.5	95.4	.1	-7	2.8	-1	2.8	2.8	2.9	2.1
1986	96.7	96.4	99.0	99.5	1.4	-3	2.6	.5	3.4	3.9	3.7	4.3
1987	98.5	97.5	99.0	99.5	-1.0	-1.0	1.5	.5	1.9	1.1	.0	.0
1988	99.9	98.9	100.5	101.4	.4	-1.1	1.6	1.0	1.4	1.4	1.5	2.0
1989	101.0	100.0	103.1	103.0	-5	-1.0	3.1	.0	1.0	1.2	2.6	1.6
1990	102.3	102.0	103.1	103.2	-7	-3	1.0	.2	1.3	2.0	.0	.2
1991	103.3	102.7	103.8	103.8	.1	-6	1.1	-1	1.0	.7	.8	.5
1992	103.2	102.9	104.3	104.6	-6	-3	1.4	.2	-2	.1	.5	.8
1993	103.7	103.3	104.5	104.4	-9	-4	1.2	-2	.5	.4	.2	-2
1994	103.8	103.5	104.3	104.5	-5	-3	.8	.2	.1	.2	-2	.2
1995	103.9	103.4	104.7	104.8	-7	-4	1.2	.1	.1	.0	.3	.2
1996	103.6	103.2	104.1	104.1	-1.1	-4	.9	.0	-2	-2	-5	-6
1997	103.3	103.2	104.2	104.6	-8	-1	1.0	.4	-3	.0	.1	.5
1998	104.4	104.0	105.4	105.8	-2	-4	1.4	.3	1.1	.8	1.2	1.1
1999	105.3	104.9	105.8	106.6	-5	-4	.9	.7	.8	.9	.4	.7
2000	105.3	104.7	105.7	106.2	-1.2	-5	1.0	.4	.0	-2	-1	-3
2001	105.6	105.0	107.5	108.8	-6	-5	2.4	1.2	.3	.2	1.6	2.4
2002	107.9	107.5	109.5	110.4	-8	-4	1.8	.8	2.2	2.4	1.9	1.5
2003	109.0	109.6	110.5	111.6	-1.2	.6	.8	1.0	1.0	2.0	.9	1.1
2004	110.3	109.1	110.9	-	-1.2	-1.0	1.6	-	1.1	-5	.4	-
Services, excluding schools:												
1981	-	86.3	88.1	89.6	-	-	2.1	1.7	-	-	-	-
1982	90.6	88.9	92.2	92.9	1.1	-1.9	3.6	.9	-	3.0	4.5	3.7
1983	93.8	93.4	94.0	94.7	.9	-4	.7	.7	3.5	5.1	2.0	1.9
1984	94.8	94.8	95.3	95.9	.1	-1	.5	.7	1.1	1.5	1.3	1.3
1985	96.3	95.6	96.8	96.7	.4	-8	1.3	-1	1.6	.9	1.6	.8
1986	98.3	98.5	98.9	99.8	1.6	.2	.4	1.0	2.1	3.0	2.1	3.2
1987	99.4	98.7	98.6	99.2	-4	-7	-1	.5	1.1	.3	-2	-7
1988	100.9	99.7	100.0	100.7	1.7	-1.2	.3	.8	1.5	1.0	1.3	1.6
1989	100.6	100.0	101.8	101.6	-2	-6	1.8	-2	-3	.3	1.8	.8
1990	101.6	101.6	101.7	102.2	.1	.0	.1	.5	1.1	1.6	.0	.6
1991	103.1	101.9	102.8	103.0	.9	-1.2	.9	.1	1.5	.3	1.1	.7
1992	102.5	102.3	103.2	103.7	-4	-2	.9	.5	-6	.4	.3	.7
1993	103.4	103.1	103.8	103.8	-4	-2	.7	-1	.8	.8	.6	.0
1994	103.5	103.4	103.7	104.1	-2	-1	.3	.4	.2	.3	-1	.4

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Services, excluding schools:													
1995	103.6	103.9	104.4	104.6	-0.5	0.3	0.5	0.2	0.1	0.5	0.6	0.5	
1996	103.9	103.6	103.7	103.3	-7	-3	.1	-4	.2	-3	-7	-1.3	
1997	102.8	102.9	103.5	104.1	-5	.1	.6	.6	-1.0	-7	-3	.8	
1998	104.1	103.7	105.2	105.1	.0	-4	1.5	-1	1.3	.8	1.7	1.0	
1999	105.0	104.8	105.4	106.0	-1	-2	.6	.6	.8	1.0	.2	.9	
2000	105.3	105.0	105.5	106.1	-7	-3	.5	.6	.2	.2	.1	.1	
2001	105.7	105.9	107.5	109.6	-4	.2	1.5	2.0	.4	.9	2.0	3.3	
2002	109.6	109.5	110.4	111.7	.0	-1	.8	1.2	3.7	3.4	2.7	1.9	
2003	110.5	110.9	111.8	113.3	-1.1	.4	.8	1.3	.8	1.3	1.3	1.4	
2004	112.2	111.3	113.1	-	-1.0	-8	1.6	-	1.5	.3	1.2	-	
Health services:													
1985	96.2	95.3	97.2	96.9	-	-1.0	2.0	-3	-	-	-	-	
1986	98.1	98.4	99.2	99.7	1.3	.3	.9	.5	1.9	3.3	2.1	3.0	
1987	99.1	98.5	99.3	100.0	-7	-6	.8	.7	1.0	.1	.1	.3	
1988	100.1	99.3	100.0	100.2	.1	-9	.7	.2	1.1	.8	.7	.2	
1989	100.3	100.0	102.4	102.5	.0	-3	2.4	.2	.1	.7	2.4	2.3	
1990	102.4	102.1	102.8	103.0	-1	-3	.6	.3	2.1	2.1	.4	.5	
1991	103.5	102.4	103.0	103.4	.4	-1.1	.6	.4	1.1	.3	.2	.3	
1992	103.3	103.4	104.2	104.4	-1	.1	.8	.2	-2	1.0	1.1	1.0	
1993	103.9	103.7	104.5	104.8	-5	-1	.8	.3	.6	.3	.3	.3	
1994	104.7	105.0	105.7	105.9	-1	.3	.6	.2	.8	1.2	1.1	1.0	
1995	105.2	105.6	106.1	106.4	-6	.4	.5	.3	.5	.6	.4	.5	
1996	105.6	105.4	105.4	104.9	-7	-2	.0	-4	.3	-2	-7	-1.4	
1997	104.3	104.4	104.7	105.6	-6	.1	.3	.8	-1.2	-9	-6	.6	
1998	105.5	105.1	106.4	106.5	.0	-4	1.3	.1	1.1	.6	1.6	.9	
1999	106.2	106.0	106.6	107.5	-3	-2	.5	.9	.7	.9	.1	.9	
2000	106.8	106.5	107.2	108.1	-7	-3	.7	.9	.5	.4	.5	.6	
2001	107.1	107.6	109.3	111.4	-9	.5	1.6	1.9	.3	1.1	2.0	3.0	
2002	111.3	111.3	112.1	113.5	-1	.0	.7	1.3	3.9	3.4	2.5	1.9	
2003	112.1	112.6	113.6	115.1	-1.3	.5	.9	1.4	.7	1.1	1.3	1.4	
2004	114.0	113.1	114.8	-	-1.0	-8	1.5	-	1.7	.4	1.1	-	
Hospitals:													
1988	100.1	99.7	100.5	100.5	-	-4	.8	.0	-	-	-	-	
1989	100.1	100.0	102.5	102.8	-5	-1	2.5	.4	-1	.3	2.0	2.3	
1990	102.2	102.2	102.7	103.3	-6	.0	.5	.6	2.2	2.2	.2	.5	
1991	103.1	102.3	103.2	103.7	-2	-8	.9	.5	.9	.1	.5	.3	
1992	103.3	103.3	104.2	104.4	-4	.0	.8	.2	.1	1.0	.9	.7	
1993	103.7	103.5	104.3	104.9	-7	-2	.8	.6	.4	.2	.2	.5	
1994	104.3	104.4	105.5	105.9	-6	.1	1.1	.3	.6	.9	1.1	.9	
1995	105.2	105.7	106.2	106.5	-6	.4	.5	.3	.9	1.3	.7	.6	
1996	105.7	105.5	105.5	105.1	-7	-2	.0	-4	.4	-2	-6	-1.3	
1997	104.6	104.7	104.9	105.9	-5	.1	.3	.9	-1.1	-8	-6	.7	
1998	105.9	105.4	106.7	106.9	.0	-5	1.3	.2	1.3	.7	1.7	1.0	
1999	106.6	106.6	107.0	107.9	-3	.0	.4	.8	.6	1.1	.3	.9	
2000	107.2	106.8	107.7	108.4	-6	-4	.8	.7	.6	.3	.6	.5	
2001	107.2	107.9	109.6	111.7	-1.1	.6	1.6	2.0	.0	1.0	1.8	3.1	
2002	111.5	111.6	112.5	114.0	-2	.1	.8	1.3	4.0	3.5	2.7	2.0	
2003	112.5	113.0	114.1	115.4	-1.3	.5	1.0	1.1	.9	1.3	1.4	1.2	

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Hospitals:													
2004	114.2	113.3	115.2	-	-1.1	-0.8	1.7	-	1.5	0.3	1.0	-	
Educational services:													
1989	101.0	100.0	103.4	103.2	-	-1.0	3.4	-0.1	-	-	-	-	-
1990	102.4	102.0	103.2	103.3	-8	-4	1.1	.2	1.4	2.0	-2	0.1	
1991	103.3	102.7	103.9	103.8	.0	-6	1.2	-2	.9	.7	.8	.4	
1992	103.1	102.8	104.4	104.7	-7	-3	1.6	.2	-2	.0	.5	.9	
1993	103.7	103.2	104.6	104.4	-9	-5	1.3	-2	.6	.4	.2	-2	
1994	103.6	103.2	104.2	104.5	-8	-4	1.0	.2	-1	.0	-3	.0	
1995	103.7	103.2	104.5	104.6	-7	-5	1.3	.1	.1	.0	.2	.2	
1996	103.4	103.0	104.0	104.1	-1.2	-4	1.1	.0	-3	-2	-4	-5	
1997	103.2	103.1	104.2	104.6	-8	-1	1.1	.3	-1	.2	.2	.5	
1998	104.3	103.9	105.3	105.7	-3	-3	1.3	.4	1.0	.8	1.0	1.1	
1999	105.2	104.8	105.8	106.5	-5	-4	1.0	.7	.9	.8	.5	.7	
2000	105.1	104.5	105.7	106.1	-1.3	-6	1.1	.4	-1	-2	-1	-4	
2001	105.4	104.6	107.3	108.5	-7	-7	2.5	1.2	.2	.1	1.5	2.3	
2002	107.4	107.0	109.2	110.0	-1.0	-4	2.0	.7	2.0	2.2	1.8	1.3	
2003	108.5	109.2	110.1	111.1	-1.3	.6	.8	.9	1.0	2.1	.9	1.0	
2004	109.7	108.5	110.3	-	-1.2	-1.1	1.6	-	1.1	-6	.2	-	
Schools:													
1981	-	81.6	84.2	84.9	-	-	3.1	.9	-	-	-	-	-
1982	85.2	83.2	86.7	87.7	.4	-2.4	4.3	1.2	-	1.9	3.0	3.4	
1983	88.1	86.9	89.5	89.6	.4	-1.3	2.9	.1	3.4	4.5	3.2	2.1	
1984	89.7	88.9	92.0	92.8	.2	-9	3.4	.9	1.9	2.3	2.8	3.6	
1985	92.7	91.9	95.0	94.9	.0	-9	3.3	-1	3.3	3.4	3.3	2.3	
1986	96.2	95.7	99.1	99.3	1.3	-5	3.6	.2	3.7	4.1	4.3	4.6	
1987	98.2	97.2	99.1	99.7	-1.1	-1.0	1.9	.6	2.1	1.6	.0	.4	
1988	99.5	98.5	100.7	101.6	-2	-1.0	2.2	1.0	1.3	1.4	1.6	2.0	
1989	101.1	100.0	103.6	103.6	-6	-1.1	3.6	.0	1.6	1.5	2.9	1.9	
1990	102.6	102.1	103.4	103.5	-1.0	-5	1.3	.1	1.5	2.1	-2	-1	
1991	103.4	103.0	104.2	104.0	-1	-4	1.1	-2	.8	.9	.7	.5	
1992	103.3	103.0	104.7	104.9	-7	-3	1.6	.2	-1	.0	.5	.8	
1993	103.9	103.4	104.8	104.6	-9	-5	1.3	-2	.5	.3	.1	-2	
1994	103.9	103.5	104.6	104.7	-7	-4	1.1	.1	.0	.1	-2	.1	
1995	103.9	103.4	104.8	104.9	-7	-5	1.3	.1	.1	.0	.2	.2	
1996	103.6	103.2	104.3	104.4	-1.3	-4	1.1	.1	-3	-2	-5	-5	
1997	103.5	103.4	104.5	104.8	-9	-1	1.1	.3	-1	.2	.2	.4	
1998	104.5	104.1	105.5	105.9	-3	-4	1.4	.4	1.0	.7	1.0	1.1	
1999	105.4	105.0	106.1	106.7	-5	-4	1.0	.6	.9	.9	.5	.7	
2000	105.3	104.7	105.9	106.3	-1.3	-6	1.1	.4	-1	-2	-2	-4	
2001	105.6	104.9	107.5	108.7	-7	-6	2.4	1.2	.2	.2	1.5	2.3	
2002	107.7	107.2	109.4	110.2	-1.0	-4	2.1	.7	2.0	2.2	1.8	1.4	
2003	108.7	109.4	110.4	111.3	-1.4	.6	.8	.9	1.0	2.1	.9	1.0	
2004	109.9	108.8	110.6	-	-1.2	-1.0	1.6	-	1.1	-6	.2	-	
Elementary and secondary schools:													
1981	-	80.7	83.4	84.1	-	-	3.3	.9	-	-	-	-	-
1982	84.4	82.4	86.2	87.2	.4	-2.4	4.6	1.2	-	2.1	3.4	3.7	
1983	87.5	86.2	89.5	89.3	.3	-1.5	3.8	-2	3.6	4.6	3.8	2.4	

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Elementary and secondary schools:												
1984	89.3	88.6	92.0	92.6	0.0	-0.8	3.8	0.7	2.1	2.8	2.8	3.7
1985	92.3	91.3	95.0	94.9	-4	-1.0	4.0	-1	3.4	3.1	3.3	2.5
1986	96.0	95.5	99.0	99.4	1.2	-.5	3.6	.4	4.1	4.6	4.2	4.7
1987	98.1	97.0	99.4	99.9	-1.3	-1.1	2.5	.5	2.1	1.5	.4	.5
1988	99.6	98.6	100.9	102.1	-3	-1.0	2.3	1.2	1.5	1.7	1.5	2.2
1989	101.1	100.0	103.8	103.8	-1.0	-1.1	3.8	.0	1.5	1.4	2.9	1.7
1990	102.7	102.3	103.9	104.0	-1.1	-.4	1.5	.1	1.6	2.3	.1	.1
1991	103.8	103.1	104.7	104.6	-.2	-.6	1.5	-.1	1.1	.8	.7	.6
1992	103.9	103.7	105.3	105.6	-.7	-.2	1.6	.2	.1	.5	.6	.9
1993	104.3	103.8	105.2	105.2	-1.2	-.5	1.3	.0	.4	.2	-.1	-.3
1994	104.3	103.8	104.9	104.9	-.9	-.5	1.1	.0	.0	.0	-.3	-.3
1995	104.2	103.7	105.1	105.2	-.7	-.5	1.4	.0	-.1	-.1	.2	.3
1996	103.8	103.4	104.3	104.1	-1.3	-.4	.9	-.1	-.4	-.3	-.8	-1.0
1997	103.2	103.2	104.3	104.5	-.9	.0	1.1	.2	-.5	-.1	.0	.3
1998	104.1	103.7	105.3	105.5	-.3	-.4	1.5	.2	.9	.5	.9	1.0
1999	105.0	104.5	105.6	106.3	-.5	-.4	1.0	.6	.8	.8	.3	.7
2000	104.7	104.2	105.2	105.6	-1.4	-.6	1.0	.4	-.2	-.4	-.4	-.6
2001	104.6	103.9	106.4	107.5	-1.0	-.7	2.4	1.1	-.1	-.3	1.1	1.8
2002	106.5	106.0	108.1	108.9	-1.0	-.5	2.0	.8	1.8	2.0	1.7	1.3
2003	107.4	108.1	109.2	110.2	-1.4	.6	1.0	.9	.9	2.0	1.0	1.2
2004	108.9	107.7	109.8	-	-1.2	-1.1	2.0	-	1.4	-.4	.5	-
Colleges and universities:												
1989	101.1	100.0	102.7	103.0	-	-1.1	2.7	.4	-	-	-	-
1990	102.3	101.6	102.1	102.2	-.7	-.7	.6	.1	1.2	1.6	-.5	-.8
1991	102.3	102.7	102.6	102.1	.1	.3	-.1	-.4	.0	1.1	.4	-.1
1992	101.6	101.0	102.7	102.5	-.6	-.6	1.7	-.2	-.7	-1.6	.1	.3
1993	102.3	101.8	103.3	102.7	-.2	-.5	1.4	-.6	.7	.8	.6	.2
1994	102.4	102.3	103.4	104.0	-.3	-.1	1.1	.6	.1	.4	.1	1.3
1995	103.3	102.6	103.7	104.0	-.7	-.6	1.0	.4	.8	.3	.3	.0
1996	103.1	102.9	104.2	104.9	-.9	-.3	1.3	.6	-.1	.3	.5	.8
1997	104.2	103.8	104.9	105.6	-.7	-.3	1.1	.6	1.0	.9	.7	.7
1998	105.5	105.1	106.3	107.1	.0	-.3	1.1	.8	1.3	1.3	1.3	1.5
1999	106.6	106.1	107.0	108.0	-.5	-.4	.9	.9	1.0	.9	.7	.8
2000	106.8	106.2	107.5	108.2	-1.1	-.6	1.2	.6	.3	.1	.5	.2
2001	108.3	107.6	110.7	112.1	.1	-.6	2.9	1.3	1.3	1.3	2.9	3.6
2002	111.1	110.6	112.9	113.7	-.9	-.4	2.1	.7	2.6	2.9	2.0	1.5
2003	112.5	113.2	113.4	114.5	-1.1	.6	.2	1.0	1.3	2.3	.4	.6
2004	113.0	111.9	112.7	-	-1.2	-1.0	.7	-	.5	-1.1	-.6	-
Public administration¹:												
1981	-	86.7	88.0	88.6	-	-	1.5	.6	-	-	-	-
1982	90.0	88.4	90.5	91.4	1.5	-1.7	2.4	1.0	-	2.0	2.8	3.2
1983	93.3	92.4	93.5	94.2	2.1	-.9	1.2	.7	3.7	4.5	3.3	3.0
1984	94.1	93.7	95.0	95.9	-.1	-.4	1.4	1.0	.9	1.4	1.6	1.8
1985	96.1	95.2	97.4	97.0	.2	-1.0	2.4	-.4	2.1	1.5	2.5	1.1
1986	98.8	99.1	100.2	100.7	1.9	.3	1.2	.5	2.8	4.1	2.9	3.9
1987	101.1	100.2	100.0	100.9	.3	-.9	-.1	.8	2.3	1.1	-.2	.1
1988	101.4	100.8	101.0	100.7	.5	-.6	.2	-.3	.3	.6	1.0	-.1
1989	100.7	100.0	101.8	101.6	-.1	-.7	1.8	-.2	-.7	-.7	.8	.8

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public administration ¹ :													
1990	101.3	100.8	100.8	100.8	-0.2	-0.5	0.0	0.0	0.7	0.8	-0.9	-0.7	
1991	101.9	101.2	101.5	101.3	1.0	-.6	.3	-.2	.5	.4	.7	.5	
1992	101.6	101.4	101.7	101.7	.2	-.1	.3	.0	-.3	.2	.2	.4	
1993	101.6	101.4	102.0	102.1	-.1	-.2	.6	.1	.1	.0	.3	.4	
1994	102.4	102.5	102.8	103.0	.3	.0	.3	.2	.8	1.0	.7	.8	
1995	102.8	102.6	103.2	103.7	-.2	-.2	.6	.5	.3	.1	.4	.7	
1996	103.0	102.6	102.8	103.1	-.7	-.3	.1	.3	.2	.0	-.4	-.6	
1997	103.2	103.0	103.2	103.9	.0	-.2	.3	.7	.2	.3	.4	.8	
1998	104.4	104.6	105.4	105.9	.4	.2	.7	.5	1.2	1.6	2.1	1.9	
1999	105.9	105.7	105.3	106.5	.0	-.2	-.4	1.2	1.5	1.0	-.1	.5	
2000	105.6	105.2	105.0	105.8	-.8	-.4	-.2	.8	-.3	-.5	-.3	-.7	
2001	106.1	105.9	107.0	109.0	.3	-.2	1.1	1.8	.4	.7	2.0	3.1	
2002	108.6	108.6	109.8	110.9	-.3	.0	1.1	1.0	2.4	2.6	2.6	1.8	
2003	110.1	111.0	112.1	113.2	-.8	.8	1.0	1.0	1.3	2.2	2.1	2.0	
2004	112.6	112.1	113.8	—	-.5	-.5	1.5	—	2.3	1.0	1.5	—	

¹ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

NOTE: Dashes indicate data not available.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Private industry workers¹:													
1979	-	-	-	95.6	-	-	-	-	-	-	-	-	-
1980	93.9	93.2	93.8	93.2	-1.8	-0.7	0.7	-0.7	-	-	-	-	-2.6
1981	94.1	93.7	92.9	94.0	1.0	-4	-8	1.1	0.2	0.5	-0.9	.9	
1982	95.1	93.9	94.8	96.4	1.1	-1.2	1.0	1.6	1.0	.2	2.0	2.5	
1983	97.7	97.3	97.5	98.1	1.4	-5	.2	.7	2.8	3.6	2.8	1.8	
1984	98.6	98.4	98.0	99.0	.5	-2	-4	1.0	.9	1.1	.5	.9	
1985	99.1	98.8	99.5	99.1	.1	-3	.6	-3	.6	.5	1.5	.1	
1986	100.6	100.8	100.8	101.2	1.5	.1	.0	.4	1.5	1.9	1.3	2.1	
1987	100.7	100.2	99.8	100.1	-4	-6	-3	.3	.1	-6	-1.0	-1.1	
1988	100.7	100.6	100.1	100.5	.5	.0	-6	.4	-1	.5	.2	.4	
1989	100.3	100.0	100.5	100.7	-3	-3	.5	.2	-4	-6	.4	.2	
1990	100.2	100.5	99.3	99.2	-5	.3	-1.2	-1	-1	.5	-1.1	-1.4	
1991	99.7	100.2	100.4	100.5	.5	.5	.2	.1	-4	-3	1.1	1.3	
1992	100.8	100.8	100.8	101.1	.2	.1	.0	.3	1.0	.6	.4	.6	
1993	101.2	101.4	101.9	102.0	.1	.2	.4	.1	.4	.6	1.0	.9	
1994	102.0	102.3	102.2	102.4	.0	.3	-1	.2	.8	.9	.3	.4	
1995	102.1	102.0	102.2	102.4	-3	.0	.2	.2	.0	-2	.1	.1	
1996	101.9	102.2	102.1	102.2	-5	.2	-1	.1	-1	.1	-1	-2	
1997	102.1	102.8	103.1	103.9	.0	.6	.3	.8	.2	.6	1.0	1.7	
1998	104.3	104.7	105.4	105.9	.3	.4	.7	.4	2.1	1.8	2.3	1.8	
1999	105.6	106.0	105.9	106.6	-2	.4	-1	.7	1.3	1.3	.5	.7	
2000	106.4	106.9	107.1	107.6	-2	.5	.2	.5	.8	.8	1.1	.9	
2001	107.8	107.7	108.5	110.4	.1	.0	.7	1.7	1.3	.8	1.3	2.6	
2002	110.3	110.9	110.8	111.3	-1	.5	-1	.5	2.3	2.9	2.1	.8	
2003	111.2	112.4	112.6	113.7	-2	1.1	.2	.9	.8	1.4	1.7	2.1	
2004	113.5	113.2	114.0	-	-1	-3	.7	-	2.1	.7	1.2	-	
Private industry workers, excluding sales occupations:													
1979	-	-	-	95.0	-	-	-	-	-	-	-	-	
1980	93.7	93.0	93.8	93.2	-1.3	-7	.8	-7	-	-	-	-1.9	
1981	94.2	93.7	93.2	94.0	1.1	-6	-5	.8	.5	.7	-6	.9	
1982	95.3	94.0	95.1	96.5	1.4	-1.4	1.1	1.5	1.2	.4	2.0	2.7	
1983	98.0	97.5	97.9	98.3	1.5	-5	.3	.4	2.8	3.7	2.9	1.8	
1984	98.8	98.7	98.5	99.4	.6	-1	-3	.9	.9	1.2	.6	1.1	
1985	99.4	99.0	99.6	99.1	.0	-4	.6	-5	.6	.2	1.1	-2	
1986	100.7	100.8	100.9	101.3	1.6	.0	.1	.4	1.4	1.8	1.3	2.2	
1987	100.7	100.3	100.0	100.4	-6	-5	-2	.4	.0	-5	-9	-8	
1988	101.1	100.9	100.4	100.6	.6	-2	-5	.2	.3	.6	.3	.2	
1989	100.5	100.0	100.5	100.5	-2	-5	.5	.0	-6	-9	.1	-1	
1990	100.2	100.4	99.4	99.3	-3	.2	-1.0	-1	-3	.4	-1.1	-1.1	
1991	99.8	100.2	100.5	100.8	.5	.4	.3	.3	-4	-2	1.1	1.5	
1992	100.9	101.0	101.1	101.4	.1	.1	.1	.3	1.1	.8	.6	.6	
1993	101.5	101.8	102.2	102.3	.2	.3	.4	.1	.6	.8	1.1	.9	
1994	102.3	102.6	102.5	102.7	.0	.2	.0	.2	.8	.7	.3	.4	
1995	102.5	102.3	102.5	102.8	-2	-2	.2	.3	.1	-3	.0	.0	
1996	102.3	102.3	102.4	102.3	-5	.1	.1	.0	-2	.0	-1	-4	
1997	102.3	103.0	103.2	104.0	.0	.6	.3	.8	.0	.6	.8	1.6	
1998	104.4	104.7	105.3	105.5	.3	.3	.6	.2	2.0	1.7	2.0	1.5	
1999	105.7	106.0	105.8	106.6	.1	.3	-1	.7	1.3	1.2	.5	.9	
2000	106.2	106.7	107.0	107.6	-3	.5	.3	.6	.5	.7	1.1	1.0	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Private industry workers, excluding sales occupations:												
2001	107.8	107.6	108.6	110.4	0.1	-0.1	0.9	1.7	1.5	0.9	1.5	2.6
2002	110.4	110.7	110.8	111.4	.0	.3	.1	.6	2.4	2.9	2.0	.9
2003	111.2	112.5	112.6	113.8	-2	1.2	.1	1.0	.8	1.7	1.7	2.1
2004	113.6	113.3	114.1	-	-1	-3	.7	-	2.2	.7	1.3	-
White-collar occupations:												
1979	-	-	-	92.9	-	-	-	-	-	-	-	-
1980	91.4	90.6	91.0	90.5	-1.6	-.8	.4	-6	-	-	-	-2.6
1981	91.7	91.1	90.1	91.4	1.4	-.7	-1.0	1.3	.3	.5	-.9	1.0
1982	92.5	91.2	92.4	93.7	1.2	-1.3	1.3	1.4	.8	.1	2.5	2.6
1983	95.1	94.8	95.5	96.0	1.5	-.3	.8	.6	2.8	3.9	3.4	2.5
1984	96.5	96.7	96.2	97.1	.5	.2	-.5	.9	1.5	2.0	.7	1.1
1985	97.6	97.6	98.2	98.1	.5	-.1	.6	-.1	1.1	.9	2.1	1.0
1986	99.7	100.0	100.0	100.4	1.6	.3	.0	.4	2.1	2.4	1.8	2.3
1987	100.3	99.7	99.4	99.7	-.1	-.6	-.3	.3	.6	-.2	-.6	-.7
1988	100.0	100.0	99.7	100.2	.3	.0	-.4	.6	-.3	.3	.3	.5
1989	100.4	100.0	100.7	100.8	.1	-.4	.7	.1	.3	.0	1.0	.6
1990	100.4	100.8	99.8	99.6	-.4	.4	-1.0	-.2	.0	.8	-.9	-1.2
1991	100.2	100.6	100.8	101.0	.6	.4	.1	.2	-.2	-.1	1.0	1.4
1992	101.0	101.1	101.1	101.4	.1	.1	.0	.3	.8	.4	.3	.4
1993	101.5	101.7	102.1	102.3	.1	.2	.4	.2	.4	.6	1.0	.9
1994	102.4	102.7	102.6	102.9	.1	.3	-.1	.3	1.0	1.0	.5	.6
1995	102.7	102.7	102.9	103.2	-.2	.0	.2	.3	.3	.0	.3	.3
1996	102.8	103.0	103.1	103.1	-.3	.1	.1	.0	.1	.3	.2	-.1
1997	103.2	103.8	104.1	105.2	.2	.6	.3	1.0	.4	.8	1.0	2.1
1998	105.7	106.1	107.0	107.5	.5	.4	.8	.5	2.3	2.2	2.8	2.2
1999	107.1	107.6	107.6	108.3	-.4	.5	.0	.7	1.4	1.4	.5	.7
2000	108.2	108.8	109.0	109.6	-.1	.5	.2	.5	1.0	1.1	1.3	1.1
2001	109.7	109.7	110.5	112.4	.1	.1	.7	1.8	1.3	.9	1.3	2.6
2002	112.4	113.0	112.9	113.3	-.1	.6	-.1	.4	2.5	3.0	2.2	.8
2003	113.3	114.4	114.7	115.8	-.1	1.0	.2	1.0	.8	1.3	1.7	2.2
2004	115.4	114.9	115.9	-	-.4	-.4	.8	-	1.9	.4	1.0	-
White-collar occupations, excluding sales occupations:												
1979	-	-	-	91.7	-	-	-	-	-	-	-	-
1980	90.8	90.0	90.4	89.9	-1.0	-.8	.4	-6	-	-	-	-2.0
1981	91.3	90.5	90.1	91.1	1.6	-.8	-.4	1.1	.5	.6	-.3	1.4
1982	92.3	91.2	92.4	93.6	1.3	-1.2	1.3	1.3	1.1	.7	2.5	2.7
1983	95.3	95.0	95.8	96.2	1.9	-.3	.8	.4	3.3	4.2	3.6	2.8
1984	96.9	96.9	96.8	97.7	.7	.1	-.1	.9	1.6	2.0	1.1	1.6
1985	97.6	97.6	98.2	97.8	-.1	-.1	.6	-.5	.8	.7	1.5	.1
1986	99.6	99.8	99.9	100.4	1.9	.3	.0	.5	2.0	2.3	1.7	2.7
1987	100.3	99.8	99.8	100.2	-.1	-.5	.0	.4	.7	.0	-.1	-.2
1988	100.7	100.4	100.2	100.4	.4	-.2	-.3	.2	.4	.6	.4	.2
1989	100.5	100.0	100.6	100.6	.0	-.5	.6	.0	-.2	-.4	.4	.2
1990	100.5	100.7	100.0	99.9	-.1	.2	-.7	-.1	.0	.7	-.6	-.7
1991	100.4	100.7	101.1	101.4	.5	.4	.4	.3	-.1	.0	1.2	1.5
1992	101.4	101.4	101.7	102.0	.0	.1	.3	.3	1.0	.7	.6	.5

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
White-collar occupations, excluding sales occupations:												
1993	102.2	102.4	102.8	103.0	0.3	0.2	0.4	0.2	0.8	1.0	1.1	1.0
1994	103.2	103.4	103.3	103.7	.2	.2	-.1	.4	.9	.9	.5	.7
1995	103.5	103.3	103.5	104.0	-.2	-.2	.2	.4	.3	.0	.2	.3
1996	103.5	103.5	103.8	103.7	-.4	.0	.3	-.1	.0	.2	.3	-.3
1997	103.7	104.4	104.6	105.7	.0	.6	.3	1.0	.2	.8	.8	2.0
1998	106.2	106.5	107.2	107.4	.5	.3	.6	.2	2.4	2.1	2.4	1.6
1999	107.6	107.9	107.9	108.6	.1	.3	.0	.7	1.3	1.3	.7	1.1
2000	108.3	108.9	109.2	109.9	-.3	.6	.3	.6	.7	.9	1.2	1.2
2001	110.2	110.2	111.1	113.0	.3	.0	.8	1.7	1.8	1.2	1.7	2.8
2002	113.0	113.3	113.3	113.8	.0	.3	.0	.4	2.5	2.8	2.0	.7
2003	113.9	115.1	115.3	116.5	.1	1.0	.2	1.0	.8	1.6	1.8	2.4
2004	116.1	115.6	116.5	-	-.3	-.4	.8	-	1.9	.4	1.0	-
Professional specialty and technical occupations:												
1985	-	-	-	97.8	-	-	-	-	-	-	-	-
1986	99.3	99.5	99.8	100.3	1.6	.2	.3	.5	-	-	-	2.6
1987	100.0	99.3	99.4	99.9	-.3	-.7	.1	.5	.6	-.2	-.4	-.4
1988	100.5	100.3	100.4	100.4	.5	-.1	.0	.0	.5	1.1	1.0	.5
1989	100.5	100.0	101.1	101.3	.0	-.5	1.1	.2	.0	-.3	.7	.9
1990	101.2	101.1	100.5	100.8	-.1	-.1	-.5	.3	.7	1.1	-.5	-.4
1991	101.2	101.4	102.0	102.5	.4	.2	.6	.5	.1	.3	1.5	1.7
1992	102.7	103.0	103.6	104.1	.2	.3	.6	.4	1.5	1.6	1.6	1.5
1993	104.1	104.2	104.5	104.6	.0	.2	.3	.1	1.3	1.2	.8	.5
1994	105.0	105.1	104.9	105.1	.4	.0	-.1	.2	1.0	.8	.4	.5
1995	104.7	104.5	104.7	105.0	-.4	-.2	.2	.3	-.4	-.5	-.2	-.1
1996	104.9	105.0	104.8	104.6	-.1	.1	-.2	-.2	.2	.5	.1	-.4
1997	104.4	105.2	105.2	106.0	-.2	.8	.0	.7	-.5	.2	.4	1.3
1998	106.2	106.7	107.4	108.0	.2	.4	.7	.5	1.7	1.4	2.1	1.8
1999	107.5	107.6	107.3	108.2	-.5	.1	-.3	.8	1.2	.9	-.1	.2
2000	107.6	108.5	108.7	109.6	-.6	.8	.2	.8	.1	.8	1.3	1.3
2001	110.1	109.8	110.8	112.6	.4	-.3	.9	1.6	2.3	1.2	1.9	2.7
2002	112.1	112.1	112.2	112.8	-.4	.0	.1	.5	1.8	2.1	1.2	.2
2003	112.2	113.3	113.5	114.8	-.5	1.0	.2	1.1	.1	1.1	1.2	1.8
2004	114.8	114.3	115.5	-	.0	-.5	1.1	-	2.4	.9	1.8	-
Executive, administrative, and managerial occupations:												
1985	-	-	-	98.1	-	-	-	-	-	-	-	-
1986	100.1	100.5	100.5	101.0	2.1	.4	-.1	.5	-	-	-	2.9
1987	101.4	100.8	100.9	101.0	.4	-.6	.1	.1	1.3	-.3	-.4	.0
1988	100.9	100.6	100.1	100.7	-.1	-.2	-.6	.7	-.5	-.2	-.8	-.3
1989	100.6	100.0	100.2	99.9	-.2	-.6	.2	-.3	-.3	-.6	.1	-.8
1990	100.0	100.6	99.7	99.4	.1	.6	-.9	-.3	-.6	.6	-.5	-.5
1991	100.1	100.6	100.9	101.1	.7	.5	.2	.2	.1	.1	1.2	1.6
1992	100.4	100.1	100.0	100.1	-.7	-.3	-.1	.1	.3	-.5	-.8	-.9
1993	100.7	100.7	101.0	101.2	.5	.0	.3	.2	.3	.6	1.0	1.1
1994	101.4	101.7	101.8	102.2	.2	.3	.1	.4	.7	1.0	.8	1.0
1995	102.4	102.0	102.2	102.6	.2	-.3	.2	.4	.9	.3	.4	.4

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Executive, administrative, and managerial occupations:												
1996	102.0	102.0	102.9	102.7	-0.6	0.0	0.9	-0.2	-0.3	0.0	0.7	0.1
1997	103.2	103.7	104.1	105.7	.4	.5	.4	1.6	1.1	1.6	1.1	2.9
1998	106.7	106.6	107.6	107.4	.9	-1	1.0	-3	3.4	2.8	3.4	1.6
1999	108.1	108.9	109.2	109.9	.7	.7	.3	.7	1.3	2.1	1.4	2.4
2000	109.5	109.9	110.3	110.8	-4	.4	.4	.4	1.3	1.0	1.0	.7
2001	110.8	111.1	111.5	113.6	.0	.3	.3	1.9	1.1	1.1	1.1	2.6
2002	114.1	114.9	114.5	114.7	.4	.7	-4	.2	3.0	3.4	2.7	.9
2003	115.9	116.9	117.3	118.4	1.1	.9	.3	1.0	1.6	1.8	2.4	3.3
2004	117.1	116.5	117.1	-	-1.2	-5	.5	-	1.0	-4	-1	-
Sales occupations:												
1986	99.9	100.4	100.3	100.1	-	.5	-1	-3	-	-	-	-
1987	99.6	99.0	97.7	97.0	-4	-7	-1.3	-7	-3	-1.5	-2.7	-3.1
1988	97.4	98.4	97.5	99.2	.4	1.1	-1.0	1.7	-2.3	-5	-2	2.2
1989	99.7	100.0	101.2	101.7	.6	.3	1.2	.5	2.4	1.6	3.8	2.5
1990	99.9	100.9	99.0	98.3	-1.7	1.0	-1.8	-7	.2	.9	-2.1	-3.3
1991	99.3	100.2	99.3	98.6	1.0	.9	-9	-7	-6	-7	.3	.3
1992	99.4	99.3	98.2	98.5	.8	-1	-1.1	.3	.1	-9	-1.1	-2
1993	97.6	97.8	98.9	99.2	-9	.2	1.1	.3	-1.9	-1.5	.7	.7
1994	98.8	99.6	99.0	99.1	-4	.8	-6	.1	1.3	1.9	.1	.0
1995	98.5	99.6	99.8	99.6	-6	1.1	.2	-2	-3	.0	.8	.5
1996	99.5	100.5	99.6	100.2	-1	1.0	-9	.6	1.0	.9	-2	.6
1997	100.9	101.2	101.8	102.7	.7	.3	.6	.9	1.4	.7	2.1	2.5
1998	103.5	104.5	106.5	108.0	.8	1.0	1.9	1.4	2.6	3.3	4.6	5.1
1999	105.0	106.5	106.5	107.1	-2.8	1.4	.0	.6	1.4	1.9	.0	-8
2000	107.9	108.2	108.0	108.0	.7	.2	-2	.0	2.8	1.6	1.4	.8
2001	107.3	107.7	107.9	110.1	-7	.4	.2	2.0	-6	-4	-1	1.9
2002	109.5	111.5	110.8	111.1	-5	1.8	-6	.2	2.0	3.5	2.7	.9
2003	110.2	111.5	112.0	112.5	-8	1.3	.5	.4	.6	.1	1.1	1.3
2004	112.0	112.0	113.1	-	-4	.0	1.0	-	1.7	.4	1.0	-
Administrative support, including clerical:												
1985	-	-	-	97.5	-	-	-	-	-	-	-	-
1986	99.2	99.5	99.4	100.0	1.7	.3	-1	.5	-	-	-	2.5
1987	99.6	99.3	99.1	99.6	-3	-4	-2	.5	.4	-2	-4	-4
1988	100.6	100.2	100.1	100.2	1.0	-3	-2	.1	.9	1.0	1.0	.6
1989	100.4	100.0	100.5	100.7	.1	-4	.5	.2	-2	-2	.4	.5
1990	100.5	100.6	99.5	99.5	-2	.1	-1.1	.0	.1	.6	-1.0	-1.1
1991	99.8	100.3	100.4	100.7	.3	.5	.1	.3	-6	-3	.9	1.2
1992	101.2	101.3	101.4	101.8	.5	.1	.2	.4	1.4	1.0	1.0	1.1
1993	102.1	102.4	102.9	103.2	.3	.4	.4	.3	.8	1.2	1.4	1.3
1994	103.3	103.6	103.4	103.7	.1	.3	-1	.3	1.2	1.1	.5	.5
1995	103.7	103.6	103.8	104.3	.0	-1	.2	.5	.4	.0	.3	.6
1996	103.7	103.6	103.8	103.7	-6	-1	.2	-1	.0	.0	.0	-6
1997	103.7	104.3	104.6	105.4	.0	.6	.3	.7	.0	.7	.8	1.7
1998	105.7	106.3	106.7	107.1	.3	.5	.3	.4	2.0	1.9	1.9	1.6
1999	107.3	107.3	107.2	107.8	.2	.0	-1	.6	1.4	1.0	.5	.7
2000	108.0	108.4	108.8	109.4	.2	.4	.4	.5	.7	1.0	1.5	1.5

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical:												
2001	109.9	109.9	111.0	112.9	0.5	0.0	1.0	1.7	1.8	1.4	2.0	3.2
2002	113.0	113.3	113.5	114.4	.1	.2	.2	.7	2.8	3.0	2.3	1.3
2003	113.9	115.5	115.5	116.6	-4	1.4	.0	1.0	.8	1.9	1.7	1.9
2004	116.6	116.5	117.2	-	.1	-1	.6	-	2.4	.9	1.5	-
Blue-collar occupations:												
1979	-	-	-	99.2	-	-	-	-	-	-	-	-
1980	97.3	96.6	97.7	97.1	-1.9	-7	1.1	-6	-	-	-	-2.1
1981	97.6	97.4	96.8	97.7	.5	-2	-6	.9	.3	.8	-9	.6
1982	98.6	97.4	98.2	99.7	.9	-1.3	.9	1.5	1.1	.0	1.5	2.0
1983	101.0	100.7	100.4	100.8	1.3	-4	-2	.4	2.4	3.4	2.2	1.1
1984	101.1	100.8	100.3	101.1	.3	-4	-4	.8	.1	.1	-1	.3
1985	101.1	100.7	101.1	100.5	.0	-4	.4	-6	.0	-1	.7	-6
1986	102.0	101.8	101.9	102.1	1.5	-2	.1	.2	.8	1.1	.8	1.6
1987	101.1	100.7	100.3	100.8	-1.0	-4	-4	.5	-9	-1.1	-1.6	-1.3
1988	101.6	101.4	100.6	100.8	.9	-2	-8	.2	.5	.7	.3	.1
1989	100.3	100.0	100.4	100.3	-6	-3	.4	-1	-1.3	-1.4	-2	-5
1990	99.8	100.0	98.8	98.7	-5	.2	-1.3	-1	-5	.0	-1.6	-1.6
1991	99.2	99.5	99.7	99.9	.5	.3	.2	.2	-6	-6	.9	1.2
1992	100.2	100.4	100.4	100.6	.3	.2	.0	.2	1.0	.9	.7	.7
1993	100.8	101.2	101.5	101.5	.2	.4	.4	.0	.5	.8	1.1	1.0
1994	101.4	101.6	101.6	101.6	-1	.2	.0	.0	.6	.5	.1	.1
1995	101.2	101.2	101.3	101.5	-4	.0	.1	.2	-2	-4	-2	-1
1996	100.9	101.1	100.7	100.9	-6	.1	-3	.2	-3	-2	-6	-6
1997	100.5	101.3	101.4	101.8	-4	.7	.1	.4	-4	.2	.6	.8
1998	101.8	102.2	102.6	102.9	.0	.4	.3	.3	1.3	1.0	1.2	1.1
1999	103.0	103.2	103.0	103.6	.1	.2	-2	.5	1.1	.9	.5	.7
2000	103.4	103.7	104.0	104.4	-2	.3	.2	.4	.4	.5	.9	.8
2001	104.4	104.1	105.1	106.7	.0	-3	1.0	1.5	1.0	.3	1.1	2.2
2002	106.6	107.0	107.2	107.9	-1	.4	.2	.7	2.1	2.8	2.0	1.2
2003	107.6	109.0	109.1	110.2	-3	1.3	.1	1.0	.9	1.9	1.8	2.1
2004	110.5	110.4	111.2	-	.3	-1	.7	-	2.7	1.3	1.9	-
Precision production, craft, and repair occupations:												
1985	-	-	-	101.1	-	-	-	-	-	-	-	-
1986	102.8	102.6	102.7	102.9	1.7	-2	.1	.2	-	-	-	1.8
1987	101.8	101.4	101.1	101.5	-1.0	-5	-2	.4	-9	-1.2	-1.5	-1.3
1988	102.0	101.8	100.8	100.9	.5	-2	-1.0	.1	.2	.4	-3	-6
1989	100.2	100.0	100.5	100.4	-8	-2	.5	-1	-1.9	-1.8	-3	-5
1990	99.7	100.0	98.8	98.5	-7	.3	-1.3	-3	-4	.0	-1.7	-1.9
1991	99.3	99.6	99.9	99.9	.8	.4	.3	-1	-4	-4	1.2	1.4
1992	100.0	100.1	100.4	100.6	.1	.2	.3	.2	.7	.5	.4	.7
1993	100.8	101.1	101.5	101.2	.2	.3	.4	-3	.8	1.0	1.1	.6
1994	101.3	101.6	101.8	101.6	.1	.3	.1	-2	.6	.6	.2	.3
1995	101.1	101.2	101.6	101.6	-4	.1	.3	.0	-2	-4	-2	.1
1996	100.8	101.1	100.8	101.0	-8	.3	-3	.2	-3	-1	-7	-6
1997	100.5	101.3	101.4	101.5	-5	.8	.0	.1	-3	.2	.6	.5
1998	101.7	102.3	102.7	103.1	.2	.6	.4	.3	1.2	1.0	1.3	1.5

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Precision production, craft, and repair occupations:												
1999	103.2	103.3	103.2	103.7	0.1	0.1	-0.2	0.5	1.5	1.0	0.5	0.6
2000	103.2	103.7	104.2	104.6	-5	.6	.4	.4	.0	.4	1.0	.9
2001	104.7	104.4	105.7	107.1	.1	-.3	1.2	1.4	1.5	.6	1.4	2.4
2002	106.7	107.4	107.6	108.3	-.4	.7	.2	.6	1.9	2.9	1.8	1.1
2003	107.8	109.4	109.3	110.6	-.4	1.5	-.1	1.2	1.0	1.9	1.6	2.1
2004	110.7	110.6	111.2	-	.1	.0	.5	-	2.7	1.1	1.8	-
Machine operators, assemblers, and inspectors:												
1985	-	-	-	99.2	-	-	-	-	-	-	-	-
1986	100.7	100.5	100.5	100.9	1.5	-.2	-.1	.4	-	-	-	1.6
1987	99.9	99.6	98.8	99.8	-1.0	-.2	-.8	1.0	-.9	-.9	-1.6	-1.0
1988	100.9	100.8	100.0	100.5	1.1	-.1	-.8	.6	1.0	1.1	1.1	.7
1989	100.4	100.0	100.2	100.2	-.2	-.4	.2	.0	-.5	-.7	.2	-.3
1990	100.0	100.3	99.0	99.2	-.2	.3	-1.3	.1	-.4	.3	-1.1	-1.0
1991	99.6	99.8	99.9	100.4	.4	.3	.1	.5	-.4	-.5	.9	1.3
1992	101.5	101.4	101.0	101.3	1.0	.0	-.4	.3	1.9	1.6	1.1	.8
1993	101.8	102.3	102.6	102.8	.5	.5	.4	.2	.3	.8	1.6	1.5
1994	102.3	102.5	102.1	102.3	-.5	.2	-.4	.2	.5	.2	-.5	-.5
1995	101.8	101.6	101.3	102.0	-.5	-.2	-.2	.7	-.4	-.9	-.7	-.3
1996	101.3	101.4	101.2	101.3	-.7	.1	-.2	.1	-.5	-.1	-.1	-.7
1997	100.8	101.6	101.8	102.3	-.5	.7	.2	.5	-.5	.1	.6	1.0
1998	102.2	102.6	102.9	103.6	-.1	.3	.4	.6	1.4	1.0	1.1	1.2
1999	103.3	103.3	103.4	104.3	-.3	.1	.1	.8	1.0	.8	.5	.7
2000	104.4	104.4	104.3	104.7	.1	.0	-.1	.4	1.1	1.0	.9	.4
2001	104.4	104.0	104.7	106.4	-.2	-.5	.7	1.6	.1	-.4	.4	1.6
2002	106.6	106.7	106.5	107.5	.2	.1	-.2	.9	2.1	2.7	1.8	1.0
2003	107.7	108.8	109.0	109.9	.2	1.0	.1	.9	1.0	2.0	2.3	2.2
2004	111.7	111.5	112.5	-	1.7	-.2	.9	-	3.7	2.5	3.3	-
Transportation and material moving occupations:												
1985	-	-	-	100.8	-	-	-	-	-	-	-	-
1986	101.9	101.9	102.4	102.4	1.0	.0	.5	.1	-	-	-	1.6
1987	101.4	101.2	100.7	101.0	-1.0	-.2	-.6	.3	-.4	-.6	-1.6	-1.4
1988	101.5	102.0	101.4	101.1	.5	.5	-.6	-.3	.1	.8	.7	.2
1989	100.5	100.0	100.5	99.8	-.7	-.5	.5	-.7	-1.0	-2.0	-.9	-1.3
1990	99.4	99.6	98.1	97.9	-.4	.2	-1.5	-.3	-1.0	-.4	-2.4	-1.9
1991	97.7	98.2	98.0	98.1	-.1	.5	-.2	.1	-1.7	-1.5	-.1	.2
1992	98.4	98.6	98.8	98.8	.3	.3	.2	.0	.7	.4	.9	.7
1993	98.4	99.0	99.1	99.6	-.4	.6	.1	.5	.1	.4	.3	.8
1994	99.9	99.9	99.9	100.0	.3	.0	.1	.0	1.5	.9	.8	.4
1995	99.8	99.6	99.6	99.4	-.1	-.2	-.1	-.1	-.1	-.3	-.4	-.5
1996	98.8	98.8	98.2	98.0	-.7	.0	-.5	-.3	-1.1	-.9	-1.3	-1.5
1997	97.8	98.2	98.5	99.2	-.2	.4	.4	.6	-1.0	-.6	.3	1.2
1998	98.9	98.9	99.1	99.0	-.2	.0	.2	-.2	1.1	.7	.6	-.2
1999	99.0	99.8	99.3	99.7	.0	.8	-.4	.4	.1	.9	.2	.7
2000	99.7	99.8	100.0	100.6	.0	.1	.2	.7	.7	.0	.6	.9
2001	100.4	100.3	101.3	102.7	-.2	-.1	1.0	1.4	.8	.6	1.4	2.1

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Transportation and material moving occupations:													
2002	103.2	103.2	103.5	104.1	0.4	0.0	0.3	0.6	2.8	2.9	2.2	1.4	
2003	103.2	104.8	105.0	105.6	-9	1.5	.2	.6	.0	1.5	1.4	1.5	
2004	105.0	105.1	105.7	-	-7	.1	.6	-	1.7	.3	.7	-	
Handlers, equipment cleaners, helpers, and laborers:													
1985	-	-	-	101.2	-	-	-	-	-	-	-	-	
1986	102.2	101.9	101.9	102.2	1.0	-.3	.0	.3	-	-	-	1.0	
1987	101.1	100.3	99.8	100.5	-1.1	-.8	-.4	.7	-1.1	-1.6	-2.1	-1.6	
1988	101.7	101.2	100.5	100.6	1.2	-.5	-.7	.1	.6	.9	.7	.1	
1989	100.3	100.0	100.6	100.6	-.4	-.3	.6	.0	-1.5	-1.2	.1	.0	
1990	99.9	100.0	98.8	99.0	-.7	.1	-1.2	.1	-.4	.0	-1.7	-1.6	
1991	99.4	99.7	99.9	100.3	.4	.4	.1	.4	-.5	-.3	1.0	1.3	
1992	100.3	100.4	100.7	100.8	.1	.1	.3	.2	.9	.6	.8	.6	
1993	100.9	101.1	101.3	101.4	.1	.1	.2	.1	.6	.7	.6	.5	
1994	101.3	101.8	101.9	101.9	.0	.5	.1	.0	.4	.7	.6	.5	
1995	101.7	102.0	102.0	102.5	-.2	.2	.0	.5	.4	.2	.1	.6	
1996	102.4	102.4	102.2	102.7	-.1	.0	-.2	.5	.7	.4	.2	.2	
1997	103.0	103.3	103.3	104.5	.3	.3	.0	1.1	.6	.9	1.1	1.7	
1998	104.8	104.8	105.1	105.4	.3	-.1	.3	.3	1.8	1.4	1.7	.9	
1999	106.0	106.3	105.8	106.5	.6	.2	-.4	.6	1.2	1.4	.7	1.0	
2000	106.1	106.6	106.7	107.3	-.3	.5	.1	.5	.1	.3	.8	.7	
2001	107.2	106.9	107.8	109.9	-.1	-.2	.8	1.9	1.0	.3	1.0	2.5	
2002	110.1	110.3	110.7	111.8	.2	.1	.3	1.0	2.8	3.1	2.6	1.7	
2003	111.1	112.7	113.0	114.1	-.6	1.4	.3	1.0	.9	2.2	2.1	2.1	
2004	113.7	113.3	113.9	-	-.4	-.3	.5	-	2.3	.6	.8	-	
Service occupations:													
1979	-	-	-	95.1	-	-	-	-	-	-	-	-	
1980	95.1	93.0	93.5	92.6	.0	-2.2	.5	-1.0	-	-	-	-2.7	
1981	95.1	93.6	92.7	92.9	2.7	-1.6	-.9	.3	-.1	.6	-.9	.4	
1982	95.6	94.3	94.8	97.0	2.9	-1.4	.6	2.3	.6	.8	2.3	4.4	
1983	98.5	97.5	96.9	98.6	1.5	-1.0	-.7	1.8	3.0	3.4	2.2	1.7	
1984	100.3	99.0	99.4	101.1	1.7	-1.3	.4	1.7	1.8	1.5	2.6	2.5	
1985	100.5	99.5	100.7	100.4	-.6	-1.0	1.2	-.4	.3	.6	1.3	-.7	
1986	102.0	101.4	101.7	102.3	1.6	-.5	.3	.6	1.4	1.9	1.0	1.9	
1987	101.7	100.9	100.1	100.3	-.6	-.8	-.8	.2	-.2	-.5	-1.5	-1.9	
1988	100.8	100.5	100.6	101.1	.4	-.2	.0	.5	-.9	-.4	.4	.8	
1989	100.7	100.0	100.4	100.9	-.5	-.7	.4	.5	-.1	-.5	-.2	-.3	
1990	100.2	100.2	98.8	99.5	-.7	.0	-1.4	.7	-.5	.2	-1.5	-1.3	
1991	99.6	100.3	100.9	101.2	.0	.7	.6	.3	-.6	.1	2.0	1.6	
1992	101.1	101.1	101.4	101.4	.0	.0	.3	.0	1.6	.8	.5	.2	
1993	101.3	101.4	101.7	101.7	-.1	.1	.3	.0	.2	.3	.3	.3	
1994	101.7	101.5	101.2	101.9	.0	-.2	-.3	.7	.4	.0	-.5	.2	
1995	101.1	100.9	101.0	101.2	-.7	-.2	.1	.2	-.5	-.5	-.2	-.7	
1996	100.3	100.2	100.2	100.9	-.9	-.1	.0	.7	-.9	-.7	-.8	-.4	
1997	100.7	101.3	102.5	103.2	-.2	.7	1.1	.7	.4	1.2	2.3	2.3	
1998	103.5	103.5	104.1	104.5	.3	.0	.6	.3	2.8	2.2	1.6	1.3	
1999	104.9	105.0	104.2	105.1	.4	.1	-.7	.9	1.4	1.4	.1	.6	
2000	104.3	104.7	104.7	105.6	-.8	.3	.1	.8	-.6	-.3	.5	.5	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
2001	105.6	105.5	106.2	108.7	0.0	-0.2	0.7	2.4	1.3	0.8	1.4	2.9
2002	108.6	108.6	109.0	109.6	-2	.0	.4	.6	2.8	2.9	2.6	.8
2003	108.9	109.8	109.8	111.0	-6	.8	-1	1.2	.4	1.2	.7	1.3
2004	110.5	110.0	110.4	-	-5	-4	.3	-	1.5	.2	.6	-
Production and nonsupervisory occupations:												
1981	-	93.8	93.2	94.3	-	-	-.7	1.1	-	-	-	-
1982	95.1	94.0	95.2	96.8	.9	-1.1	1.2	1.6	-	.2	2.1	2.7
1983	98.0	97.4	97.9	98.5	1.3	-.6	.5	.7	3.1	3.6	2.8	1.8
1984	98.9	98.7	98.2	99.2	.5	-.2	-.5	1.0	1.0	1.4	.4	.7
1985	99.3	98.8	99.5	99.1	.0	-.4	.6	-.3	.3	.1	1.3	-1
1986	100.5	100.5	100.7	100.9	1.4	.0	.1	.2	1.2	1.7	1.2	1.7
1987	100.3	99.8	99.4	99.8	-.5	-.5	-.4	.4	-.2	-.7	-1.3	-1.0
1988	100.5	100.4	100.1	100.4	.7	.0	-.4	.3	-.2	.6	.7	.6
1989	100.3	100.0	100.7	100.8	-.2	-.3	.7	.1	-.2	-.4	.6	.4
1990	100.1	100.4	99.1	99.2	-.7	.3	-1.3	.0	-.2	.4	-1.5	-1.6
1991	99.6	100.0	100.2	100.3	.5	.4	.2	.1	-.4	-.4	1.1	1.2
1992	100.7	100.7	100.8	101.0	.3	.1	.1	.2	1.0	.7	.6	.7
1993	101.0	101.3	101.8	101.9	.0	.3	.4	.1	.4	.6	.9	.9
1994	101.8	102.0	101.8	102.0	-.1	.2	-.1	.2	.7	.6	.1	.2
1995	101.7	101.7	101.9	102.1	-.3	.0	.2	.2	.0	-.2	.1	.1
1996	101.6	101.8	101.6	101.7	-.5	.2	-.2	.1	-.1	.1	-.3	-.4
1997	101.7	102.3	102.5	103.2	.0	.6	.3	.7	.1	.4	.9	1.5
1998	103.5	104.0	104.7	105.2	.3	.5	.7	.5	1.8	1.7	2.1	1.9
1999	104.8	105.1	104.9	105.5	-.5	.3	-.2	.6	1.2	1.1	.2	.3
2000	105.3	105.7	106.0	106.6	-.2	.4	.3	.6	.5	.6	1.1	1.1
2001	106.6	106.5	107.4	109.2	.0	-.2	.9	1.7	1.2	.7	1.3	2.4
2002	109.0	109.5	109.5	110.1	-.2	.4	.0	.6	2.3	2.8	2.0	.8
2003	109.5	110.9	111.0	112.2	-.5	1.2	.2	1.0	.5	1.3	1.4	1.9
2004	112.1	111.9	112.7	-	-.1	-.2	.7	-	2.3	.9	1.5	-
Goods-producing industries²:												
1979	-	-	-	98.2	-	-	-	-	-	-	-	-
1980	96.5	95.6	96.5	95.9	-1.7	-1.0	.9	-.6	-	-	-	-2.3
1981	96.6	96.4	95.9	96.8	.7	-.2	-.6	.9	.1	.9	-.6	.9
1982	98.1	96.7	97.7	98.9	1.4	-1.4	1.0	1.2	1.5	.3	1.9	2.2
1983	100.4	99.8	99.7	100.0	1.5	-.6	-.1	.3	2.3	3.2	2.0	1.1
1984	100.3	100.2	99.8	100.6	.3	-.1	-.4	.9	-.1	.4	.1	.7
1985	101.0	100.6	100.5	100.1	.4	-.4	-.1	-.4	.7	.4	.7	-.5
1986	101.7	102.0	102.0	102.2	1.6	.3	.0	.2	.7	1.4	1.5	2.1
1987	101.3	100.7	100.3	100.9	-.9	-.6	-.4	.6	-.4	-1.3	-1.7	-1.3
1988	101.7	101.5	100.6	100.8	.9	-.2	-.9	.2	.4	.8	.3	.0
1989	100.4	100.0	100.4	100.5	-.5	-.4	.4	.1	-1.4	-1.5	-.2	-.3
1990	100.2	100.5	99.3	99.2	-.3	.3	-1.2	-.1	-.2	.5	-1.1	-1.2
1991	99.7	100.2	100.4	100.7	.5	.5	.2	.3	-.4	-.3	1.1	1.5
1992	101.1	101.2	101.3	101.5	.4	.1	.1	.3	1.4	1.0	.9	.8
1993	102.0	102.4	102.5	102.7	.4	.4	.2	.1	.9	1.2	1.3	1.1
1994	102.7	103.1	102.9	103.0	.0	.4	-.2	.1	.7	.8	.4	.4
1995	102.7	102.5	102.5	102.9	-.3	-.2	.0	.4	.0	-.7	-.4	-.1

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries²:												
1996	102.2	102.4	102.3	102.4	-0.7	0.2	-0.1	0.1	-0.5	-0.1	-0.2	-0.5
1997	101.9	102.7	102.9	103.2	-.5	.8	.1	.3	-.3	.3	.5	.7
1998	103.4	103.7	104.0	104.3	.2	.3	.3	.3	1.4	.9	1.1	1.1
1999	104.5	104.5	104.3	105.1	.1	.0	-.2	.8	1.1	.7	.3	.7
2000	105.0	105.5	105.7	106.1	-.1	.5	.1	.4	.5	1.0	1.3	1.0
2001	106.1	106.0	106.6	108.4	.0	-.1	.5	1.8	1.1	.5	.8	2.2
2002	108.4	108.7	108.7	109.8	.0	.3	.0	1.0	2.1	2.5	2.0	1.3
2003	109.8	111.1	111.0	112.1	.0	1.2	-.1	1.0	1.3	2.2	2.1	2.1
2004	112.8	112.4	113.3	-	.6	-.3	.8	-	2.7	1.1	2.0	-
Goods-producing industries, excluding sales occupations:												
1979	-	-	-	98.5	-	-	-	-	-	-	-	-
1980	96.8	95.7	96.6	96.1	-1.7	-1.1	.9	-.6	-	-	-	-2.5
1981	96.8	96.7	96.1	97.0	.7	-.1	-.6	.9	-.1	1.0	-.5	1.0
1982	98.2	97.1	98.0	99.3	1.2	-1.1	.9	1.3	1.5	.4	1.9	2.3
1983	100.6	100.0	100.1	100.3	1.4	-.6	.0	.3	2.5	3.0	2.1	1.0
1984	100.6	100.4	100.2	100.9	.3	-.2	-.2	.7	.0	.4	.2	.5
1985	101.0	100.6	100.7	100.3	.1	-.4	.2	-.5	.4	.2	.5	-.6
1986	101.7	102.0	101.9	102.2	1.5	.3	-.1	.3	.7	1.4	1.2	1.9
1987	101.3	100.7	100.3	100.9	-.9	-.6	-.4	.6	-.4	-1.3	-1.6	-1.3
1988	101.6	101.5	100.6	100.8	.7	-.1	-.9	.2	.3	.8	.3	.0
1989	100.4	100.0	100.4	100.6	-.5	-.4	.4	.2	-1.2	-1.5	-.2	-.2
1990	100.2	100.4	99.2	99.2	-.4	.2	-1.2	.0	-.2	.4	-1.1	-1.3
1991	99.6	100.2	100.3	100.6	.4	.5	.1	.3	-.5	-.2	1.1	1.4
1992	101.0	101.0	101.2	101.4	.4	.0	.2	.2	1.4	.8	.9	.7
1993	101.8	102.1	102.3	102.2	.4	.3	.2	-.1	.8	1.1	1.1	.9
1994	102.3	102.7	102.6	102.8	.1	.4	-.1	.2	.5	.6	.3	.6
1995	102.4	102.2	102.1	102.7	-.4	-.2	-.1	.5	.0	-.5	-.4	-.1
1996	102.0	102.2	102.1	102.1	-.6	.1	-.1	.0	-.3	.0	-.1	-.5
1997	101.7	102.4	102.5	102.8	-.4	.7	.0	.3	-.3	.3	.4	.7
1998	102.9	103.2	103.5	103.9	.1	.3	.3	.3	1.2	.8	1.0	1.1
1999	104.0	104.0	103.8	104.6	.1	.0	-.2	.7	1.1	.8	.3	.7
2000	104.5	105.0	105.2	105.7	.0	.5	.1	.5	.5	1.0	1.3	1.1
2001	105.7	105.6	106.1	107.9	.0	-.1	.5	1.7	1.1	.6	.9	2.1
2002	107.9	108.2	108.3	109.2	.0	.3	.0	.9	2.1	2.5	2.0	1.2
2003	109.4	110.7	110.6	111.7	.2	1.1	-.1	1.0	1.4	2.2	2.1	2.3
2004	112.4	112.0	112.7	-	.7	-.4	.7	-	2.8	1.2	2.0	-
Goods-producing industries, white-collar occupations:												
1987	-	100.9	100.5	101.1	-	-	-.4	.6	-	-	-	-
1988	101.8	101.4	100.7	100.7	.7	-.4	-.7	.0	-	.5	.2	-.4
1989	100.5	100.0	100.5	100.3	-.3	-.5	.5	-.2	-1.4	-1.4	-.2	-.4
1990	100.4	100.6	99.8	99.6	.1	.2	-.8	-.2	-.1	.6	-.7	-.7
1991	100.0	100.5	100.6	101.1	.4	.5	.1	.5	-.4	-.1	.8	1.5
1992	101.2	101.4	101.4	102.1	.1	.1	.1	.6	1.2	.9	.9	1.0
1993	102.5	102.8	103.1	103.1	.4	.3	.3	.0	1.3	1.4	1.6	1.0
1994	103.7	104.2	103.9	104.4	.6	.5	-.3	.4	1.2	1.4	.8	1.3
1995	104.3	103.8	103.8	104.3	-.1	-.4	-.1	.5	-.5	-.4	-.1	-.1

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries, white-collar occupations:												
1996	103.6	103.7	104.0	104.0	-0.6	0.1	0.2	0.0	-0.6	-0.1	0.2	-0.3
1997	103.5	104.4	104.4	104.8	-.4	.8	.0	.4	-.1	.6	.4	.8
1998	105.4	105.7	106.0	106.2	.5	.3	.3	.2	1.7	1.3	1.5	1.3
1999	106.6	106.6	106.4	107.3	.4	.0	-.2	.9	1.2	.8	.4	1.1
2000	107.4	108.0	108.1	108.3	.1	.6	.0	.2	.7	1.4	1.6	1.0
2001	108.8	109.1	109.1	111.0	.4	.3	.0	1.7	1.4	1.0	1.0	2.5
2002	111.1	111.7	111.7	112.7	.1	.5	.0	.9	2.1	2.4	2.3	1.5
2003	113.1	114.3	114.0	114.8	.3	1.1	-.3	.7	1.7	2.3	2.1	1.9
2004	114.9	114.3	115.3	-	.1	-.5	.9	-	1.6	.0	1.1	-
Goods-producing industries, white-collar occupations excluding sales:												
1987	-	100.8	100.4	101.0	-	-	-.4	.6	-	-	-	-
1988	101.6	101.4	100.6	100.6	.6	-.2	-.8	.0	-	.6	.2	-.4
1989	100.5	100.0	100.5	100.4	-.2	-.5	.5	-.1	-1.1	-1.4	-.1	-.2
1990	100.2	100.5	99.5	99.3	-.2	.3	-1.0	-.2	-.3	.5	-1.0	-1.0
1991	99.7	100.4	100.5	101.0	.4	.6	.1	.5	-.4	-.1	1.0	1.6
1992	100.8	100.8	101.1	101.6	-.1	.0	.3	.5	1.1	.4	.6	.6
1993	102.1	102.3	102.4	102.1	.4	.2	.1	-.3	1.2	1.4	1.3	.4
1994	102.8	103.3	103.1	103.6	.7	.5	-.2	.5	.7	1.0	.7	1.5
1995	103.4	103.1	103.0	103.6	-.2	-.3	-.1	.6	.7	-.2	.0	.0
1996	103.1	103.1	103.4	103.4	-.5	.0	.3	-.1	-.3	.0	.4	-.3
1997	102.8	103.6	103.5	103.9	-.5	.7	.0	.3	-.3	.5	.1	.5
1998	104.3	104.6	104.9	105.1	.4	.3	.3	.2	1.4	1.0	1.3	1.2
1999	105.6	105.5	105.3	106.1	.5	-.1	-.2	.7	1.3	.9	.4	1.0
2000	106.2	106.8	106.9	107.3	.1	.6	.1	.4	.6	1.2	1.5	1.2
2001	107.8	108.1	108.1	109.9	.4	.3	.0	1.7	1.5	1.2	1.1	2.4
2002	109.9	110.5	110.5	111.3	.0	.5	.0	.8	2.0	2.3	2.2	1.3
2003	112.0	113.2	112.9	113.9	.6	1.0	-.2	.9	1.9	2.4	2.2	2.3
2004	114.0	113.4	114.0	-	.1	-.6	.6	-	1.8	.2	1.0	-
Goods-producing industries, blue-collar occupations:												
1987	-	100.7	100.1	100.9	-	-	-.6	.7	-	-	-	-
1988	101.6	101.6	100.6	100.9	.7	.0	-1.0	.3	-	.9	.4	.1
1989	100.4	100.0	100.4	100.7	-.6	-.4	.4	.3	-1.2	-1.6	-.2	-.2
1990	100.2	100.4	99.1	99.2	-.5	.2	-1.3	.0	-.2	.4	-1.2	-1.5
1991	99.6	100.1	100.2	100.4	.5	.5	.1	.2	-.5	-.3	1.1	1.3
1992	101.0	101.0	101.1	101.3	.6	.0	.1	.2	1.4	.9	.9	.8
1993	101.6	102.0	102.3	102.3	.4	.4	.3	.0	.6	1.0	1.2	1.0
1994	102.1	102.5	102.3	102.3	-.2	.4	-.2	.0	.5	.4	.0	.0
1995	101.7	101.6	101.7	102.1	-.6	-.1	.0	.4	-.4	-.8	-.6	-.2
1996	101.3	101.6	101.4	101.4	-.8	.3	-.2	.0	-.4	.0	-.3	-.7
1997	101.0	101.7	101.9	102.2	-.4	.7	.2	.2	-.3	.1	.5	.8
1998	102.1	102.5	102.8	103.2	.0	.3	.3	.4	1.1	.7	.8	1.0
1999	103.1	103.3	103.0	103.7	-.1	.1	-.2	.7	1.0	.8	.2	.5
2000	103.5	103.9	104.2	104.7	-.2	.4	.2	.5	.4	.7	1.1	.9
2001	104.4	104.1	105.0	106.7	-.3	-.3	.8	1.6	.8	.1	.8	1.9
2002	106.6	106.8	106.9	107.9	-.1	.2	.1	1.0	2.1	2.6	1.8	1.2

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Goods-producing industries, blue-collar occupations:													
2003	107.7	109.1	109.2	110.4	-0.2	1.3	0.0	1.1	1.0	2.2	2.1	2.3	
2004	111.3	111.1	111.9	-	.9	-2	.8	-	3.3	1.8	2.6	-	
Goods-producing industries, service occupations³:													
1987	-	99.9	99.5	100.0	-	-	-.4	.5	-	-	-	-	-
1988	101.2	100.6	99.7	99.9	1.2	-.5	-1.0	.2	-	.7	.2	-.1	
1989	100.4	100.0	100.2	100.6	.5	-.4	.2	.4	-.8	-.6	.5	.7	
1990	100.3	99.7	98.5	98.7	-.3	-.5	-1.3	.2	-.1	-.3	-1.7	-1.9	
1991	99.2	99.7	99.9	100.9	.5	.6	.2	.9	-1.1	.0	1.5	2.2	
1992	101.4	102.2	102.7	102.8	.5	.8	.4	.1	2.2	2.5	2.7	1.9	
1993	103.7	103.6	103.9	104.2	.9	-.1	.3	.3	2.3	1.4	1.2	1.4	
1994	104.1	103.8	105.1	104.7	-.1	-.3	1.2	-.4	.4	.2	1.1	.5	
1995	104.3	104.1	104.3	104.7	-.3	-.3	.2	.3	.2	.3	-.7	.0	
1996	103.3	103.0	-	-	-1.3	-.3	-	-	-1.0	-1.0	-	-	
Construction:													
1985	100.4	100.5	100.5	100.1	-	.0	.0	-.4	-	-	-	-	
1986	100.9	101.9	102.0	101.9	.8	.9	.1	-.2	.5	1.4	1.5	1.7	
1987	101.3	101.4	100.8	101.1	-.6	.1	-.6	.3	.3	-.5	-1.2	-.8	
1988	101.4	101.4	100.7	100.9	.3	.0	-.7	.2	.1	.0	-.1	-.2	
1989	100.5	100.0	100.5	100.8	-.5	-.5	.5	.3	-.9	-1.4	-.2	-.2	
1990	99.4	99.6	98.4	97.9	-1.4	.2	-1.3	-.4	-1.0	-.4	-2.1	-2.8	
1991	98.7	99.0	98.9	98.9	.8	.3	-.1	.0	-.7	-.6	.5	1.0	
1992	98.5	98.9	99.3	99.5	-.4	.3	.5	.2	-.2	-.1	.5	.6	
1993	99.3	99.7	99.9	99.2	-.2	.4	.2	-.7	.8	.8	.6	-.4	
1994	100.0	100.8	100.8	100.1	.8	.8	.1	-.7	.7	1.1	.9	1.0	
1995	99.3	99.3	99.7	99.8	-.9	.0	.4	.0	-.7	-1.5	-1.1	-.4	
1996	99.1	99.2	99.0	98.9	-.7	.2	-.2	-.1	-.2	.0	-.7	-.9	
1997	98.7	99.6	99.8	99.8	-.2	1.0	.2	-.1	-.4	.4	.8	.9	
1998	99.9	101.0	101.2	101.7	.1	1.1	.2	.5	1.3	1.4	1.3	1.9	
1999	102.0	102.2	101.9	102.3	.3	.2	-.3	.3	2.1	1.2	.7	.6	
2000	102.1	103.1	103.7	104.6	-.2	1.0	.6	.9	.1	.8	1.7	2.3	
2001	104.4	104.8	105.6	107.5	-.2	.4	.8	1.8	2.3	1.7	1.9	2.7	
2002	107.0	107.1	107.2	108.3	-.5	.1	.1	1.1	2.5	2.2	1.5	.8	
2003	107.2	108.8	108.8	110.0	-1.0	1.5	-.1	1.1	.2	1.7	1.5	1.5	
2004	109.0	108.5	109.1	-	-.9	-.4	.6	-	1.7	-.3	.3	-	
Manufacturing:													
1979	-	-	-	97.2	-	-	-	-	-	-	-	-	-
1980	95.7	94.7	95.3	94.9	-1.5	-1.1	.6	-.4	-	-	-	-2.4	
1981	95.8	95.5	94.7	95.7	.9	-.3	-.8	1.1	.0	.8	-.6	.9	
1982	97.0	95.6	96.6	97.8	1.4	-1.5	1.1	1.2	1.3	.1	2.0	2.2	
1983	99.4	98.7	98.7	99.0	1.6	-.7	.1	.3	2.4	3.2	2.2	1.2	
1984	99.4	99.3	99.2	100.2	.4	-.1	-.2	1.0	.0	.7	.5	1.2	
1985	100.7	100.1	100.3	99.7	.5	-.5	.2	-.6	1.2	.8	1.1	-.5	
1986	101.5	101.7	101.5	101.9	1.8	.1	-.2	.4	.9	1.5	1.2	2.2	
1987	100.9	100.2	99.8	100.4	-1.0	-.7	-.3	.6	-.7	-1.5	-1.6	-1.4	
1988	101.5	101.2	100.4	100.5	1.1	-.3	-.8	.1	.7	1.0	.6	.1	
1989	100.4	100.0	100.4	100.4	-.2	-.4	.4	.0	-1.1	-1.2	.0	-.1	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1990	100.3	100.6	99.5	99.4	-0.1	0.3	-1.1	-0.1	-0.1	0.6	-0.9	-1.0	
1991	99.8	100.4	100.6	101.0	.4	.5	.2	.4	-5	-2	1.1	1.6	
1992	101.6	101.5	101.6	101.9	.6	.0	.1	.3	1.7	1.1	1.0	.9	
1993	102.5	102.9	103.1	103.2	.6	.4	.3	.1	.9	1.3	1.5	1.3	
1994	103.3	103.6	103.3	103.7	.0	.3	-2	.4	.8	.7	.2	.4	
1995	103.4	103.3	103.1	103.7	-3	-2	-1	.6	.2	-3	-2	.0	
1996	103.1	103.3	103.3	103.4	-6	.2	.0	.1	-4	.0	.1	-3	
1997	102.8	103.6	103.6	104.1	-5	.7	.0	.5	-2	.3	.4	.7	
1998	104.4	104.5	104.8	105.2	.3	.1	.4	.3	1.5	.8	1.2	1.0	
1999	105.2	105.2	105.0	105.9	.0	.0	-2	.8	.8	.7	.2	.7	
2000	105.8	106.2	106.2	106.5	-1	.3	.1	.2	.6	.9	1.2	.6	
2001	106.6	106.4	106.7	108.6	.1	-2	.3	1.8	.7	.2	.4	2.0	
2002	108.7	109.1	109.1	110.1	.1	.3	.0	.9	2.0	2.5	2.2	1.4	
2003	110.5	111.7	111.6	112.5	.4	1.1	-2	.9	1.7	2.5	2.3	2.2	
2004	113.7	113.3	114.3	-	1.1	-3	.9	-	2.9	1.4	2.4	-	
Manufacturing, white-collar occupations:													
1987	-	100.8	100.5	101.2	-	-	-3	.7	-	-	-	-	
1988	101.9	101.4	100.6	100.6	.7	-5	-8	.0	-	.6	.1	-6	
1989	100.5	100.0	100.4	100.3	-2	-5	.4	-1	-1.5	-1.4	-2	-3	
1990	100.4	100.6	99.9	99.6	.1	.2	-7	-3	-1	.6	-5	-7	
1991	100.0	100.6	100.7	101.2	.4	.5	.1	.5	-4	.0	.8	1.5	
1992	101.2	101.4	101.4	102.0	.1	.2	.0	.5	1.2	.9	.8	.8	
1993	102.6	102.9	103.1	103.2	.6	.3	.2	.2	1.4	1.4	1.6	1.2	
1994	103.4	103.9	103.7	104.5	.2	.4	-1	.7	.8	1.0	.7	1.2	
1995	104.4	104.2	104.3	104.7	.0	-3	.1	.4	1.0	.3	.5	.2	
1996	104.0	104.2	104.4	104.5	-7	.2	.2	.1	-4	.1	.2	-2	
1997	103.9	104.7	104.5	105.2	-7	.8	-1	.6	-2	.4	.1	.6	
1998	105.7	105.9	106.3	106.4	.5	.2	.3	.1	1.8	1.2	1.7	1.1	
1999	106.7	106.8	106.7	107.5	.3	.1	-1	.8	.9	.8	.4	1.1	
2000	107.4	108.1	108.2	108.1	-1	.6	.0	-1	.7	1.3	1.4	.5	
2001	108.6	108.8	108.6	110.2	.5	.1	-2	1.5	1.1	.6	.4	2.0	
2002	110.4	111.1	111.2	112.0	.2	.6	.1	.7	1.7	2.2	2.4	1.7	
2003	112.6	114.0	113.6	114.2	.5	1.2	-3	.5	1.9	2.6	2.1	1.9	
2004	114.7	114.2	115.3	-	.4	-4	.9	-	1.9	.2	1.5	-	
Manufacturing, white-collar occupations, excluding sales:													
1987	-	100.7	100.4	101.0	-	-	-3	.6	-	-	-	-	
1988	101.7	101.3	100.6	100.6	.7	-4	-7	.0	-	.6	.2	-4	
1989	100.5	100.0	100.4	100.3	-2	-5	.4	-1	-1.3	-1.3	-2	-3	
1990	100.3	100.4	99.5	99.2	.0	.1	-9	-3	-2	.4	-9	-1.0	
1991	99.6	100.3	100.5	101.0	.3	.7	.2	.5	-7	-1	1.0	1.7	
1992	100.7	100.7	101.0	101.4	-3	.1	.3	.4	1.1	.4	.5	.4	
1993	102.0	102.1	102.2	102.1	.6	.1	.1	-1	1.3	1.4	1.2	.7	
1994	102.3	102.7	102.7	103.5	.2	.4	.0	.8	.3	.6	.5	1.5	
1995	103.4	103.0	103.2	103.7	-2	-3	.2	.5	1.1	.3	.5	.2	
1996	103.2	103.4	103.7	103.7	-5	.1	.3	.0	-1	.3	.4	.0	
1997	103.0	103.6	103.5	104.1	-7	.6	.0	.5	-2	.2	-1	.4	
1998	104.4	104.5	104.9	105.0	.3	.1	.4	.1	1.4	.9	1.3	.9	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, white-collar occupations, excluding sales:												
1999	105.4	105.5	105.3	106.0	0.3	0.1	-0.2	0.7	0.9	0.9	0.4	1.0
2000	106.0	106.7	106.7	106.8	-1	.7	.0	.1	.6	1.1	1.3	.7
2001	107.2	107.4	107.0	108.6	.4	.2	-.3	1.5	1.1	.6	.4	1.8
2002	108.8	109.4	109.4	110.2	.1	.6	.0	.7	1.5	1.9	2.2	1.5
2003	111.2	112.4	112.2	113.0	.9	1.1	-.2	.7	2.3	2.7	2.5	2.5
2004	113.4	112.9	113.8	-	.4	-.5	.8	-	2.0	.4	1.4	-
Manufacturing, blue-collar occupations:												
1987	-	99.8	99.3	100.1	-	-	-.5	.8	-	-	-	-
1988	101.3	101.1	100.2	100.5	1.2	-.2	-.9	.3	-	1.2	.9	.4
1989	100.3	100.0	100.4	100.5	-.3	-.3	.4	.1	-1.0	-1.1	.2	.0
1990	100.3	100.5	99.3	99.4	-.2	.2	-1.2	.1	.0	.5	-1.1	-1.0
1991	99.7	100.2	100.5	100.8	.3	.5	.3	.3	-.5	-.3	1.2	1.4
1992	101.7	101.6	101.6	101.8	.9	-.1	.0	.2	2.0	1.4	1.1	1.0
1993	102.4	102.8	103.1	103.2	.6	.4	.3	.2	.7	1.2	1.4	1.4
1994	103.1	103.3	103.0	103.2	-.1	.2	-.3	.2	.7	.5	-.1	.0
1995	102.7	102.5	102.3	103.1	-.5	-.2	-.2	.8	-.4	-.7	-.7	-.1
1996	102.3	102.6	102.4	102.6	-.7	.2	-.2	.2	-.4	.0	.1	-.5
1997	102.1	102.8	102.9	103.3	-.4	.6	.1	.4	-.2	.2	.5	.7
1998	103.3	103.5	103.8	104.3	.0	.2	.3	.5	1.1	.6	.8	.9
1999	104.2	104.1	103.8	104.8	-.1	-.1	-.2	.9	.9	.6	.1	.5
2000	104.7	104.8	104.8	105.4	-.1	.1	.0	.6	.5	.7	.9	.6
2001	105.0	104.6	105.3	107.2	-.4	-.4	.7	1.8	.3	-.2	.5	1.7
2002	107.3	107.5	107.4	108.6	.1	.2	.0	1.1	2.2	2.8	2.0	1.3
2003	108.9	110.0	110.0	111.2	.3	1.0	.0	1.1	1.5	2.3	2.3	2.4
2004	112.8	112.5	113.5	-	1.5	-.3	.9	-	3.6	2.3	3.2	-
Manufacturing, service occupations³:												
1987	-	99.7	99.3	100.0	-	-	-.4	.7	-	-	-	-
1988	101.2	100.9	99.9	100.2	1.2	-.3	-1.0	.3	-	1.1	.6	.2
1989	100.3	100.0	100.1	100.5	.0	-.3	.1	.4	-.9	-.9	.2	.3
1990	100.4	99.8	98.3	98.6	-.1	-.5	-1.5	.3	.1	-.2	-1.8	-1.9
1991	99.1	99.6	99.8	100.9	.5	.6	.1	1.1	-1.3	-.2	1.5	2.3
1992	101.5	102.1	102.8	102.8	.6	.7	.6	.1	2.4	2.5	3.0	1.9
1993	104.0	103.7	104.1	104.4	1.1	-.2	.3	.3	2.5	1.6	1.3	1.5
1994	104.4	104.1	105.5	105.3	-.1	-.3	1.4	-.2	.4	.3	1.4	.8
1995	104.9	104.7	104.9	105.3	-.3	-.3	.2	.3	.5	.6	-.6	.0
1996	103.9	103.7	-	-	-1.3	-.1	-	-	-1.0	-.9	-	-
Manufacturing, durable goods:												
1985	-	-	-	100.6	-	-	-	-	-	-	-	-
1986	102.2	102.1	102.0	102.3	1.6	-.1	-.1	.3	-	-	-	1.7
1987	101.1	100.6	99.9	100.5	-1.2	-.5	-.7	.6	-1.1	-1.5	-2.1	-1.7
1988	101.8	101.5	100.5	100.6	1.3	-.3	-1.0	.1	.8	.9	.6	.1
1989	100.5	100.0	100.4	100.6	-.2	-.5	.4	.2	-1.4	-1.5	-.1	.0
1990	100.3	100.4	99.4	99.4	-.3	.1	-1.0	.0	-.2	.4	-1.0	-1.1
1991	99.7	100.3	100.6	100.9	.3	.5	.3	.3	-.5	-.1	1.2	1.5
1992	101.6	101.6	101.7	102.1	.8	.0	.1	.4	1.9	1.3	1.1	1.2

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, durable goods:												
1993	102.8	103.1	103.5	103.8	0.8	0.3	0.3	0.3	1.2	1.5	1.8	1.7
1994	103.6	103.8	103.9	104.3	-.1	.2	.1	.4	.8	.7	.4	.5
1995	104.1	103.9	103.8	104.3	-.2	-.2	-.1	.4	.5	.1	-.1	.0
1996	103.4	103.9	103.7	103.8	-.9	.5	-.2	.0	-.7	.0	-.1	-.5
1997	103.2	103.8	103.9	104.4	-.6	.6	.1	.5	-.2	-.1	.2	.6
1998	104.4	104.6	105.1	105.4	.0	.2	.4	.3	1.2	.8	1.1	1.0
1999	105.2	105.3	105.2	106.2	-.2	.1	-.1	1.0	.8	.6	.1	.7
2000	106.2	106.8	106.7	107.1	.0	.5	.0	.3	.9	1.4	1.5	.8
2001	106.9	106.7	107.2	109.1	-.1	-.2	.4	1.8	.7	.0	.4	1.9
2002	108.9	109.2	108.9	110.2	-.2	.3	-.2	1.1	1.9	2.3	1.6	1.0
2003	110.8	111.8	111.6	112.7	.5	.9	-.2	.9	1.7	2.4	2.5	2.3
2004	114.2	113.8	114.9	-	1.3	-.3	.9	-	3.1	1.8	2.9	-
Aircraft manufacturing (SIC 3721):												
1988	-	-	-	101.8	-	-	-	-	-	-	-	-
1989	100.7	100.0	100.3	102.0	-1.1	-.7	.3	1.7	-	-	-	-.2
1990	101.6	102.2	101.5	100.7	-.3	.6	-.7	-.7	1.0	2.2	1.2	-1.2
1991	101.3	102.0	102.3	103.3	.6	.7	.3	1.0	-.3	-.2	.8	2.6
1992	104.1	105.3	105.5	107.5	.8	1.1	.1	1.9	2.8	3.3	3.1	4.0
1993	107.2	107.0	108.4	106.6	-.2	-.2	1.3	-1.7	3.0	1.6	2.7	-.9
1994	106.4	106.6	106.9	107.1	-.2	.2	.3	.2	-.8	-.4	-1.3	.5
1995	107.1	106.6	106.5	108.2	-.1	-.4	-.1	1.6	.6	.0	-.4	1.0
1996	109.1	109.4	108.7	107.5	.9	.3	-.7	-1.1	1.9	2.7	2.0	-.6
1997	106.5	107.1	106.1	105.3	-.9	.6	-1.0	-.7	-2.4	-2.1	-2.4	-2.0
1998	105.0	105.8	105.7	106.5	-.3	.7	-.1	.7	-1.4	-1.3	-.4	1.1
1999	105.7	106.3	106.2	108.3	-.7	.6	-.1	2.0	.7	.5	.5	1.7
2000	109.6	111.1	111.5	110.8	1.2	1.3	.3	-.6	3.7	4.5	4.9	2.3
2001	112.5	111.8	111.6	114.8	1.6	-.6	-.2	2.9	2.7	.7	.1	3.6
2002	116.3	116.5	115.7	118.2	1.3	.2	-.7	2.1	3.3	4.2	3.7	3.0
2003	123.4	124.1	123.6	122.6	4.4	.5	-.4	-.8	6.2	6.5	6.8	3.7
2004	131.7	131.4	131.7	-	7.4	-.2	.2	-	6.7	5.9	6.6	-
Aircraft manufacturing (SIC 3721), white-collar occupations:												
1988	-	-	-	101.8	-	-	-	-	-	-	-	-
1989	100.6	100.0	100.1	101.2	-1.2	-.6	.1	1.1	-	-	-	-.6
1990	100.9	101.2	100.3	99.1	-.3	.3	-.9	-1.2	.3	1.2	.2	-2.1
1991	99.4	100.1	99.9	100.8	.3	.7	-.2	.8	-1.5	-1.1	-.3	1.8
1992	101.7	102.9	102.8	104.1	.9	1.2	-.2	1.3	2.4	2.8	2.8	3.3
1993	104.1	104.2	105.4	103.7	.1	.0	1.2	-1.6	2.4	1.2	2.5	-.4
1994	103.4	103.8	104.1	103.9	-.2	.4	.3	-.2	-.7	-.3	-1.2	.2
1995	103.9	103.5	103.5	104.3	.0	-.3	.0	.7	.4	-.3	-.5	.4
1996	105.5	106.0	105.2	104.6	1.2	.5	-.8	-.6	1.6	2.4	1.6	.3
1997	103.5	104.4	103.6	103.3	-1.0	.9	-.8	-.3	-1.9	-1.5	-1.5	-1.2
1998	103.1	104.4	104.2	104.0	-.3	1.3	-.1	-.2	-.5	-.1	.6	.7
1999	103.3	104.2	103.3	104.5	-.7	.9	-.8	1.1	.2	-.2	-.9	.4
2000	106.3	108.5	108.5	107.8	1.7	2.1	.0	-.6	2.9	4.1	5.0	3.2
2001	110.8	109.7	108.8	111.7	2.7	-1.0	-.8	2.6	4.3	1.1	.3	3.6
2002	113.3	113.3	112.2	113.4	1.5	-.1	-.9	1.0	2.3	3.3	3.2	1.5
2003	119.9	119.8	118.9	119.2	5.7	-.1	-.7	.2	5.7	5.7	6.0	5.1
2004	128.4	127.5	127.6	-	7.7	-.7	.0	-	7.1	6.4	7.3	-

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Aircraft manufacturing (SIC 3721), blue-collar occupations:												
1988	—	—	—	101.9	—	—	—	—	—	—	—	—
1989	101.0	100.0	100.7	103.0	-0.9	-1.0	0.7	2.4	—	—	—	1.2
1990	102.8	103.8	103.0	102.9	-2	.9	-8	-1	1.8	3.8	2.3	-2
1991	104.1	104.7	105.6	106.9	1.2	.6	.9	1.3	1.2	.9	2.5	3.9
1992	107.6	108.7	109.1	112.1	.7	1.0	.4	2.8	3.4	3.9	3.3	4.9
1993	111.7	111.0	112.5	110.5	-4	-6	1.3	-1.8	3.8	2.2	3.1	-1.5
1994	110.4	110.3	110.6	111.3	-1	-1	.3	.5	-1.2	-7	-1.6	.7
1995	111.2	110.8	110.4	113.6	.0	-4	-3	2.9	.8	.4	-2	2.1
1996	114.2	114.1	113.6	111.3	.6	-1	-5	-2.0	2.7	3.0	2.9	-2.0
1997	110.4	110.6	109.2	107.4	-9	.2	-1.3	-1.6	-3.4	-3.1	-3.9	-3.5
1998	106.8	106.7	106.8	109.3	-6	-1	.1	2.4	-3.2	-3.5	-2.2	1.8
1999	108.5	108.8	110.1	113.9	-7	.2	1.2	3.4	1.6	2.0	3.1	4.1
2000	114.4	114.1	115.3	114.4	.5	-3	1.1	-8	5.4	4.9	4.7	.5
2001	114.0	114.1	115.1	118.8	-3	.0	.9	3.2	-3	.0	-2	3.8
2002	119.8	120.6	120.3	125.1	.9	.7	-3	4.0	5.1	5.7	4.5	5.3
2003	127.9	129.9	129.9	126.9	2.2	1.6	.0	-2.4	6.7	7.7	8.0	1.4
2004	135.4	136.3	137.8	—	6.8	.6	1.1	—	5.9	4.9	6.1	—
Manufacturing, nondurable goods:												
1985	—	—	—	98.2	—	—	—	—	—	—	—	—
1986	100.0	100.8	100.7	101.1	1.9	.7	-1	.4	—	—	—	2.9
1987	100.4	99.7	99.6	100.4	-7	-7	-1	.8	.4	-1.0	-1.1	-6
1988	101.0	100.5	100.0	100.4	.5	-4	-6	.4	.6	.8	.4	.0
1989	100.3	100.0	100.5	100.3	-2	-3	.5	-2	-7	-5	.5	-1
1990	100.4	100.8	99.7	99.6	.1	.4	-1.1	-1	.1	.8	-8	-7
1991	100.0	100.5	100.6	101.1	.4	.5	.1	.5	-4	-3	.9	1.5
1992	101.4	101.5	101.4	101.7	.3	.1	-2	.4	1.4	1.1	.8	.6
1993	101.9	102.3	102.4	102.4	.2	.4	.1	.0	.5	.7	1.0	.7
1994	102.6	103.0	102.3	102.6	.2	.4	-6	.3	.7	.7	.0	.2
1995	102.2	102.0	101.8	102.7	-4	-2	-2	.8	-4	-9	-5	.0
1996	102.3	102.1	102.2	102.5	-4	-2	.2	.3	.0	.0	.4	-2
1997	102.1	103.0	102.9	103.5	-3	.8	.0	.5	-1	.9	.7	1.0
1998	104.0	104.1	104.4	104.6	.5	.1	.3	.3	1.8	1.1	1.4	1.1
1999	105.0	104.8	104.6	105.3	.3	-2	-2	.7	1.0	.7	.2	.6
2000	105.0	105.1	105.4	105.3	-2	.1	.3	.0	.0	.2	.8	.0
2001	105.9	105.7	105.8	107.6	.6	-2	.1	1.7	.9	.6	.4	2.1
2002	108.3	108.6	109.2	110.0	.6	.3	.5	.7	2.2	2.8	3.2	2.2
2003	109.9	111.4	111.2	112.2	-1	1.4	-1	.9	1.5	2.5	1.9	2.0
2004	112.8	112.3	113.1	—	.6	-5	.7	—	2.7	.8	1.7	—
Service-producing industries⁴:												
1979	—	—	—	93.4	—	—	—	—	—	—	—	—
1980	91.9	91.1	91.7	91.0	-1.6	-9	.7	-8	—	—	—	-2.5
1981	92.3	91.6	90.7	91.8	1.4	-7	-1.0	1.2	.4	.6	-1.2	.8
1982	92.7	91.5	92.5	94.2	1.0	-1.3	1.2	1.8	.5	-2	2.0	2.7
1983	95.6	95.3	95.8	96.7	1.4	-3	.5	.9	3.1	4.2	3.5	2.6
1984	97.1	97.1	96.6	97.7	.5	-1	-5	1.2	1.6	1.9	.8	1.1
1985	97.6	97.5	98.7	98.3	-1	-2	1.2	-3	.5	.4	2.2	.6
1986	99.8	99.7	100.0	100.3	1.5	-1	.3	.3	2.2	2.3	1.4	2.0

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service-producing industries⁴:													
1987	100.2	99.7	99.4	99.6	-0.1	-0.5	-0.3	0.2	0.4	0.0	-0.6	-0.7	
1988	99.9	100.0	99.7	100.2	.3	.1	-.4	.6	-.3	.3	.3	.6	
1989	100.3	100.0	100.6	100.7	.0	-.3	.6	.1	.3	.0	.9	.5	
1990	100.1	100.5	99.3	99.2	-.6	.4	-1.2	-.1	-.2	.5	-1.2	-1.4	
1991	99.7	100.2	100.4	100.4	.5	.5	.2	.0	-.4	-.3	1.1	1.2	
1992	100.5	100.6	100.5	100.7	.1	.1	-.1	.3	.8	.4	.1	.3	
1993	100.6	100.8	101.3	101.5	-.2	.2	.5	.2	.1	.3	.9	.8	
1994	101.5	101.6	101.6	101.8	.0	.1	.0	.2	.9	.8	.2	.3	
1995	101.6	101.6	101.9	102.0	-.2	.1	.3	.1	.1	.0	.3	.2	
1996	101.7	101.8	101.8	101.9	-.3	.1	.0	.0	.1	.2	-.1	-.1	
1997	102.1	102.6	103.0	104.1	.2	.5	.4	1.1	.4	.7	1.1	2.2	
1998	104.6	104.9	105.9	106.4	.5	.3	.9	.5	2.5	2.3	2.8	2.2	
1999	106.0	106.6	106.5	107.1	-.4	.6	-.1	.6	1.3	1.6	.6	.7	
2000	106.8	107.3	107.6	108.2	-.3	.4	.3	.6	.8	.7	1.0	1.0	
2001	108.3	108.3	109.2	111.1	.1	.0	.9	1.7	1.4	.9	1.5	2.7	
2002	111.0	111.6	111.6	111.9	-.1	.6	-.1	.3	2.5	3.1	2.1	.7	
2003	111.6	112.8	113.1	114.3	-.3	1.1	.3	1.0	.5	1.1	1.4	2.1	
2004	113.6	113.4	114.2	-	-.6	-.2	.7	-	1.9	.5	.9	-	
Service-producing industries, excluding sales occupations:													
1979	-	-	-	93.7	-	-	-	-	-	-	-	-	
1980	91.6	90.8	91.3	90.6	-2.3	-.8	.6	-.8	-	-	-	-3.3	
1981	92.0	91.1	90.5	91.5	1.5	-1.0	-.6	1.0	.5	.3	-.8	1.0	
1982	92.6	91.5	92.7	94.2	1.2	-1.2	1.3	1.7	.6	.4	2.3	3.0	
1983	95.7	95.4	96.0	96.7	1.6	-.3	.6	.7	3.4	4.3	3.6	2.6	
1984	97.4	97.3	96.9	98.1	.7	-.1	-.4	1.2	1.7	2.0	1.0	1.4	
1985	97.9	97.7	98.8	98.2	-.2	-.2	1.1	-.6	.5	.4	1.9	.2	
1986	99.8	99.7	100.0	100.5	1.6	-.1	.3	.5	2.0	2.1	1.2	2.3	
1987	100.3	99.9	99.8	100.1	-.2	-.4	-.1	.3	.5	.2	-.2	-.4	
1988	100.5	100.3	100.2	100.4	.3	-.1	-.2	.2	.2	.4	.4	.3	
1989	100.4	100.0	100.5	100.5	-.1	-.4	.5	.0	-.1	-.3	.3	.1	
1990	100.2	100.4	99.5	99.5	-.3	.2	-.9	.0	-.2	.4	-1.0	-1.0	
1991	99.9	100.3	100.7	100.9	.4	.4	.4	.2	-.3	-.1	1.2	1.4	
1992	100.8	100.9	101.1	101.4	.0	.1	.2	.3	.9	.6	.4	.5	
1993	101.4	101.7	102.0	102.3	.0	.3	.4	.3	.5	.8	.9	.9	
1994	102.3	102.4	102.4	102.6	.0	.0	.0	.2	1.0	.7	.4	.3	
1995	102.5	102.4	102.6	102.8	-.2	-.1	.2	.3	.1	.0	.1	.2	
1996	102.3	102.3	102.5	102.4	-.5	.0	.1	.0	-.1	-.1	-.1	-.4	
1997	102.5	103.2	103.5	104.7	.1	.6	.3	1.1	.2	.9	1.0	2.2	
1998	105.1	105.4	106.2	106.5	.4	.3	.7	.2	2.5	2.2	2.6	1.7	
1999	106.6	107.0	106.9	107.6	.1	.4	-.1	.7	1.4	1.5	.6	1.1	
2000	107.1	107.5	108.0	108.6	-.5	.4	.4	.6	.5	.5	1.0	.9	
2001	108.9	108.8	109.8	111.7	.3	-.1	1.0	1.7	1.7	1.1	1.7	2.9	
2002	111.7	112.0	112.1	112.5	.0	.3	.1	.4	2.6	3.0	2.1	.7	
2003	112.2	113.5	113.7	114.9	-.2	1.1	.2	1.0	.5	1.3	1.4	2.1	
2004	114.2	114.0	114.8	-	-.6	-.2	.7	-	1.8	.4	.9	-	
Service-producing industries, white-collar occupations:													
1987	-	99.2	99.1	99.0	-	-	-.1	.0	-	-	-	-	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, white-collar occupations:												
1988	99.5	99.6	99.3	100.1	0.5	0.1	-0.3	0.8	-	0.4	0.3	1.1
1989	100.3	100.0	100.7	101.0	.2	-.3	.7	.3	0.8	.4	1.3	.9
1990	100.5	100.8	99.8	99.6	-.5	.3	-1.0	-.2	.2	.8	-.9	-1.3
1991	100.3	100.7	100.9	100.9	.7	.4	.1	.0	-.2	.0	1.1	1.3
1992	101.0	101.0	100.9	101.2	.1	.0	-.1	.3	.7	.3	.1	.3
1993	101.0	101.2	101.8	102.0	-.2	.2	.5	.2	.0	.2	.9	.8
1994	102.0	102.2	102.1	102.3	.0	.2	-.1	.2	1.0	1.0	.3	.3
1995	102.1	102.2	102.5	102.8	-.2	.1	.3	.3	.1	.0	.4	.4
1996	102.4	102.6	102.7	102.6	-.3	.2	.1	-.1	.3	.4	.2	-.2
1997	102.9	103.5	103.9	105.1	.3	.6	.3	1.2	.5	.8	1.1	2.5
1998	105.6	106.1	107.1	107.7	.5	.4	1.0	.5	2.6	2.5	3.1	2.4
1999	107.0	107.7	107.8	108.4	-.6	.7	.0	.6	1.4	1.6	.6	.7
2000	108.2	108.7	109.0	109.6	-.2	.4	.3	.5	1.1	.9	1.2	1.1
2001	109.7	109.7	110.7	112.6	.1	.0	.8	1.7	1.4	1.0	1.5	2.7
2002	112.5	113.1	112.9	113.3	-.1	.6	-.2	.3	2.5	3.1	2.0	.6
2003	113.1	114.3	114.7	115.8	-.1	1.0	.4	1.0	.5	1.0	1.6	2.3
2004	115.3	114.9	115.9	-	-.5	-.3	.8	-	1.9	.6	1.0	-
Service-producing industries, white-collar occupations excluding sales:												
1987	-	99.4	99.6	99.9	-	-	.2	.3	-	-	-	-
1988	100.2	100.0	100.1	100.4	.3	-.2	.1	.3	-	.6	.5	.5
1989	100.5	100.0	100.7	100.7	.0	-.5	.7	.0	.2	.0	.6	.3
1990	100.7	100.9	100.2	100.2	.0	.2	-.7	.0	.2	.9	-.5	-.5
1991	100.7	100.9	101.4	101.7	.5	.3	.5	.3	.0	.0	1.2	1.5
1992	101.6	101.7	102.0	102.1	.0	.1	.3	.2	1.0	.8	.6	.4
1993	102.3	102.5	103.0	103.3	.2	.2	.4	.3	.7	.8	1.0	1.2
1994	103.4	103.5	103.5	103.7	.1	.0	.0	.2	1.1	.9	.5	.4
1995	103.6	103.4	103.7	104.0	-.1	-.2	.2	.4	.2	.0	.2	.3
1996	103.6	103.7	104.0	103.8	-.4	.0	.3	-.2	.0	.2	.3	-.3
1997	103.9	104.6	104.9	106.3	.2	.6	.3	1.3	.3	.9	.9	2.4
1998	106.7	107.0	107.9	108.1	.5	.3	.8	.2	2.7	2.3	2.8	1.8
1999	108.2	108.6	108.7	109.4	.0	.5	.0	.6	1.3	1.5	.7	1.1
2000	108.9	109.5	110.0	110.6	-.4	.5	.4	.6	.7	.8	1.2	1.2
2001	110.9	110.9	112.0	113.9	.3	.0	1.0	1.7	1.8	1.3	1.9	3.0
2002	113.9	114.2	114.2	114.6	.0	.3	-.1	.4	2.7	3.0	1.9	.6
2003	114.5	115.7	116.0	117.3	-.1	1.1	.2	1.1	.5	1.3	1.6	2.4
2004	116.7	116.3	117.2	-	-.5	-.3	.8	-	1.9	.5	1.1	-
Service-producing industries, blue-collar occupations:												
1987	-	100.8	100.4	100.9	-	-	-.4	.5	-	-	-	-
1988	101.4	101.2	100.6	100.4	.5	-.2	-.6	-.2	-	.4	.2	-.5
1989	100.2	100.0	100.4	99.5	-.3	-.2	.4	-.9	-1.2	-1.2	-.2	-.9
1990	98.9	99.3	98.0	97.8	-.6	.3	-1.3	-.3	-1.2	-.7	-2.4	-1.7
1991	98.0	98.2	98.3	98.5	.2	.2	.1	.1	-.9	-1.1	.3	.7
1992	98.4	98.8	98.7	99.0	-.1	.4	-.1	.3	.4	.6	.4	.6
1993	98.8	99.3	99.7	99.8	-.2	.5	.5	.0	.4	.5	1.0	.8
1994	99.8	99.9	100.2	100.1	.1	.0	.3	-.1	1.1	.6	.5	.3
1995	100.1	100.2	100.4	100.3	.0	.1	.2	-.1	.3	.3	.2	.2

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service-producing industries, blue-collar occupations:													
1996	99.8	99.8	99.4	99.6	-0.5	0.0	-0.4	0.2	-0.3	-0.4	-1.0	-0.6	
1997	99.4	100.0	100.1	100.7	-.2	.6	.1	.6	-.4	.2	.7	1.1	
1998	101.1	101.4	101.9	102.1	.4	.3	.5	.2	1.6	1.4	1.8	1.3	
1999	102.4	102.9	102.8	103.1	.4	.4	-.1	.3	1.4	1.5	.9	1.0	
2000	102.8	103.0	103.2	103.6	-.3	.2	.2	.4	.3	.1	.4	.5	
2001	104.0	103.7	105.0	106.3	.4	-.3	1.3	1.2	1.2	.6	1.7	2.6	
2002	106.3	107.1	107.4	107.6	.0	.7	.3	.2	2.2	3.3	2.2	1.2	
2003	106.9	108.6	108.7	109.5	-.7	1.6	.1	.7	.6	1.5	1.2	1.7	
2004	108.7	108.9	109.4	-	-.7	.2	.5	-	1.6	.2	.7	-	
Service-producing industries, service occupations:													
1987	-	101.0	100.3	100.4	-	-	-.8	.2	-	-	-	-	
1988	100.8	100.5	100.6	101.3	.3	-.2	.0	.8	-	-.5	.3	.9	
1989	100.8	100.0	100.4	100.9	-.6	-.8	.4	.5	.0	-.5	-.2	-.5	
1990	100.2	100.3	98.9	99.6	-.7	.1	-1.4	.7	-.6	.3	-1.4	-1.2	
1991	99.6	100.3	100.9	101.2	.0	.6	.7	.3	-.5	.0	2.0	1.6	
1992	101.0	101.0	101.2	101.2	-.2	.0	.2	.0	1.4	.7	.2	-.1	
1993	100.9	101.2	101.4	101.4	-.2	.2	.3	-.1	-.1	.2	.3	.2	
1994	101.3	101.2	100.8	101.6	.0	-.1	-.4	.8	.4	.1	-.7	.2	
1995	100.8	100.6	100.6	100.9	-.7	-.2	.0	.3	-.5	-.6	-.1	-.6	
1996	99.9	99.9	100.0	100.6	-1.0	.0	.1	.7	-.9	-.7	-.6	-.3	
1997	100.4	101.1	102.2	103.0	-.2	.7	1.0	.8	.6	1.2	2.2	2.4	
1998	103.3	103.4	103.9	104.3	.3	.1	.5	.4	2.8	2.3	1.7	1.3	
1999	104.8	104.9	104.1	105.0	.4	.1	-.8	.9	1.4	1.5	.1	.6	
2000	104.1	104.4	104.5	105.5	-.9	.3	.1	.9	-.6	-.4	.4	.5	
2001	105.4	105.1	105.9	108.3	-.1	-.2	.8	2.2	1.2	.7	1.3	2.7	
2002	108.2	108.3	108.7	109.3	-.1	.1	.3	.6	2.7	3.0	2.6	.9	
2003	108.5	109.4	109.4	110.6	-.7	.8	-.1	1.2	.3	1.1	.6	1.2	
2004	110.0	109.5	109.9	-	-.6	-.4	.3	-	1.3	.1	.5	-	
Transportation and public utilities:													
1985	102.2	102.0	102.8	102.2	-	-.2	.8	-.6	-	-	-	-	
1986	104.0	103.6	103.5	103.3	1.8	-.4	-.1	-.2	1.8	1.6	.7	1.1	
1987	102.8	102.7	101.9	101.9	-.5	-.2	-.8	.1	-1.1	-.9	-1.6	-1.3	
1988	102.0	101.8	101.0	100.4	.1	-.2	-.8	-.6	-.8	-.8	-.9	-1.5	
1989	100.2	100.0	100.0	99.6	-.3	-.2	.0	-.4	-1.9	-1.8	-1.0	-.8	
1990	99.3	98.7	97.4	97.5	-.3	-.6	-1.3	.0	-.8	-1.3	-2.5	-2.1	
1991	97.4	98.3	98.6	98.7	.0	.9	.3	.1	-1.9	-.4	1.2	1.3	
1992	99.0	99.0	99.2	99.3	.3	.1	.1	.1	1.6	.8	.6	.5	
1993	99.2	99.7	99.9	100.0	-.1	.5	.2	.1	.2	.6	.7	.8	
1994	100.5	100.5	100.8	101.2	.5	.0	.4	.4	1.3	.8	.9	1.2	
1995	101.6	101.5	102.1	102.4	.4	-.2	.6	.3	1.1	1.0	1.2	1.1	
1996	101.9	101.7	101.7	102.0	-.4	-.2	.0	.3	.3	.2	-.4	-.3	
1997	101.8	102.0	102.3	103.2	-.2	.1	.3	.9	-.1	.3	.6	1.2	
1998	103.9	104.4	105.1	105.5	.6	.5	.7	.4	2.0	2.4	2.7	2.2	
1999	105.1	105.2	104.8	104.9	-.4	.1	-.4	.1	1.1	.8	-.2	-.5	
2000	104.3	104.9	105.3	105.8	-.6	.5	.4	.4	-.7	-.3	.5	.8	
2001	106.0	106.3	106.8	109.2	.2	.2	.6	2.2	1.6	1.3	1.5	3.3	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Transportation and public utilities:													
2002	109.2	109.6	110.3	110.9	0.0	0.4	0.6	0.6	3.0	3.2	3.2	1.6	
2003	110.0	111.7	111.6	112.5	-.9	1.6	-.2	.8	.7	1.9	1.2	1.4	
2004	112.4	112.8	113.4	-	.0	.4	.5	-	2.3	1.0	1.7	-	
Transportation:													
1985	102.1	101.8	102.6	101.6	-	-.2	.7	-.9	-	-	-	-	
1986	104.1	103.2	103.5	102.8	2.5	-.9	.2	-.7	2.0	1.4	.9	1.1	
1987	102.3	102.5	101.2	101.1	-.5	.2	-1.2	-.1	-1.8	-.8	-2.2	-1.6	
1988	101.5	101.9	101.1	100.2	.4	.4	-.8	-.9	-.8	-.5	-.1	-.9	
1989	100.3	100.0	99.8	99.2	.0	-.3	-.2	-.6	-1.2	-1.9	-1.3	-1.0	
1990	99.1	98.4	97.1	97.0	-.1	-.7	-1.3	-.1	-1.1	-1.6	-2.7	-2.2	
1991	96.7	97.5	97.5	97.7	-.3	.8	.1	.2	-2.4	-1.0	.4	.7	
1992	97.9	97.8	98.1	97.8	.2	-.1	.3	-.3	1.2	.4	.6	.0	
1993	97.5	98.1	98.2	98.5	-.3	.6	.1	.3	-.4	.3	.1	.7	
1994	98.7	98.7	99.4	99.7	.2	.0	.7	.3	1.3	.6	1.3	1.3	
1995	100.2	100.1	101.0	101.1	.5	-.2	.9	.1	1.5	1.4	1.6	1.4	
1996	101.1	101.1	100.8	101.1	.0	.0	-.3	.3	.9	1.0	-.2	.0	
1997	101.3	101.3	101.7	102.6	.2	.0	.4	.9	.1	.2	.9	1.5	
1998	102.5	102.7	103.7	104.0	-.1	.2	1.0	.3	1.2	1.3	2.0	1.3	
1999	102.9	103.1	102.5	102.9	-1.0	.2	-.6	.3	.4	.4	-1.1	-1.1	
2000	101.8	102.1	102.0	102.6	-1.1	.3	.0	.6	-1.1	-1.0	-.5	-.2	
2001	102.4	102.4	103.1	106.1	-.2	.0	.7	2.9	.6	.3	1.1	3.4	
2002	105.8	106.2	106.5	107.1	-.3	.3	.4	.5	3.4	3.7	3.3	.9	
2003	106.3	107.3	106.8	107.5	-.7	1.0	-.5	.6	.4	1.1	.2	.4	
2004	107.3	107.7	108.6	-	-.2	.4	.8	-	.9	.4	1.7	-	
Public utilities:													
1985	102.5	102.2	103.2	103.2	-	-.3	1.0	.0	-	-	-	-	
1986	103.9	103.8	103.7	104.1	.7	-.1	-.1	.4	1.4	1.6	.5	.9	
1987	103.5	103.1	102.7	102.9	-.6	-.4	-.4	-.2	-.4	-.7	-.9	-1.1	
1988	102.7	101.7	100.8	100.6	-.2	-1.0	-.9	-.2	-.8	-1.4	-1.9	-2.2	
1989	100.3	100.0	100.3	100.1	-.4	-.3	.3	-.2	-2.4	-1.7	-.5	-.5	
1990	99.5	99.2	98.0	98.0	-.6	-.3	-1.2	.0	-.7	-.8	-2.3	-2.0	
1991	98.4	99.3	99.9	100.1	.3	.9	.6	.2	-1.2	.1	1.9	2.1	
1992	100.3	100.6	100.5	101.1	.2	.3	-.2	.6	2.0	1.4	.6	1.0	
1993	101.5	101.7	101.9	102.1	.4	.2	.3	.1	1.1	1.0	1.5	.9	
1994	102.6	102.8	102.7	103.1	.5	.2	-.1	.4	1.1	1.1	.7	1.1	
1995	103.4	103.2	103.3	103.9	.2	-.2	.1	.6	.7	.4	.6	.7	
1996	102.7	102.2	102.6	103.1	-1.1	-.5	.3	.5	-.6	-.9	-.7	-.8	
1997	102.4	102.6	102.9	103.9	-.6	.2	.3	1.0	-.3	.3	.4	.9	
1998	105.5	106.4	106.7	107.4	1.5	.8	.3	.7	3.1	3.7	3.7	3.4	
1999	107.9	108.0	107.7	107.7	.4	.1	-.3	.0	2.2	1.5	.9	.3	
2000	107.7	108.6	109.7	109.9	.0	.8	1.0	.2	-.1	.6	1.8	2.0	
2001	110.8	111.4	111.9	113.4	.8	.6	.4	1.4	2.9	2.6	2.0	3.2	
2002	113.8	114.2	115.3	116.1	.3	.4	1.0	.7	2.7	2.5	3.1	2.3	
2003	114.9	117.7	118.2	119.2	-1.0	2.4	.4	.8	1.0	3.1	2.5	2.7	
2004	119.5	119.8	120.0	-	.2	.3	.2	-	4.0	1.8	1.5	-	
Communications:													
1987	-	-	103.2	103.6	-	-	-	.4	-	-	-	-	
1988	103.0	101.9	101.0	100.4	-.5	-1.1	-.9	-.6	-	-	-2.1	-3.0	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Communications:													
1989	99.9	100.0	100.3	100.0	-0.5	0.1	0.3	-0.3	-3.0	-1.9	-0.7	-0.4	
1990	99.4	98.5	97.4	97.6	-6	-9	-1.1	.1	-5	-1.5	-2.8	-2.4	
1991	97.4	98.6	99.4	99.6	-1	1.1	.9	.2	-2.0	.1	2.0	2.1	
1992	99.6	99.8	99.6	100.3	.0	.2	-2	.7	2.2	1.2	.2	.7	
1993	100.7	101.0	101.3	101.5	.4	.3	.4	.1	1.1	1.2	1.8	1.1	
1994	102.0	102.4	102.1	102.8	.5	.4	-3	.7	1.3	1.4	.7	1.3	
1995	103.5	103.0	103.2	103.7	.7	-5	.2	.5	1.5	.6	1.1	.9	
1996	102.0	101.0	101.5	102.6	-1.6	-1.0	.5	1.0	-1.5	-2.0	-1.6	-1.1	
1997	101.0	101.0	101.5	103.1	-1.6	.0	.4	1.6	-1.0	.1	-1	.5	
1998	104.5	106.0	106.6	107.3	1.4	1.4	.6	.7	3.5	4.9	5.0	4.1	
1999	107.8	108.2	108.0	107.7	.5	.4	-2	-3	3.1	2.1	1.3	.3	
2000	107.6	108.6	110.0	110.3	-1	1.0	1.2	.3	-2	.4	1.8	2.5	
2001	111.5	112.3	113.3	114.8	1.0	.7	.9	1.3	3.6	3.4	3.1	4.0	
2002	115.2	114.6	115.9	116.7	.4	-6	1.1	.7	3.3	2.0	2.3	1.7	
2003	115.4	118.6	119.5	120.5	-1.1	2.7	.8	.8	.2	3.5	3.2	3.3	
2004	120.7	120.1	120.1	-	.1	-5	.0	-	4.5	1.3	.5	-	
Electric, gas, and sanitary services:													
1987	-	-	-	102.2	-	-	-	-	-	-	-	-	
1988	102.3	101.7	100.6	100.9	.1	-6	-1.1	.3	-	-	-	-1.2	
1989	100.7	100.0	100.3	100.1	-3	-7	.3	-2	-1.6	-1.7	-3	-8	
1990	99.5	99.9	98.7	98.5	-6	.4	-1.3	-2	-1.1	-1	-1.6	-1.6	
1991	99.6	100.2	100.4	100.5	1.1	.6	.2	.1	.0	.3	1.8	2.1	
1992	101.3	101.8	101.8	102.1	.8	.5	.0	.3	1.7	1.6	1.4	1.5	
1993	102.5	102.6	102.8	102.8	.4	.1	.2	.0	1.2	.8	1.0	.7	
1994	103.4	103.3	103.3	103.5	.6	-1	.0	.1	.9	.7	.5	.6	
1995	103.2	103.3	103.4	104.0	-3	.1	.1	.6	-2	.0	.1	.6	
1996	103.7	103.8	103.8	103.6	-3	.1	.0	-2	.5	.5	.4	-4	
1997	104.1	104.4	104.7	104.9	.5	.3	.3	.2	.4	.6	.9	1.3	
1998	106.8	106.8	107.0	107.6	1.8	.0	.1	.6	2.6	2.3	2.2	2.5	
1999	107.9	107.7	107.2	107.7	.2	-2	-4	.4	1.0	.8	.3	.1	
2000	107.9	108.7	109.2	109.4	.2	.7	.5	.2	.1	.9	1.9	1.6	
2001	109.9	110.2	110.0	111.7	.4	.3	-2	1.5	1.8	1.4	.7	2.1	
2002	112.0	113.7	114.6	115.3	.2	1.5	.8	.6	1.9	3.1	4.2	3.2	
2003	114.2	116.6	116.5	117.6	-1.0	2.1	-1	1.0	2.0	2.6	1.6	2.0	
2004	118.0	119.3	119.8	-	.4	1.1	.4	-	3.3	2.3	2.9	-	
Wholesale and retail trade:													
1985	98.8	99.3	99.9	99.7	-	.5	.6	-2	-	-	-	-	
1986	100.7	101.0	100.9	101.1	1.0	.3	-1	.2	2.0	1.7	1.0	1.4	
1987	100.4	100.7	99.9	99.8	-7	.3	-8	-1	-3	-3	-1.0	-1.3	
1988	100.1	100.8	100.3	100.5	.3	.6	-5	.2	-3	.1	.3	.7	
1989	100.4	100.0	100.9	101.0	-2	-4	.9	.1	.2	-7	.6	.5	
1990	99.8	100.3	98.8	98.5	-1.2	.5	-1.6	-3	-6	.3	-2.1	-2.4	
1991	98.7	99.6	99.8	99.6	.2	.9	.1	-1	-1.1	-7	1.0	1.1	
1992	99.2	99.6	99.2	99.4	-4	.3	-3	.2	.5	-1	-5	-2	
1993	99.1	99.6	99.6	99.7	-3	.5	-1	.1	-1	.0	.3	.2	
1994	99.1	100.1	100.1	100.0	-5	1.0	.0	-1	.0	.5	.5	.3	
1995	99.8	99.9	100.3	100.4	-2	.2	.4	.1	.6	-2	.2	.4	
1996	100.0	100.1	100.3	100.6	-4	.1	.2	.4	.3	.2	.0	.2	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Wholesale and retail trade:												
1997	100.9	101.6	101.9	102.2	0.3	0.7	0.4	0.3	0.9	1.5	1.7	1.6
1998	103.1	103.4	104.4	104.6	.8	.3	1.0	.3	2.1	1.8	2.4	2.3
1999	104.5	105.4	105.1	105.8	-2	.9	-2	.7	1.4	1.9	.7	1.1
2000	105.5	106.0	106.0	106.6	-3	.5	-1	.6	1.0	.6	.8	.7
2001	106.4	106.4	107.0	109.2	-2	.0	.6	2.1	.8	.3	1.0	2.5
2002	108.6	110.0	109.4	109.6	-5	1.3	-5	.1	2.1	3.4	2.3	.3
2003	108.7	109.8	110.1	111.1	-8	1.0	.3	.9	.0	-2	.6	1.4
2004	110.1	110.0	110.5	-	-9	-1	.5	-	1.3	.2	.4	-
Wholesale and retail trade, excluding sales occupations:												
1985	99.6	100.0	100.5	100.0	-	.4	.5	-5	-	-	-	-
1986	101.1	101.3	101.2	101.9	1.0	.3	-1	.6	1.5	1.3	.7	1.8
1987	101.3	101.2	100.7	100.9	-6	.0	-6	.2	.2	-1	-5	-1.0
1988	101.1	101.2	100.8	101.1	.2	.1	-4	.3	-2	-1	.1	.3
1989	100.7	100.0	100.6	100.4	-5	-7	.6	-2	-4	-1.2	-2	-7
1990	99.3	99.8	98.6	98.4	-1.1	.5	-1.3	-2	-1.3	-2	-2.0	-2.0
1991	99.0	99.6	99.6	99.7	.6	.6	.0	.1	-3	-3	1.0	1.3
1992	99.3	99.8	99.7	99.8	-4	.4	-1	.1	.3	.2	.1	.1
1993	99.7	99.9	100.1	100.4	-1	.1	.2	.4	.4	.1	.4	.7
1994	100.0	100.5	100.4	100.2	-4	.5	.0	-2	.3	.6	.4	-2
1995	100.3	100.2	100.5	101.1	.1	-2	.4	.5	.3	-3	.1	.8
1996	100.3	100.1	100.7	100.9	-7	-2	.6	.3	.0	-1	.1	-1
1997	101.1	102.1	102.4	103.1	.2	1.0	.3	.7	.8	2.0	1.7	2.1
1998	103.7	103.8	104.8	105.1	.6	.1	.9	.3	2.5	1.6	2.3	1.9
1999	105.2	106.0	105.5	106.4	.1	.7	-4	.8	1.5	2.1	.8	1.2
2000	106.1	106.6	106.9	107.4	-3	.5	.3	.5	.9	.6	1.3	.9
2001	107.5	107.3	108.2	110.3	.1	-2	.8	2.0	1.3	.6	1.2	2.7
2002	109.3	110.4	109.9	110.0	-9	1.0	-4	.1	1.7	2.9	1.6	-3
2003	109.0	109.9	110.6	111.7	-9	.8	.6	1.0	-3	-4	.6	1.5
2004	110.9	110.3	110.8	-	-8	-5	.5	-	1.7	.3	.2	-
Wholesale trade:												
1986	98.5	98.9	98.9	99.6	-	.4	-1	.8	-	-	-	-
1987	99.3	99.6	98.8	99.2	-3	.3	-8	.3	.8	.7	.0	-5
1988	99.1	99.6	99.0	99.0	-1	.5	-6	-1	-2	.0	.2	-2
1989	99.9	100.0	101.9	102.8	1.0	.1	1.9	1.0	.9	.4	2.9	3.9
1990	101.1	100.7	98.9	98.8	-1.7	-4	-1.7	-2	1.1	.7	-2.9	-4.0
1991	99.1	100.0	100.1	100.0	.3	.9	.1	-1	-1.9	-7	1.2	1.2
1992	100.2	100.5	99.4	100.0	.2	.2	-1.0	.6	1.1	.5	-7	.1
1993	99.6	100.0	99.7	100.3	-4	.4	-3	.5	-6	-4	.3	.2
1994	99.4	100.4	100.2	100.7	-9	1.0	-2	.5	-2	.3	.5	.5
1995	101.0	101.6	102.1	102.7	.3	.6	.6	.5	1.6	1.2	2.0	1.9
1996	101.6	102.4	102.2	102.4	-1.0	.8	-2	.3	.6	.8	.0	-2
1997	103.1	103.6	103.6	103.9	.6	.5	.0	.3	1.4	1.2	1.4	1.5
1998	105.4	105.5	106.8	108.1	1.4	.2	1.2	1.2	2.2	1.9	3.1	4.0
1999	107.3	108.0	108.1	109.5	-7	.6	.2	1.3	1.9	2.3	1.2	1.3
2000	108.7	109.3	108.7	110.1	-7	.5	-6	1.3	1.3	1.2	.5	.6
2001	109.2	110.0	110.4	112.0	-8	.7	.3	1.5	.5	.7	1.6	1.7
2002	112.4	114.7	113.7	114.4	.3	2.1	-8	.5	2.9	4.3	3.0	2.1

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Wholesale trade:													
2003	114.2	115.7	115.3	115.8	-0.1	1.3	-0.4	0.5	1.6	0.9	1.3	1.3	
2004	115.1	115.1	116.2	-	-0.6	.0	1.0	-	.8	-0.6	.8	-	
Wholesale trade, excluding sales occupations:													
1986	100.7	101.4	101.2	102.0	-	.7	-0.2	.7	-	-	-	-	
1987	101.5	100.9	100.8	101.2	-0.5	-0.6	-0.1	.4	.8	-0.5	-0.4	-0.8	
1988	101.4	101.2	100.7	100.6	.2	-0.2	-0.5	-0.1	-0.1	.3	-0.1	-0.6	
1989	100.4	100.0	101.1	101.0	-0.3	-0.4	1.1	-0.1	-1.0	-1.2	.4	.4	
1990	100.0	100.3	98.6	98.5	-1.0	.3	-1.7	-0.1	-0.4	.3	-2.5	-2.4	
1991	99.5	100.0	99.8	100.1	1.0	.5	-0.2	.3	-0.5	-0.3	1.2	1.6	
1992	100.2	100.5	100.2	100.5	.2	.2	-0.3	.3	.8	.5	.4	.4	
1993	100.2	100.4	100.6	101.0	-0.2	.1	.2	.5	.0	-0.1	.4	.5	
1994	100.6	100.9	100.8	101.1	-0.5	.3	-0.1	.4	.3	.5	.2	.1	
1995	102.0	101.8	102.2	102.8	.8	-0.2	.4	.5	1.4	.9	1.5	1.6	
1996	101.5	101.9	102.2	102.4	-1.2	.4	.3	.2	-0.4	.1	.0	-0.3	
1997	102.8	103.5	103.5	104.2	.4	.6	.0	.6	1.3	1.6	1.3	1.7	
1998	104.8	105.2	106.2	106.9	.6	.4	.9	.7	1.9	1.7	2.6	2.6	
1999	107.1	107.5	107.8	108.7	.2	.4	.2	.9	2.2	2.2	1.5	1.7	
2000	108.4	108.8	109.1	110.5	-0.2	.3	.3	1.3	1.3	1.2	1.2	1.6	
2001	110.5	110.5	111.4	112.8	.0	.0	.8	1.3	1.9	1.6	2.1	2.1	
2002	112.6	113.4	113.9	114.7	-0.1	.7	.4	.7	1.9	2.6	2.3	1.7	
2003	113.5	114.8	114.7	115.3	-1.1	1.2	-0.1	.5	.7	1.2	.7	.6	
2004	115.0	113.8	114.6	-	-0.3	-1.0	.6	-	1.4	-0.8	-0.1	-	
Retail trade:													
1985	99.7	100.0	101.0	100.8	-	.3	1.0	-0.1	-	-	-	-	
1986	101.7	101.9	101.9	102.0	.9	.1	.0	.1	2.0	1.9	1.0	1.1	
1987	101.1	101.1	100.4	100.0	-0.9	.1	-0.8	-0.3	-0.7	-0.7	-1.5	-1.9	
1988	100.7	101.3	100.8	101.3	.7	.6	-0.5	.5	-0.4	.1	.4	1.3	
1989	100.6	100.0	100.4	100.0	-0.8	-0.6	.4	-0.4	-0.1	-1.3	-0.4	-1.3	
1990	99.3	100.1	98.7	98.3	-0.7	.8	-1.5	-0.4	-1.2	.1	-1.7	-1.7	
1991	98.6	99.5	99.6	99.4	.3	.8	.1	-0.1	-0.7	-0.7	.9	1.1	
1992	98.7	99.2	99.2	99.2	-0.7	.5	-0.1	.0	.1	-0.2	-0.4	-0.3	
1993	99.0	99.3	99.4	99.4	-0.2	.4	.0	.0	.2	.1	.2	.2	
1994	99.1	100.0	100.0	99.6	-0.4	.9	.1	-0.4	.1	.6	.6	.1	
1995	99.1	99.1	99.3	99.2	-0.5	.0	.2	-0.1	.0	-0.8	-0.7	-0.4	
1996	99.2	98.8	99.2	99.7	.0	-0.4	.4	.4	.1	-0.3	-0.1	.5	
1997	99.7	100.4	100.9	101.3	.0	.7	.5	.4	.4	1.6	1.7	1.6	
1998	101.8	102.3	103.1	102.7	.5	.5	.7	-0.4	2.2	1.9	2.1	1.3	
1999	102.9	103.9	103.5	103.7	.2	.9	-0.4	.3	1.0	1.5	.4	1.0	
2000	103.8	104.2	104.5	104.6	.1	.4	.2	.1	.9	.4	.9	.8	
2001	104.7	104.4	105.0	107.6	.2	-0.3	.6	2.4	.9	.1	.6	2.9	
2002	106.5	107.3	107.0	106.9	-1.0	.7	-0.4	-0.1	1.7	2.8	1.8	-0.7	
2003	105.5	106.3	107.1	108.4	-1.3	.8	.8	1.2	-1.0	-0.9	.2	1.4	
2004	107.3	107.1	107.3	-	-1.0	-0.2	.2	-	1.7	.7	.1	-	
General merchandise stores:													
1988	-	102.2	102.0	102.6	-	-	-0.2	.5	-	-	-	-	
1989	102.0	100.0	99.7	99.9	-0.6	-1.9	-0.3	.2	-	-2.2	-2.3	-2.6	
1990	98.9	101.0	99.0	99.2	-1.0	2.1	-1.9	.1	-3.0	1.0	-0.6	-0.7	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
General merchandise stores:												
1991	99.6	100.5	100.6	100.0	0.4	0.9	0.1	-0.6	0.6	-0.5	1.6	0.8
1992	99.5	99.9	99.5	99.1	-5	.4	-4	-4	.0	-5	-1.1	-9
1993	98.6	98.6	98.8	99.0	-5	.0	.2	.2	-9	-1.4	-7	-1
1994	97.2	98.9	98.6	98.9	-1.8	1.8	-3	.3	-1.4	.4	-2	-1
1995	98.4	98.2	98.0	98.4	-5	-2	-2	.4	1.3	-7	-6	-5
1996	97.6	97.9	98.0	98.8	-8	.3	.1	.9	-9	-3	.0	.4
1997	98.0	98.9	99.0	100.0	-8	.8	.1	1.0	.5	1.0	1.0	1.2
1998	100.4	101.3	101.0	101.5	.4	.9	-2	.4	2.4	2.4	2.1	1.4
1999	101.5	101.3	101.4	102.0	.1	-3	.2	.6	1.2	.0	.4	.5
2000	101.3	101.5	101.6	103.0	-7	.2	.1	1.4	-3	.2	.2	1.0
2001	103.7	104.2	104.2	106.0	.7	.4	.0	1.7	2.4	2.6	2.6	2.9
2002	105.8	106.4	107.0	106.4	-2	.6	.6	-6	2.0	2.1	2.7	.4
2003	105.4	107.5	108.0	111.5	-1.0	2.1	.4	3.2	-4	1.1	.9	4.8
2004	109.8	108.7	110.3	-	-1.5	-1.0	1.5	-	4.2	1.1	2.1	-
Food stores:												
1987	-	-	102.0	102.7	-	-	-	.7	-	-	-	-
1988	102.6	101.8	100.6	101.1	-1	-8	-1.2	.5	-	-	-1.4	-1.5
1989	101.3	100.0	100.1	100.1	.1	-1.3	.1	.0	-1.3	-1.8	-5	-1.0
1990	99.5	99.9	98.8	98.7	-6	.4	-1.1	-2	-1.7	-1	-1.2	-1.4
1991	98.8	99.7	99.8	100.5	.1	.9	.0	.8	-7	-2	.9	1.9
1992	100.3	100.6	100.3	100.7	-2	.2	-3	.4	1.5	.8	.5	.1
1993	100.2	100.7	100.2	100.7	-5	.6	-6	.5	-2	.2	-1	.0
1994	100.8	101.1	99.9	99.5	.1	.3	-1.2	-4	.7	.4	-2	-1.2
1995	99.0	98.2	98.7	99.0	-5	-8	.5	.3	-1.8	-2.9	-1.3	-5
1996	98.5	98.5	99.9	100.5	-4	.0	1.4	.6	-5	.3	1.2	1.5
1997	99.4	99.2	99.9	99.6	-1.0	-2	.7	-4	.9	.7	.0	-9
1998	100.5	101.2	101.4	100.5	.9	.7	.2	-9	1.0	1.9	1.5	.9
1999	101.0	101.3	101.3	101.8	.5	.3	-1	.6	.5	.1	-2	1.3
2000	101.6	102.6	102.5	103.1	-3	1.0	-1	.6	.5	1.2	1.2	1.2
2001	102.9	103.3	104.2	106.5	-2	.4	.8	2.3	1.3	.7	1.7	3.4
2002	106.1	106.6	107.2	107.2	-4	.4	.6	.1	3.1	3.1	2.9	.6
2003	106.1	107.1	106.7	107.9	-1.0	1.0	-4	1.1	.0	.5	-4	.7
2004	107.3	107.0	106.8	-	-5	-4	-1	-	1.2	-2	.1	-
Finance, insurance, and real estate:												
1985	96.9	95.7	96.9	97.5	-	-1.2	1.3	.6	-	-	-	-
1986	98.9	99.1	99.0	99.5	1.4	.2	-1	.5	2.0	3.5	2.1	2.0
1987	100.6	98.4	97.3	97.2	1.1	-2.2	-1.1	-1	1.8	-7	-1.7	-2.3
1988	97.5	97.6	96.2	99.1	.3	.1	-1.4	3.0	-3.1	-8	-1.1	1.9
1989	99.7	100.0	99.7	99.8	.7	.3	-3	.1	2.3	2.5	3.6	.7
1990	98.9	99.7	98.6	97.9	-9	.8	-1.2	-7	-8	-3	-1.1	-1.9
1991	99.6	99.9	99.2	99.0	1.7	.4	-7	-2	.6	.2	.7	1.2
1992	99.5	98.1	97.6	97.3	.5	-1.4	-5	-2	.0	-1.8	-1.7	-1.7
1993	97.3	97.2	99.0	99.1	.0	-1	1.8	.1	-2.2	-9	1.4	1.8
1994	99.2	98.7	98.4	98.6	.2	-5	-3	.1	2.0	1.5	-5	-5
1995	98.5	99.1	99.4	99.5	.0	.6	.3	.1	-7	.4	1.0	1.0
1996	99.2	100.0	99.6	98.6	-3	.8	-4	-1.1	.7	.9	.2	-9
1997	99.7	100.2	100.5	103.5	1.2	.4	.3	3.0	.5	.2	.8	5.0

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Finance, insurance, and real estate:												
1998	104.6	105.4	107.0	107.9	1.1	0.7	1.5	0.9	4.9	5.2	6.5	4.3
1999	106.4	108.9	109.1	109.4	-1.4	2.3	.2	.2	1.8	3.3	2.0	1.3
2000	110.2	110.2	110.9	111.0	.8	.0	.6	.1	3.5	1.2	1.6	1.6
2001	111.2	111.2	112.0	113.3	.1	.0	.7	1.2	.9	.9	1.0	2.0
2002	114.7	115.4	115.2	115.6	1.2	.7	-.2	.4	3.1	3.8	2.9	2.0
2003	119.0	120.5	120.7	121.8	3.0	1.2	.2	.9	3.8	4.4	4.8	5.4
2004	120.9	120.1	120.8	-	-8	-6	.5	-	1.5	-3	.0	-
Finance, insurance, and real estate, excluding sales occupations:												
1985	96.9	96.4	97.1	96.7	-	-.5	.7	-.3	-	-	-	-
1986	99.2	99.3	99.1	99.8	2.6	.0	-.2	.7	2.4	3.0	2.1	3.2
1987	100.5	99.6	99.3	99.6	.7	-.9	-.3	.3	1.3	.3	.2	-.3
1988	99.9	99.5	98.8	100.0	.3	-.4	-.7	1.2	-.6	-.1	-.5	.4
1989	99.9	100.0	99.4	99.4	-.1	.1	-.6	.0	.0	.5	.6	-.6
1990	99.8	100.0	99.4	99.0	.4	.2	-.6	-.4	-.1	.0	.0	-.4
1991	99.8	99.9	100.0	100.3	.9	.1	.1	.2	.0	-.1	.6	1.3
1992	100.2	99.3	98.8	98.8	.0	-.9	-.5	.0	.4	-.6	-.1.2	-.1.4
1993	99.3	100.0	100.5	100.6	.5	.7	.5	.1	-.9	.7	1.7	1.8
1994	100.9	100.9	100.9	101.0	.3	.0	.1	.0	1.6	.8	.4	.4
1995	101.4	101.4	101.6	101.6	.4	.0	.2	.0	.5	.5	.6	.6
1996	101.6	101.8	102.0	101.1	.0	.1	.2	-.9	.2	.4	.4	-.5
1997	102.0	102.5	102.8	105.9	.9	.5	.3	3.0	.4	.7	.8	4.7
1998	107.3	107.6	108.6	108.5	1.3	.3	1.0	-.1	5.2	5.0	5.7	2.5
1999	109.5	111.1	111.6	111.8	.9	1.5	.5	.2	2.1	3.3	2.7	3.0
2000	111.8	111.9	112.5	113.0	.0	.1	.5	.5	2.1	.7	.8	1.1
2001	113.5	113.7	114.6	115.9	.5	.2	.8	1.1	1.6	1.6	1.9	2.6
2002	117.9	118.2	118.0	118.7	1.7	.3	-.1	.6	3.8	3.9	2.9	2.5
2003	122.6	124.3	124.2	125.3	3.3	1.4	-.1	.9	4.0	5.2	5.2	5.5
2004	123.6	123.4	124.2	-	-1.4	-.1	.6	-	.8	-.7	.0	-
Banking, savings and loan, and other credit agencies:												
1986	-	-	-	98.3	-	-	-	-	-	-	-	-
1987	99.4	99.2	98.6	99.3	1.2	-.2	-.5	.6	-	-	-	1.0
1988	101.5	101.0	100.5	100.7	2.3	-.5	-.5	.2	2.1	1.8	1.9	1.5
1989	100.3	100.0	99.9	99.1	-.5	-.3	-.1	-.8	-.1.2	-.1.0	-.6	-.1.6
1990	98.5	99.5	97.6	98.1	-.7	1.0	-.1.8	.5	-.1.8	-.5	-.2.2	-.1.0
1991	98.7	97.6	97.2	96.7	.6	-.1.1	-.4	-.6	.3	-.1.8	-.4	-.1.5
1992	98.2	97.4	97.5	97.4	1.6	-.8	.1	-.1	-.6	-.3	.3	.8
1993	99.0	99.7	100.0	100.3	1.7	.7	.3	.3	.9	2.4	2.6	2.9
1994	100.1	100.1	100.3	99.9	-.2	.0	.2	-.4	1.0	.4	.4	-.4
1995	101.2	101.0	101.1	100.6	1.3	-.2	.1	-.5	1.2	.9	.7	.7
1996	101.1	101.5	102.5	100.2	.6	.4	.9	-.2.3	-.1	.5	1.4	-.4
1997	101.3	101.9	102.5	108.2	1.1	.6	.6	5.6	.1	.3	.0	8.0
1998	109.6	110.6	112.6	111.1	1.4	.9	1.8	-.1.3	8.2	8.6	9.9	2.7
1999	111.9	116.0	117.7	117.8	.8	3.7	1.5	.1	2.1	4.9	4.6	6.1
2000	117.9	118.2	118.5	118.8	.1	.2	.2	.2	5.4	1.9	.6	.8

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Banking, savings and loan, and other credit agencies:												
2001	120.3	120.4	122.1	122.4	1.3	0.1	1.4	0.3	2.0	1.9	3.1	3.1
2002	126.4	127.1	126.6	127.1	3.2	.5	-4	.4	5.1	5.5	3.7	3.8
2003	137.6	139.4	139.1	140.7	8.3	1.3	-2	1.2	8.9	9.7	9.9	10.7
2004	137.2	136.7	137.6	-	-2.5	-4	.7	-	-3	-1.9	-1.1	-
Insurance:												
1987	-	98.0	97.4	98.8	-	-	-5	1.4	-	-	-	-
1988	98.6	99.9	99.2	99.9	-2	1.3	-7	.7	-	2.0	1.8	1.1
1989	99.7	100.0	99.2	99.4	-2	.3	-8	.2	1.1	.1	-1	-5
1990	99.5	100.5	99.6	98.3	.1	1.0	-9	-1.3	-2	.5	.4	-1.1
1991	98.7	99.9	99.0	99.6	.4	1.2	-9	.6	-8	-6	-6	1.3
1992	100.8	101.5	100.9	100.7	1.2	.7	-6	-2	2.1	1.6	1.9	1.1
1993	98.8	99.8	100.4	101.9	-2.0	1.0	.6	1.5	-2.1	-1.7	-5	1.1
1994	101.1	101.0	100.9	101.4	-8	.0	-1	.5	2.3	1.3	.5	-5
1995	101.2	101.4	101.2	101.8	-2	.2	-2	.6	.1	.4	.2	.4
1996	101.7	101.5	101.7	101.4	-1	-2	.2	-3	.5	.1	.5	-4
1997	102.3	102.3	102.5	103.7	.9	.0	.2	1.2	.6	.7	.8	2.3
1998	105.1	105.8	107.6	107.3	1.4	.6	1.8	-3	2.8	3.4	5.0	3.5
1999	106.6	107.5	106.8	107.5	-7	.9	-7	.7	1.4	1.7	-8	.2
2000	108.7	108.9	110.6	110.7	1.1	.2	1.5	.1	2.0	1.3	3.6	3.0
2001	111.0	111.1	111.3	113.3	.3	.1	.2	1.8	2.2	2.0	.6	2.3
2002	113.8	114.6	114.6	115.2	.5	.7	.0	.5	2.5	3.2	2.9	1.7
2003	115.9	117.5	117.3	118.6	.7	1.3	-1	1.1	1.9	2.5	2.4	3.0
2004	117.7	118.1	119.0	-	-8	.3	.8	-	1.5	.5	1.4	-
Insurance, excluding sales occupations:												
1987	-	99.4	99.2	99.3	-	-	-2	.1	-	-	-	-
1988	99.9	100.2	100.0	100.2	.7	.3	-3	.2	-	.8	.8	1.0
1989	100.1	100.0	100.3	100.2	-2	-1	.3	-1	.1	-2	.3	.0
1990	100.8	101.4	99.9	99.8	.6	.6	-1.5	-1	.7	1.4	-4	-4
1991	99.9	100.6	100.8	101.2	.1	.7	.1	.5	-8	-7	.9	1.4
1992	101.5	102.4	102.0	102.5	.2	.9	-4	.5	1.5	1.8	1.2	1.2
1993	102.5	103.6	104.2	104.4	.0	1.1	.5	.3	1.0	1.2	2.2	1.9
1994	104.9	104.8	104.7	104.9	.4	-1	-1	.2	2.3	1.1	.5	.4
1995	104.6	105.0	105.0	105.3	-3	.4	.0	.3	-3	.2	.3	.4
1996	105.3	105.1	104.9	104.5	.0	-2	-2	-4	.7	.1	-1	-8
1997	105.5	105.8	105.8	106.6	1.0	.3	.0	.8	.2	.6	.8	2.1
1998	107.1	107.3	107.4	107.9	.4	.1	.1	.5	1.5	1.4	1.5	1.2
1999	108.7	108.6	108.1	108.4	.7	-1	-5	.3	1.5	1.2	.6	.5
2000	108.3	108.3	108.7	109.2	-1	.0	.4	.4	-4	-2	.6	.7
2001	109.6	109.9	110.0	111.9	.4	.3	.1	1.8	1.2	1.4	1.1	2.5
2002	113.1	113.3	113.2	113.7	1.1	.2	-1	.4	3.2	3.2	2.9	1.5
2003	114.3	116.0	115.8	117.0	.5	1.5	-2	1.0	1.0	2.3	2.3	2.9
2004	116.2	116.5	117.0	-	-7	.3	.5	-	1.7	.4	1.1	-
Service industries:												
1985	94.8	94.6	96.0	95.5	-	-3	1.5	-6	-	-	-	-
1986	97.3	97.2	97.7	98.5	1.9	-1	.5	.8	2.6	2.8	1.8	3.1
1987	98.5	97.9	98.5	99.2	.0	-7	.7	.6	1.3	.6	.8	.7

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries:												
1988	99.7	99.4	99.9	100.4	0.6	-0.3	0.5	0.6	1.2	1.6	1.4	1.3
1989	100.5	100.0	101.1	101.3	.0	-.5	1.1	.2	.8	.6	1.2	.9
1990	101.2	101.7	101.1	101.4	.0	.5	-.6	.3	.8	1.7	.0	.1
1991	101.9	101.7	102.3	102.6	.5	-.1	.5	.3	.6	.0	1.2	1.2
1992	102.7	103.0	103.5	104.0	.1	.3	.4	.5	.8	1.3	1.1	1.4
1993	103.8	103.9	104.6	104.8	-.2	.1	.7	.2	1.0	.8	1.1	.8
1994	104.9	104.7	104.6	105.0	.1	-.1	-.1	.4	1.0	.8	.0	.2
1995	104.5	104.3	104.4	104.6	-.4	-.2	.1	.2	-.4	-.4	-.2	-.3
1996	104.2	104.3	104.4	104.4	-.4	.1	.1	.0	-.3	.0	-.1	-.2
1997	104.4	105.1	105.5	106.6	.0	.6	.4	1.0	.2	.7	1.1	2.1
1998	106.6	106.8	107.6	108.0	.0	.2	.7	.5	2.1	1.7	2.0	1.4
1999	107.9	108.0	108.0	108.8	-.1	.0	.0	.8	1.3	1.1	.4	.7
2000	108.3	108.8	109.2	109.9	-.5	.5	.4	.6	.3	.8	1.2	1.0
2001	110.2	110.0	111.4	113.1	.3	-.2	1.2	1.5	1.8	1.1	1.9	2.9
2002	112.9	112.9	113.1	113.5	-.2	.1	.1	.4	2.4	2.6	1.5	.3
2003	112.6	113.8	114.2	115.4	-.8	1.1	.4	1.1	-.2	.7	1.0	1.7
2004	114.9	114.5	115.6	-	-.4	-.3	.9	-	2.1	.7	1.2	-
Business services:												
1986	-	-	-	97.9	-	-	-	-	-	-	-	-
1987	98.0	97.9	99.0	99.5	.0	-.1	1.1	.5	-	-	-	1.6
1988	99.9	99.8	99.7	100.1	.4	-.1	-.2	.5	2.0	2.0	.7	.6
1989	99.5	100.0	100.0	99.7	-.6	.5	.0	-.3	-.4	.2	.3	-.4
1990	99.9	100.6	99.4	99.6	.2	.7	-1.2	.2	.4	.6	-.6	-.1
1991	101.4	100.7	99.5	100.0	1.8	-.6	-1.2	.5	1.5	.1	.1	.4
1992	100.2	100.6	101.2	101.4	.2	.3	.6	.2	-1.2	-.2	1.7	1.4
1993	100.7	100.9	101.0	100.9	-.7	.2	.1	-.1	.5	.3	-.2	-.4
1994	102.3	102.4	101.7	102.0	1.3	.1	-.7	.3	1.6	1.5	.7	1.0
1995	102.1	102.0	101.8	102.1	.1	-.1	-.1	.3	-.2	-.4	.1	.1
1996	102.7	102.3	102.4	103.1	.6	-.4	.1	.7	.7	.3	.6	1.0
1997	103.4	103.9	104.9	106.6	.3	.5	1.0	1.6	.6	1.5	2.5	3.4
1998	106.7	107.1	108.9	110.5	.1	.4	1.6	1.5	3.2	3.1	3.7	3.6
1999	110.9	111.0	111.4	112.0	.4	.1	.3	.6	3.9	3.7	2.3	1.4
2000	111.8	112.5	112.5	113.0	-.2	.7	.0	.4	.8	1.3	1.0	.9
2001	113.0	113.6	115.0	116.7	.1	.5	1.2	1.5	1.1	1.0	2.2	3.3
2002	115.4	114.9	114.6	114.9	-1.1	-.4	-.2	.2	2.1	1.1	-.3	-1.6
2003	113.5	114.3	115.2	116.2	-1.2	.7	.8	.9	-1.6	-.5	.5	1.1
2004	115.8	115.7	116.7	-	-.4	.0	.8	-	2.0	1.2	1.3	-
Health services:												
1985	95.5	95.2	95.6	95.0	-	-.4	.4	-.6	-	-	-	-
1986	96.6	96.6	97.5	98.5	1.7	-.1	1.0	1.0	1.1	1.5	2.0	3.6
1987	98.3	97.7	97.6	98.4	-.2	-.6	-.2	.9	1.8	1.2	.0	-.1
1988	98.6	99.0	99.0	99.9	.2	.3	.1	.9	.3	1.2	1.5	1.5
1989	100.4	100.0	101.2	102.1	.5	-.4	1.2	.9	1.7	1.0	2.2	2.2
1990	102.0	102.3	101.9	102.8	.0	.3	-.4	.8	1.7	2.3	.8	.7
1991	103.5	103.6	104.3	104.8	.7	.1	.7	.5	1.5	1.2	2.3	2.0
1992	105.0	105.2	105.9	106.5	.2	.2	.6	.6	1.5	1.6	1.6	1.6
1993	106.3	106.6	106.9	107.2	-.2	.3	.3	.3	1.2	1.3	.9	.7
1994	106.8	106.6	106.2	106.7	-.4	-.2	-.3	.4	.5	.0	-.6	-.5

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Health services:													
1995	106.3	106.0	106.4	106.9	-0.4	-0.3	0.3	0.5	-0.5	-0.5	0.1	0.2	
1996	105.7	105.7	105.5	105.2	-1.1	.0	-.2	-.3	-.6	-.3	-.8	-1.5	
1997	105.1	105.2	105.5	106.3	-.1	.1	.2	.7	-.6	-.5	-.1	1.0	
1998	105.7	105.6	105.4	105.2	-.5	-.1	-.2	-.2	.6	.4	.0	-.9	
1999	105.7	105.6	105.4	106.3	.4	-.1	-.2	.9	-.1	.0	.0	1.0	
2000	105.7	106.2	106.5	107.4	-.6	.5	.3	.9	.0	.6	1.0	1.0	
2001	107.5	107.9	109.1	111.2	.1	.3	1.2	1.9	1.8	1.6	2.5	3.6	
2002	111.5	111.8	111.9	112.8	.2	.3	.1	.8	3.6	3.6	2.5	1.4	
2003	112.2	113.4	113.5	115.0	-.5	1.1	.1	1.3	.6	1.5	1.4	2.0	
2004	114.8	114.4	115.7	-	-.2	-.4	1.2	-	2.3	.8	1.9	-	
Hospitals:													
1986	-	95.8	96.6	97.5	-	-	.9	.9	-	-	-	-	
1987	97.2	96.5	97.0	97.9	-.3	-.7	.5	.9	-	.8	.4	.4	
1988	98.2	98.4	98.6	99.5	.4	.2	.2	.9	1.0	2.0	1.7	1.7	
1989	100.3	100.0	101.2	101.9	.8	-.3	1.2	.7	2.1	1.6	2.6	2.4	
1990	101.6	101.8	101.8	102.7	-.2	.2	.0	.8	1.4	1.8	.7	.8	
1991	103.1	103.3	103.9	104.5	.5	.1	.6	.5	1.5	1.4	2.0	1.8	
1992	104.9	104.9	105.6	106.3	.4	.0	.6	.7	1.7	1.5	1.6	1.8	
1993	106.0	106.1	106.5	106.9	-.3	.0	.4	.4	1.1	1.1	.9	.5	
1994	106.8	106.6	106.1	106.6	-.1	-.2	-.5	.5	.7	.5	-.4	-.3	
1995	105.7	105.5	105.5	106.2	-.9	-.1	.0	.6	-1.1	-1.0	-.5	-.4	
1996	105.4	105.2	104.9	104.6	-.7	-.2	-.2	-.3	-.3	-.4	-.6	-1.4	
1997	103.9	104.0	104.2	105.0	-.7	.1	.2	.7	-1.4	-1.1	-.6	.4	
1998	104.6	105.2	105.5	105.9	-.4	.6	.3	.4	.6	1.1	1.2	.9	
1999	106.2	106.1	105.7	106.6	.3	-.1	-.4	.9	1.5	.8	.2	.7	
2000	105.7	106.2	106.6	107.8	-.9	.5	.4	1.1	-.5	.1	.9	1.1	
2001	108.1	108.7	110.2	112.6	.3	.5	1.4	2.1	2.3	2.4	3.4	4.5	
2002	113.0	113.5	114.0	115.3	.4	.4	.4	1.2	4.5	4.4	3.4	2.4	
2003	115.1	116.1	116.5	118.4	-.2	.9	.3	1.6	1.8	2.3	2.3	2.7	
2004	117.9	117.6	118.8	-	-.4	-.3	1.1	-	2.5	1.2	2.0	-	
Educational services:													
1988	-	-	-	101.2	-	-	-	-	-	-	-	-	
1989	100.6	100.0	103.2	102.5	-.7	-.6	3.2	-.6	-	-	-	1.3	
1990	101.6	101.2	103.1	103.3	-.9	-.5	1.9	.3	1.1	1.2	-.1	.8	
1991	102.9	101.7	103.9	104.1	-.4	-1.1	2.1	.2	1.2	.6	.8	.8	
1992	103.2	102.9	104.8	104.9	-.9	-.2	1.8	.2	.3	1.2	.8	.8	
1993	104.1	103.6	105.9	105.6	-.8	-.5	2.2	-.2	.9	.7	1.1	.7	
1994	105.0	105.1	106.5	106.4	-.6	.2	1.3	.0	.8	1.5	.6	.8	
1995	105.6	106.0	107.9	108.1	-.8	.4	1.8	.2	.6	.8	1.3	1.5	
1996	107.1	106.8	108.1	108.0	-.9	-.3	1.3	-.1	1.5	.7	.2	-.1	
1997	107.4	107.5	109.0	109.7	-.5	.0	1.4	.6	.3	.7	.8	1.6	
1998	109.7	109.6	111.5	111.8	.0	-.1	1.8	.3	2.1	2.0	2.3	1.9	
1999	111.5	111.0	112.5	112.8	-.3	-.5	1.3	.3	1.7	1.3	.9	.9	
2000	111.6	111.5	113.5	114.0	-1.1	-.1	1.8	.5	.1	.4	.9	1.1	
2001	114.3	113.4	115.8	117.7	.2	-.8	2.2	1.6	2.4	1.7	2.1	3.2	
2002	117.0	116.6	119.0	120.2	-.6	-.3	2.0	1.0	2.3	2.8	2.7	2.1	
2003	118.8	119.6	120.7	122.1	-1.2	.7	.9	1.1	1.6	2.6	1.5	1.6	
2004	121.3	120.5	122.2	-	-.7	-.6	1.4	-	2.1	.7	1.2	-	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Colleges and universities:												
1988	-	-	-	101.1	-	-	-	-	-	-	-	-
1989	100.5	100.0	102.6	102.2	-0.7	-0.5	2.6	-0.4	-	-	-	1.0
1990	101.4	101.0	102.7	102.6	-7	-5	1.7	-1	1.0	1.0	0.1	.4
1991	102.3	102.2	104.5	104.7	-3	-1	2.2	.2	.9	1.2	1.7	2.0
1992	104.1	103.9	105.7	105.6	-6	-1	1.7	.0	1.7	1.7	1.1	.9
1993	105.0	104.4	106.9	106.7	-6	-6	2.4	-2	.9	.5	1.2	1.0
1994	106.0	105.7	106.7	106.8	-6	-3	1.0	.0	.9	1.2	-2	.1
1995	106.0	106.8	109.0	109.3	-7	.8	2.0	.2	.0	1.1	2.1	2.4
1996	108.3	107.9	109.0	108.8	-9	-4	1.1	-1	2.2	1.0	.0	-4
1997	108.2	108.3	109.7	110.6	-6	.1	1.3	.8	-1	.4	.6	1.6
1998	110.4	110.2	112.1	112.4	-1	-1	1.7	.3	2.0	1.8	2.2	1.7
1999	112.2	111.7	112.8	113.0	-2	-5	1.0	.2	1.6	1.3	.6	.5
2000	112.1	111.9	113.3	113.5	-9	-1	1.2	.2	-1	.2	.5	.4
2001	114.2	113.4	115.7	117.6	.6	-8	2.0	1.7	1.9	1.3	2.1	3.6
2002	116.7	116.2	117.9	119.2	-8	-4	1.5	1.0	2.1	2.5	1.9	1.3
2003	117.6	118.5	119.5	120.8	-1.3	.8	.9	1.1	.8	2.0	1.4	1.4
2004	120.0	119.4	121.0	-	-7	-5	1.4	-	2.1	.8	1.2	-
Nonmanufacturing:												
1979	-	-	-	94.7	-	-	-	-	-	-	-	-
1980	93.0	92.3	92.9	92.3	-1.8	-7	.7	-7	-	-	-	-2.5
1981	93.3	92.9	92.0	92.9	1.0	-4	-9	1.0	.3	.6	-1.0	.7
1982	94.0	92.9	93.9	95.5	1.2	-1.2	1.1	1.7	.8	.0	2.1	2.7
1983	96.7	96.5	96.9	97.5	1.3	-2	.3	.7	2.9	3.9	3.1	2.1
1984	98.0	97.9	97.4	98.3	.5	-1	-5	.9	1.3	1.4	.5	.8
1985	98.3	98.1	99.0	98.8	.0	-2	.9	-2	.4	.3	1.7	.5
1986	100.3	100.3	100.5	100.7	1.5	.0	.2	.3	2.0	2.2	1.5	2.0
1987	100.6	100.0	99.7	99.9	-1	-6	-3	.2	.4	-3	-7	-8
1988	100.2	100.3	100.0	100.4	.3	.1	-4	.4	-4	.3	.3	.5
1989	100.3	100.0	100.6	100.7	-2	-3	.6	.1	.0	-3	.6	.3
1990	100.1	100.4	99.3	99.2	-6	.3	-1.1	-2	-2	.4	-1.2	-1.5
1991	99.7	100.1	100.3	100.3	.6	.4	.2	.0	-4	-3	1.0	1.2
1992	100.4	100.5	100.5	100.7	.1	.1	.0	.2	.7	.4	.2	.3
1993	100.5	100.7	101.3	101.3	-2	.2	.5	.0	.1	.3	.8	.6
1994	101.4	101.6	101.6	101.6	.1	.2	.0	.0	.9	.9	.3	.3
1995	101.4	101.4	101.7	101.8	-2	.0	.3	.1	.0	-2	.1	.1
1996	101.4	101.5	101.5	101.6	-4	.1	.0	.0	.0	.1	-1	-2
1997	101.7	102.3	102.6	103.6	.1	.6	.3	1.0	.3	.7	1.1	2.0
1998	104.1	104.5	105.4	105.8	.4	.4	.9	.4	2.3	2.1	2.7	2.1
1999	105.5	106.0	106.0	106.6	-2	.5	.0	.5	1.4	1.5	.6	.7
2000	106.3	106.8	107.2	107.8	-2	.5	.3	.6	.8	.7	1.1	1.1
2001	107.8	107.9	108.8	110.7	.1	.0	.9	1.7	1.4	1.0	1.5	2.7
2002	110.6	111.1	111.1	111.5	-1	.5	-1	.4	2.5	3.0	2.1	.7
2003	111.1	112.4	112.6	113.8	-3	1.2	.2	1.0	.5	1.2	1.4	2.1
2004	113.2	112.8	113.6	-	-5	-3	.7	-	1.9	.4	.9	-
Nonmanufacturing, white-collar occupations:												
1987	-	99.3	99.1	99.2	-	-	-2	.1	-	-	-	-
1988	99.5	99.7	99.3	100.1	.3	.2	-4	.8	-	.4	.3	1.0
1989	100.3	100.0	100.7	101.0	.2	-3	.7	.3	.8	.3	1.3	.9

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonmanufacturing, white-collar occupations:													
1990	100.4	100.8	99.8	99.6	-0.6	0.4	-1.0	-0.2	0.1	0.8	-0.9	-1.3	
1991	100.3	100.7	100.9	100.9	.7	.4	.1	.0	-.1	.0	1.1	1.3	
1992	101.0	101.0	100.9	101.2	.1	.0	-.1	.3	.7	.3	.1	.3	
1993	101.1	101.3	101.8	102.1	-.1	.2	.4	.3	.1	.3	-.9	.9	
1994	102.1	102.4	102.3	102.4	.0	.3	-.1	.1	1.0	1.0	.5	.3	
1995	102.2	102.2	102.5	102.7	-.2	.0	.3	.2	.1	-.2	.2	.3	
1996	102.4	102.6	102.6	102.6	-.2	.1	.1	.0	.2	.3	.2	-.1	
1997	102.9	103.4	103.9	105.0	.3	.5	.4	1.1	.5	.8	1.2	2.4	
1998	105.5	106.0	107.0	107.5	.5	.4	1.0	.5	2.5	2.5	3.1	2.4	
1999	107.0	107.6	107.6	108.3	-.5	.5	.0	.7	1.4	1.5	.5	.7	
2000	108.2	108.7	109.0	109.6	-.2	.5	.3	.5	1.1	1.0	1.3	1.2	
2001	109.7	109.8	110.7	112.7	.1	.1	.8	1.9	1.5	1.0	1.5	2.8	
2002	112.6	113.2	113.0	113.4	-.1	.6	-.2	.4	2.6	3.1	2.1	.6	
2003	113.2	114.4	114.7	115.9	-.2	1.0	.3	1.0	.5	1.0	1.5	2.2	
2004	115.3	114.9	115.8	-	-.5	-.3	.7	-	1.9	.5	.9	-	
Nonmanufacturing, white-collar occupations excluding sales:													
1987	-	99.5	99.6	99.9	-	-	.1	.3	-	-	-	-	
1988	100.2	100.2	100.1	100.4	.3	.0	-.2	.3	-	.7	.5	.5	
1989	100.5	100.0	100.7	100.7	.0	-.5	.7	.0	.2	-.2	.6	.3	
1990	100.6	100.9	100.1	100.2	-.1	.3	-.8	.1	.1	.9	-.6	-.5	
1991	100.7	100.9	101.4	101.6	.5	.3	.5	.2	.1	.0	1.3	1.4	
1992	101.6	101.7	101.9	102.2	.0	.1	.2	.3	1.0	.8	.5	.6	
1993	102.4	102.6	103.0	103.3	.2	.2	.4	.3	.7	.9	1.1	1.1	
1994	103.5	103.6	103.6	103.7	.2	.1	-.1	.1	1.1	1.0	.6	.4	
1995	103.6	103.4	103.7	104.0	-.1	-.2	.2	.3	.1	-.2	.1	.3	
1996	103.6	103.6	103.9	103.7	-.3	.0	.3	-.2	.0	.2	.2	-.3	
1997	103.9	104.6	104.9	106.1	.2	.6	.3	1.2	.3	1.0	.9	2.3	
1998	106.6	107.0	107.7	108.0	.5	.4	.7	.3	2.5	2.3	2.7	1.8	
1999	108.1	108.5	108.5	109.2	.0	.4	.0	.6	1.4	1.4	.7	1.1	
2000	108.9	109.4	109.9	110.6	-.3	.5	.4	.7	.7	.8	1.3	1.3	
2001	110.9	110.9	112.0	114.0	.3	.0	1.0	1.8	1.9	1.4	1.9	3.0	
2002	114.0	114.3	114.2	114.6	.0	.3	-.1	.4	2.7	3.0	2.0	.6	
2003	114.5	115.8	116.1	117.3	-.1	1.1	.2	1.1	.5	1.3	1.6	2.3	
2004	116.7	116.2	117.2	-	-.5	-.4	.8	-	1.9	.4	1.0	-	
Nonmanufacturing, blue-collar occupations:													
1987	-	101.6	101.1	101.6	-	-	-.5	.5	-	-	-	-	
1988	101.9	101.8	101.1	101.0	.3	-.1	-.7	-.1	-	.2	.0	-.6	
1989	100.3	100.0	100.4	100.1	-.8	-.3	.4	-.3	-.1.7	-.1.8	-.7	-.9	
1990	99.2	99.5	98.2	97.9	-.9	.2	-.1.3	-.3	-.1.0	-.5	-.2.2	-.2.1	
1991	98.5	98.7	98.8	98.8	.6	.2	.0	.0	-.7	-.7	.6	.9	
1992	98.6	99.0	99.1	99.2	-.2	.3	.1	.1	.1	.2	.3	.4	
1993	99.0	99.3	99.7	99.7	-.1	.3	.4	-.1	.4	.4	.7	.5	
1994	99.7	99.9	100.1	99.9	.0	.2	.2	-.2	.6	.5	.4	.2	
1995	99.6	99.7	100.0	100.0	-.3	.1	.4	.0	-.1	-.2	-.1	.1	
1996	99.3	99.5	99.0	99.1	-.7	.2	-.5	.1	-.3	-.2	-.1.0	-.9	
1997	98.9	99.6	99.6	100.1	-.2	.7	.1	.5	-.4	.1	.6	1.0	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonmanufacturing, blue-collar occupations:													
1998	100.2	100.8	101.2	101.5	0.1	0.6	0.4	0.3	1.4	1.2	1.6	1.4	
1999	101.7	102.1	102.0	102.3	.2	.5	-.1	.3	1.5	1.3	.8	.8	
2000	101.9	102.4	102.8	103.3	-.3	.5	.4	.5	.2	.3	.8	1.0	
2001	103.5	103.3	104.5	105.8	.2	-.2	1.2	1.2	1.5	.8	1.7	2.4	
2002	105.6	106.2	106.5	106.9	-.1	.6	.3	.4	2.1	2.9	1.9	1.1	
2003	106.1	107.9	108.0	108.9	-.8	1.7	.1	.9	.4	1.6	1.3	1.8	
2004	108.2	108.3	108.7	-	-.6	.1	.4	-	2.0	.4	.7	-	
Nonmanufacturing, service occupations:													
1987	-	101.0	100.1	100.3	-	-	-.9	.2	-	-	-	-	
1988	100.8	100.5	100.6	101.2	.4	-.2	.0	.6	-	-.5	.4	.9	
1989	100.7	100.0	100.3	100.8	-.6	-.7	.3	.5	-.1	-.5	-.3	-.5	
1990	100.2	100.3	98.9	99.6	-.6	.1	-1.4	.7	-.5	.3	-1.3	-1.2	
1991	99.6	100.3	101.0	101.2	.0	.6	.7	.2	-.5	.0	2.1	1.6	
1992	101.0	101.0	101.2	101.2	-.2	.0	.2	.0	1.4	.7	.1	-.1	
1993	100.9	101.2	101.4	101.4	-.2	.2	.3	-.1	-.1	.2	.3	.2	
1994	101.3	101.2	100.8	101.5	.0	-.1	-.4	.7	.4	.1	-.7	.1	
1995	100.8	100.5	100.6	100.8	-.6	-.3	.1	.2	-.5	-.7	-.1	-.6	
1996	99.9	99.8	99.9	100.6	-.9	-.1	.1	.7	-.9	-.7	-.7	-.2	
1997	100.4	101.0	102.2	102.9	-.3	.7	1.1	.8	.5	1.2	2.3	2.3	
1998	103.2	103.3	103.8	104.3	.3	.1	.5	.4	2.8	2.3	1.7	1.3	
1999	104.7	104.8	104.0	104.9	.4	.1	-.8	.9	1.4	1.5	.1	.6	
2000	104.0	104.4	104.5	105.4	-.9	.4	.1	.9	-.6	-.4	.5	.5	
2001	105.3	105.1	105.9	108.2	-.1	-.2	.8	2.2	1.2	.6	1.3	2.7	
2002	108.2	108.2	108.6	109.2	.0	.0	.3	.6	2.8	3.0	2.6	.9	
2003	108.5	109.4	109.4	110.6	-.6	.8	-.1	1.1	.3	1.1	.7	1.2	
2004	109.9	109.4	109.8	-	-.6	-.4	.3	-	1.3	.0	.4	-	

¹ Excludes farm and household workers.

² Includes mining, construction, and manufacturing.

³ Publication of data for service occupations in manufacturing and other goods-producing industries has been discontinued due to insufficient sample size.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union workers:													
1979	-	-	-	97.7	-	-	-	-	-	-	-	-	-
1980	95.9	95.4	96.8	96.5	-1.9	-0.5	1.4	-0.3	-	-	-	-	-1.3
1981	97.0	97.1	96.7	98.1	.6	.1	-5	1.5	1.2	1.8	-0.1	1.7	
1982	99.1	98.3	99.4	101.2	1.1	-9	1.1	1.8	2.2	1.2	2.8	3.2	
1983	102.8	102.5	102.9	103.2	1.6	-3	.4	.2	3.7	4.3	3.5	1.9	
1984	103.4	103.3	102.7	103.5	.3	-1	-6	.7	.6	.7	-2	.3	
1985	103.1	102.5	102.8	102.3	-4	-6	.2	-5	-3	-7	.1	-1.1	
1986	103.8	103.4	103.3	103.3	1.5	-4	-1	.1	.7	.8	.5	1.0	
1987	102.4	101.7	101.0	101.6	-9	-7	-7	.6	-1.3	-1.6	-2.2	-1.6	
1988	102.4	102.0	101.2	101.1	.7	-3	-8	-1	.0	.3	.2	-5	
1989	100.5	100.0	100.2	100.2	-7	-5	.2	.0	-1.9	-2.0	-1.0	-9	
1990	99.6	99.5	98.3	98.5	-6	-2	-1.2	.2	-8	-5	-1.9	-1.7	
1991	98.8	99.3	99.6	100.0	.3	.5	.3	.4	-8	-2	1.3	1.5	
1992	100.8	100.9	101.2	101.4	.8	.1	.3	.2	2.0	1.6	1.6	1.4	
1993	101.8	102.4	102.6	102.9	.4	.5	.3	.3	1.0	1.4	1.4	1.5	
1994	102.8	103.1	102.8	103.0	-1	.4	-3	.1	.9	.8	.2	.1	
1995	102.5	102.4	102.7	103.2	-4	-2	.3	.5	-2	-7	-1	.3	
1996	102.4	102.7	102.3	102.3	-8	.3	-4	.0	-1	.3	-4	-9	
1997	101.6	102.0	102.5	102.7	-7	.4	.5	.2	-8	-7	.2	.4	
1998	102.5	103.0	103.8	104.1	-2	.5	.7	.3	.9	1.0	1.2	1.4	
1999	103.8	103.8	103.6	104.1	-3	.0	-2	.5	1.2	.8	-1	.0	
2000	103.7	103.9	104.4	104.8	-4	.3	.4	.4	-1	.1	.7	.6	
2001	104.2	104.2	105.1	107.5	-6	.1	.8	2.3	.5	.3	.7	2.6	
2002	107.4	107.8	108.4	109.4	-1	.4	.5	.9	3.1	3.4	3.1	1.8	
2003	109.2	110.9	111.0	112.3	-2	1.5	.2	1.2	1.6	2.8	2.4	2.6	
2004	113.5	113.8	114.6	-	1.1	.2	.7	-	3.9	2.6	3.2	-	
Union blue-collar workers:													
1987	-	101.4	100.6	101.3	-	-	-8	.7	-	-	-	-	
1988	102.4	102.0	101.1	101.2	1.1	-3	-9	.1	-	.6	.5	-1	
1989	100.4	100.0	100.2	100.1	-9	-4	.2	-1	-2.0	-2.0	-9	-1.1	
1990	99.3	99.5	98.0	98.2	-8	.1	-1.5	.2	-1.0	-5	-2.2	-1.9	
1991	98.7	99.1	99.2	99.6	.5	.4	.1	.4	-6	-4	1.2	1.4	
1992	100.6	100.7	100.8	101.0	1.0	.2	.1	.2	1.9	1.6	1.6	1.4	
1993	101.5	102.0	102.4	102.7	.4	.5	.4	.3	.9	1.3	1.5	1.6	
1994	102.2	102.6	102.3	102.3	-5	.4	-4	.0	.7	.6	-1	-3	
1995	101.6	101.6	101.8	102.1	-6	-1	.3	.3	-5	-1.0	-4	-2	
1996	101.1	101.4	100.9	100.9	-1.0	.3	-5	.0	-6	-2	-9	-1.2	
1997	100.0	100.6	101.0	101.2	-9	.6	.4	.2	-1.1	-8	.1	.4	
1998	100.8	101.5	102.1	102.4	-4	.6	.6	.3	.9	.9	1.1	1.2	
1999	102.0	102.1	101.9	102.4	-4	.1	-2	.6	1.1	.6	-2	.0	
2000	102.3	102.6	103.1	103.4	-1	.3	.5	.3	.3	.5	1.2	1.0	
2001	102.8	102.6	103.5	105.3	-6	-1	.8	1.8	.5	.0	.4	1.9	
2002	105.3	105.9	106.4	107.4	-1	.6	.5	1.0	2.5	3.2	2.8	2.0	
2003	107.3	109.0	109.3	110.6	-2	1.7	.2	1.2	1.9	3.0	2.7	2.9	
2004	111.9	112.0	112.8	-	1.2	.1	.7	-	4.3	2.7	3.2	-	

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, goods-producing industries³:												
1981	-	98.2	98.1	99.1	-	-	-0.1	1.0	-	-	-	-
1982	100.2	99.3	100.4	102.0	1.1	-0.9	1.1	1.6	-	1.1	2.3	2.9
1983	103.6	103.0	103.0	103.0	1.6	-0.5	0	0	3.4	3.8	2.6	1.0
1984	103.4	103.4	102.9	103.9	.4	0	-0.4	1.0	-0.1	.4	-0.1	.9
1985	103.5	102.5	102.4	102.0	-0.5	-0.9	-0.1	-0.5	0	-0.8	-0.5	-1.9
1986	103.5	103.0	102.8	102.8	1.5	-0.4	-0.2	-0.1	0	.5	.4	.8
1987	101.6	100.9	100.3	101.3	-1.1	-0.7	-0.7	1.0	-1.8	-2.0	-2.5	-1.4
1988	102.5	102.1	101.2	101.3	1.2	-0.3	-0.9	.1	.8	1.2	1.0	0
1989	100.4	100.0	100.2	100.3	-1.0	-0.4	.2	.1	-2.1	-2.1	-1.0	-1.0
1990	99.6	99.8	98.3	98.6	-0.7	.2	-1.5	.3	-0.7	-0.2	-1.9	-1.7
1991	99.2	99.6	99.8	100.2	.6	.5	.1	.4	-0.4	-0.2	1.5	1.6
1992	101.6	101.4	101.6	101.8	1.4	-0.1	.2	.2	2.4	1.8	1.9	1.6
1993	102.6	103.1	103.5	103.8	.8	.5	.3	.3	1.0	1.7	1.8	1.9
1994	103.3	103.8	103.3	103.4	-0.5	.5	-0.5	0	.7	.7	-0.1	-0.4
1995	102.6	102.5	102.6	103.1	-0.7	-0.2	.2	.4	-0.6	-1.3	-0.7	-0.3
1996	101.9	102.2	101.6	101.6	-1.1	.2	-0.5	0	-0.7	-0.3	-1.0	-1.5
1997	100.8	101.6	101.9	101.9	-0.7	.7	.3	.1	-1.1	-0.6	.2	.4
1998	101.5	102.2	102.9	103.4	-0.4	.7	.6	.5	.7	.7	1.0	1.4
1999	102.9	103.2	102.9	103.8	-0.4	.3	-0.3	.9	1.3	.9	0	.5
2000	103.9	104.2	104.9	105.1	.1	.3	.6	.2	1.0	1.0	1.9	1.2
2001	104.2	104.1	104.8	106.6	-0.8	-0.1	.7	1.7	.3	-0.1	-0.1	1.5
2002	106.5	106.7	107.1	108.3	-0.1	.2	.4	1.1	2.2	2.5	2.2	1.5
2003	108.7	110.4	110.4	111.7	.4	1.5	0	1.2	2.1	3.4	3.1	3.2
2004	114.1	114.2	115.0	-	2.1	.1	.7	-	4.9	3.5	4.2	-
Union workers, service-producing industries⁴:												
1981	-	95.2	94.5	96.4	-	-	-0.7	1.9	-	-	-	-
1982	97.4	96.6	97.7	99.9	1.1	-0.9	1.2	2.3	-	1.5	3.4	3.7
1983	101.7	101.8	102.7	103.3	1.7	.1	.9	.6	4.3	5.4	5.0	3.3
1984	103.3	102.8	102.2	102.9	0	-0.5	-0.5	.6	1.6	1.0	-0.4	-0.4
1985	102.6	102.6	103.1	102.8	-0.2	0	.5	-0.4	-0.6	-0.1	.9	-0.1
1986	104.4	103.9	103.9	104.1	1.6	-0.4	0	.2	1.7	1.2	.8	1.3
1987	103.4	102.8	101.9	102.2	-0.7	-0.6	-0.9	.3	-0.9	-1.1	-2.0	-1.9
1988	102.2	101.9	101.1	100.8	0	-0.2	-0.8	-0.3	-1.2	-0.8	-0.8	-1.3
1989	100.6	100.0	100.1	100.1	-0.3	-0.6	.1	0	-1.6	-1.9	-1.0	-0.7
1990	99.5	99.0	98.1	98.3	-0.6	-0.5	-0.9	.2	-1.0	-1.0	-2.0	-1.8
1991	98.5	98.8	99.3	99.8	.1	.4	.5	.5	-1.1	-0.2	1.2	1.5
1992	99.7	100.2	100.7	100.7	-0.1	.5	.4	.1	1.3	1.4	1.3	.9
1993	100.9	101.2	101.4	101.8	.1	.3	.3	.4	1.2	1.0	.8	1.0
1994	102.0	102.1	102.1	102.5	.2	.1	0	.4	1.1	1.0	.6	.7
1995	102.3	102.2	102.7	103.4	-0.2	-0.1	.5	.7	.3	.1	.6	.9
1996	102.8	103.2	103.0	103.1	-0.6	.4	-0.2	0	.5	1.0	.3	-0.3
1997	102.3	102.5	103.2	103.5	-0.7	.2	.6	.3	-0.5	-0.7	.1	.4
1998	103.5	103.7	104.7	104.9	0	.2	.9	.2	1.2	1.2	1.5	1.3
1999	104.7	104.3	104.2	104.3	-0.2	-0.4	-0.1	0	1.1	.6	-0.4	-0.6
2000	103.3	103.6	103.7	104.4	-0.9	.3	.1	.7	-1.3	-0.7	-0.5	.1

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union workers, service-producing industries⁴:													
2001	104.0	104.2	105.2	108.3	-0.4	0.3	1.0	2.9	0.6	0.6	1.4	3.7	
2002	108.3	108.7	109.6	110.5	.0	.4	.8	.8	4.2	4.3	4.2	2.0	
2003	109.5	111.2	111.6	112.8	-9	1.5	.3	1.1	1.2	2.3	1.8	2.1	
2004	112.7	113.1	114.0	-	-1	.4	.8	-	2.9	1.7	2.2	-	
Union workers, manufacturing:													
1981	-	97.0	96.4	97.7	-	-	-6	1.3	-	-	-	-	
1982	98.8	97.7	99.0	100.6	1.1	-1.0	1.3	1.6	-	.8	2.7	2.9	
1983	102.3	101.3	101.4	101.6	1.7	-1.0	.1	.1	3.6	3.6	2.4	1.0	
1984	102.1	102.1	101.8	102.8	.5	.0	-3	1.0	-2	.8	.3	1.2	
1985	102.5	101.4	101.4	100.8	-2	-1.1	.0	-6	.4	-7	-3	-1.9	
1986	102.5	101.8	101.6	101.6	1.7	-7	-2	.1	.0	.4	.2	.8	
1987	100.3	99.6	98.8	100.1	-1.3	-7	-8	1.3	-2.2	-2.1	-2.7	-1.5	
1988	101.7	101.4	100.5	100.7	1.6	-3	-9	.2	1.4	1.8	1.7	.6	
1989	100.5	100.0	100.1	100.4	-3	-5	.1	.3	-1.3	-1.4	-4	-3	
1990	99.9	100.0	98.5	98.9	-5	.1	-1.5	.4	-6	.0	-1.6	-1.5	
1991	99.4	99.9	100.0	100.5	.5	.6	.1	.5	-5	-1	1.6	1.7	
1992	102.3	102.0	102.0	102.2	1.7	-3	.0	.3	2.9	2.1	1.9	1.7	
1993	103.5	104.1	104.3	104.7	1.3	.5	.2	.4	1.2	2.1	2.2	2.4	
1994	104.2	104.6	104.1	104.3	-5	.4	-5	.2	.6	.5	-2	-4	
1995	103.5	103.0	103.0	103.6	-7	-5	-1	.6	-7	-1.6	-1.1	-7	
1996	102.7	102.8	102.1	102.2	-9	.1	-7	.1	-8	-2	-9	-1.3	
1997	101.5	102.0	102.4	102.6	-7	.5	.4	.2	-1.2	-8	.3	.4	
1998	102.2	102.5	103.2	103.7	-3	.3	.7	.5	.8	.5	.8	1.1	
1999	103.0	103.1	102.8	104.0	-6	.1	-3	1.1	.8	.6	-3	.3	
2000	104.7	104.7	105.1	105.1	.7	-1	.4	.0	1.7	1.5	2.2	1.1	
2001	104.2	103.7	104.3	106.3	-9	-4	.6	1.9	-6	-9	-7	1.1	
2002	106.5	106.6	106.9	108.3	.1	.2	.2	1.3	2.2	2.8	2.5	1.9	
2003	109.3	110.7	110.6	112.0	.9	1.2	-1	1.3	2.7	3.8	3.4	3.4	
2004	115.9	115.8	116.6	-	3.5	-1	.7	-	6.0	4.6	5.4	-	
Union workers, manufacturing, blue-collar occupations:													
1987	-	99.4	98.7	100.0	-	-	-7	1.3	-	-	-	-	
1988	101.7	101.4	100.4	100.7	1.7	-3	-1.0	.3	-	2.0	1.7	.7	
1989	100.5	100.0	100.2	100.3	-3	-5	.2	.1	-1.3	-1.4	-2	-4	
1990	99.8	99.9	98.3	98.8	-5	.1	-1.6	.5	-7	-1	-1.9	-1.5	
1991	99.4	99.8	100.0	100.4	.6	.5	.2	.4	-4	-1	1.8	1.7	
1992	102.2	101.9	101.9	102.1	1.7	-3	.0	.3	2.8	2.1	1.8	1.7	
1993	103.4	104.0	104.2	104.6	1.2	.6	.2	.4	1.1	2.1	2.3	2.4	
1994	104.1	104.5	103.9	104.1	-5	.3	-5	.2	.7	.5	-2	-5	
1995	103.4	102.9	102.7	103.3	-7	-5	-1	.6	-7	-1.5	-1.2	-8	
1996	102.3	102.5	101.8	101.8	-1.0	.2	-6	.0	-1.1	-4	-8	-1.5	
1997	101.2	101.7	102.1	102.3	-6	.5	.3	.2	-1.0	-7	.2	.5	
1998	101.8	102.2	102.8	103.3	-5	.3	.6	.5	.6	.4	.7	.9	
1999	102.7	102.7	102.4	103.5	-6	.0	-3	1.1	.8	.5	-4	.2	
2000	104.3	104.2	104.7	104.8	.8	-1	.4	.2	1.6	1.5	2.2	1.3	

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, manufacturing, blue-collar occupations:												
2001	103.7	103.3	104.0	106.0	-1.0	-0.5	0.7	1.9	-0.5	-0.9	-0.7	1.1
2002	105.8	106.0	106.3	107.7	-.1	.2	.2	1.3	2.0	2.7	2.2	1.6
2003	108.5	109.8	109.7	111.2	.8	1.1	-.1	1.3	2.5	3.5	3.2	3.2
2004	115.1	115.1	115.9	-	3.5	.0	.7	-	6.0	4.8	5.6	-
Union workers, nonmanufacturing:												
1981	-	97.1	96.9	98.4	-	-	-.2	1.5	-	-	-	-
1982	99.4	98.6	99.8	101.7	1.1	-.8	1.1	2.0	-	1.6	2.9	3.4
1983	103.3	103.5	104.1	104.6	1.6	.2	.6	.5	3.9	4.9	4.4	2.9
1984	104.6	104.2	103.7	104.1	.0	-.4	-.6	.4	1.3	.7	-.5	-.5
1985	103.7	103.6	103.8	103.5	-.4	-.1	.2	-.3	-.9	-.6	.2	-.5
1986	104.9	104.8	104.7	104.8	1.3	-.1	-.1	.1	1.2	1.2	.9	1.2
1987	104.1	103.5	102.7	103.0	-.7	-.5	-.8	.3	-.8	-.2	-.1	-.1
1988	102.9	102.5	101.8	101.4	-.1	-.4	-.7	-.4	-.1	-.1	-.9	-.1
1989	100.4	100.0	100.1	100.0	-.1	-.4	.1	-.1	-.2	-.2	-.1	-.1
1990	99.3	99.1	98.1	98.2	-.7	-.3	-.1	.1	-.1	-.9	-.2	-.1
1991	98.5	98.8	99.2	99.5	.2	.4	.4	.3	-.9	-.2	1.1	1.3
1992	99.6	100.1	100.6	100.7	.1	.5	.4	.1	1.2	1.3	1.3	1.1
1993	100.5	100.9	101.3	101.5	-.2	.4	.5	.2	.9	.8	.8	.9
1994	101.6	101.9	101.8	102.0	.0	.3	.0	.1	1.1	1.0	.5	.4
1995	101.6	101.7	102.2	102.8	-.3	.1	.5	.5	.0	-.2	.4	.8
1996	102.0	102.3	102.2	102.0	-.7	.3	-.2	-.1	.4	.6	-.1	-.7
1997	101.3	101.8	102.3	102.5	-.7	.5	.5	.2	-.7	-.5	.2	.4
1998	102.4	103.0	103.8	104.0	.0	.5	.8	.2	1.1	1.2	1.5	1.5
1999	103.9	103.9	103.7	103.8	-.2	.1	-.2	.1	1.4	.9	-.1	-.2
2000	102.7	103.2	103.6	104.3	-.1	.5	.4	.7	-.1	-.7	-.1	.4
2001	103.7	104.2	105.2	107.8	-.5	.4	1.0	2.5	1.0	.9	1.5	3.4
2002	107.6	108.0	108.9	109.7	-.2	.4	.8	.7	3.7	3.7	3.5	1.8
2003	108.7	110.6	110.9	112.1	-.9	1.7	.3	1.1	1.1	2.4	1.9	2.2
2004	111.8	112.3	113.1	-	-.3	.4	.7	-	2.8	1.5	1.9	-
Nonunion workers:												
1979	-	-	-	95.1	-	-	-	-	-	-	-	-
1980	93.7	92.6	92.8	92.0	-1.5	-1.2	.2	-.8	-	-	-	-3.3
1981	93.4	92.7	91.7	92.5	1.5	-.7	-1.1	.9	-.4	.2	-.1	.6
1982	93.6	92.2	93.2	94.5	1.2	-1.5	1.0	1.4	.3	-.5	1.6	2.1
1983	95.7	95.3	95.5	96.2	1.3	-.4	.2	.7	2.2	3.3	2.5	1.8
1984	96.6	96.6	96.2	97.2	.5	-.1	-.4	1.1	1.0	1.4	.7	1.1
1985	97.7	97.6	98.3	98.0	.5	-.2	.8	-.3	1.1	1.0	2.2	.8
1986	99.6	100.0	100.0	100.4	1.6	.4	.0	.4	1.9	2.4	1.7	2.5
1987	100.2	99.6	99.4	99.7	-.2	-.6	-.2	.3	.6	-.4	-.6	-.7
1988	100.1	100.2	99.8	100.3	.4	.1	-.5	.6	-.1	.6	.4	.6
1989	100.3	100.0	100.7	100.8	-.1	-.3	.7	.1	.1	-.2	.9	.5
1990	100.4	100.8	99.7	99.5	-.4	.4	-1.1	-.2	.1	.8	-1.0	-1.2
1991	100.0	100.5	100.6	100.7	.5	.5	.1	.1	-.4	-.3	.9	1.2
1992	100.8	100.7	100.7	101.0	.1	.0	.0	.3	.7	.3	.2	.3
1993	100.9	101.2	101.6	101.7	-.1	.2	.4	.1	.2	.4	.9	.7

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers:												
1994	101.8	102.0	101.9	102.1	0.0	0.3	-0.1	0.2	0.8	0.9	0.3	0.4
1995	101.9	101.9	102.1	102.3	-2	.0	.2	.2	.1	-2	.1	.1
1996	101.8	101.9	102.0	102.0	-5	.1	.1	.0	-1	.0	-1	-2
1997	102.2	102.8	103.1	104.1	.2	.6	.3	1.0	.4	.9	1.1	2.0
1998	104.6	104.9	105.7	106.1	.5	.3	.7	.4	2.3	2.0	2.5	1.9
1999	105.9	106.4	106.3	107.1	-2	.5	-1	.7	1.3	1.4	.6	.9
2000	106.8	107.3	107.6	108.1	-2	.4	.3	.5	.9	.9	1.2	1.0
2001	108.3	108.3	109.1	110.8	.2	.0	.7	1.6	1.4	.9	1.4	2.5
2002	110.8	111.3	111.2	111.7	.0	.5	-1	.4	2.3	2.8	2.0	.8
2003	111.4	112.7	112.8	113.9	-2	1.1	.1	.9	.6	1.2	1.5	2.0
2004	113.4	113.0	113.8	-	-4	-4	.8	-	1.8	.3	.9	-
Nonunion blue-collar workers:												
1987	-	100.2	99.9	100.3	-	-	-2	.4	-	-	-	-
1988	100.8	101.0	100.1	100.4	.4	.2	-9	.3	-	.8	.1	.1
1989	100.2	100.0	100.6	100.5	-3	-2	.6	-1	-6	-1.0	.5	.1
1990	100.2	100.6	99.4	99.1	-3	.4	-1.2	-4	.0	.6	-1.2	-1.4
1991	99.6	99.8	100.0	100.1	.5	.3	.2	.0	-6	-8	.6	1.0
1992	100.0	100.0	100.0	100.2	-1	.1	.0	.2	.4	.2	.0	.2
1993	100.2	100.5	100.8	100.6	-1	.3	.3	-1	.2	.4	.7	.4
1994	100.8	101.0	101.1	101.1	.2	.1	.1	.0	.7	.5	.3	.4
1995	100.8	100.8	100.9	101.1	-2	.0	.0	.3	.0	-1	-2	.1
1996	100.7	100.8	100.5	100.9	-5	.1	-3	.4	-2	.0	-3	-3
1997	100.8	101.6	101.5	102.0	-1	.8	-1	.5	.1	.7	1.0	1.1
1998	102.4	102.6	102.8	103.2	.3	.2	.2	.4	1.6	1.0	1.3	1.2
1999	103.5	103.8	103.7	104.3	.3	.3	-1	.5	1.1	1.2	.9	1.0
2000	103.9	104.3	104.4	105.0	-3	.3	.1	.6	.4	.5	.7	.7
2001	105.2	104.8	105.9	107.4	.2	-4	1.1	1.4	1.2	.5	1.5	2.3
2002	107.4	107.6	107.6	108.2	.0	.2	.0	.6	2.0	2.7	1.6	.7
2003	107.7	109.0	109.0	109.9	-5	1.2	.0	.9	.3	1.3	1.3	1.6
2004	109.7	109.5	110.2	-	-1	-2	.6	-	1.9	.5	1.1	-
Nonunion workers, goods-producing industries³:												
1981	-	95.6	94.7	95.5	-	-	-1.0	.8	-	-	-	-
1982	96.9	95.3	96.1	97.0	1.5	-1.7	.8	1.0	-	-3	1.5	1.6
1983	98.2	97.8	97.6	98.0	1.3	-5	-2	.4	1.4	2.6	1.6	1.0
1984	98.1	97.9	97.7	98.4	.1	-2	-2	.7	-1	.1	.1	.4
1985	99.7	99.4	99.6	99.2	1.3	-3	.2	-3	1.7	1.6	1.9	.8
1986	100.9	101.4	101.6	102.0	1.7	.5	.1	.4	1.2	2.0	2.0	2.8
1987	101.1	100.6	100.3	100.7	-9	-5	-3	.4	.1	-8	-1.3	-1.3
1988	101.3	101.2	100.4	100.6	.6	-1	-8	.2	.2	.6	.1	.0
1989	100.4	100.0	100.6	100.7	-3	-4	.6	.1	-9	-1.2	.2	.1
1990	100.5	100.8	99.8	99.6	-2	.3	-1.0	-2	.1	.8	-8	-1.1
1991	100.0	100.5	100.7	101.0	.4	.5	.2	.3	-5	-3	.9	1.4
1992	100.9	101.0	101.1	101.4	.0	.1	.1	.4	.9	.5	.4	.5
1993	101.7	101.9	102.1	102.1	.3	.2	.2	-1	.8	.9	1.0	.6
1994	102.4	102.8	102.7	102.9	.4	.4	-1	.2	.7	.9	.5	.8
1995	102.6	102.5	102.4	102.8	-2	-2	-1	.4	.2	-3	-3	.0

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, goods-producing industries³:													
1996	102.3	102.5	102.6	102.7	-0.6	0.2	0.1	0.2	-0.4	0.0	0.2	-0.1	
1997	102.4	103.1	103.2	103.6	-.3	.7	.0	.5	.1	.6	.6	.9	
1998	104.0	104.2	104.5	104.7	.3	.2	.2	.3	1.6	1.1	1.3	1.0	
1999	105.1	104.9	104.8	105.5	.3	-.2	-.1	.7	1.1	.7	.3	.8	
2000	105.4	106.0	106.0	106.5	-.1	.5	.1	.4	.3	1.0	1.2	.9	
2001	106.8	106.7	107.2	109.1	.3	.0	.4	1.8	1.3	.7	1.1	2.4	
2002	109.1	109.4	109.4	110.3	.0	.3	.0	.9	2.2	2.5	2.0	1.1	
2003	110.2	111.4	111.3	112.2	-.1	1.1	-.1	.9	1.0	1.8	1.8	1.8	
2004	112.4	111.8	112.7	-	.1	-.5	.8	-	2.0	.4	1.2	-	
Nonunion workers, service-producing industries⁴:													
1981	-	91.0	90.0	90.8	-	-	-1.0	.9	-	-	-	-	
1982	91.7	90.3	91.4	92.9	.9	-1.5	1.2	1.7	-	-.7	1.5	2.3	
1983	94.1	93.7	94.2	94.9	1.2	-.4	.5	.8	2.6	3.7	3.0	2.1	
1984	95.7	95.9	95.4	96.5	.8	.2	-.5	1.2	1.7	2.3	1.3	1.7	
1985	96.7	96.4	97.6	97.3	.2	-.3	1.3	-.3	1.1	.6	2.4	.8	
1986	98.8	98.9	99.1	99.5	1.5	.2	.2	.4	2.2	2.6	1.5	2.3	
1987	99.5	99.1	98.8	99.0	.0	-.5	-.2	.2	.8	.1	-.3	-.5	
1988	99.5	99.6	99.3	100.1	.5	.1	-.3	.8	.0	.5	.5	1.1	
1989	100.2	100.0	100.8	100.8	.0	-.2	.8	.0	.7	.4	1.4	.7	
1990	100.2	100.8	99.6	99.4	-.6	.6	-1.2	-.2	.0	.8	-1.2	-1.3	
1991	100.0	100.5	100.6	100.6	.6	.5	.1	.0	-.2	-.3	1.0	1.2	
1992	100.7	100.6	100.5	100.7	.1	.0	-.2	.3	.7	.2	-.1	.1	
1993	100.5	100.7	101.3	101.5	-.2	.2	.5	.2	-.2	.1	.8	.7	
1994	101.4	101.5	101.5	101.7	.0	.1	.0	.2	.9	.8	.2	.3	
1995	101.5	101.6	101.7	101.9	-.2	.1	.2	.1	.1	.0	.2	.1	
1996	101.5	101.6	101.6	101.6	-.4	.1	.0	.0	.0	.0	-.1	-.2	
1997	102.0	102.6	102.9	104.1	.3	.6	.3	1.1	.5	1.0	1.3	2.4	
1998	104.6	105.1	106.0	106.5	.5	.5	.9	.5	2.5	2.4	3.0	2.3	
1999	106.1	106.8	106.7	107.4	-.3	.6	.0	.7	1.5	1.6	.7	.9	
2000	107.3	107.7	108.0	108.6	-.1	.4	.3	.6	1.1	.9	1.2	1.1	
2001	108.7	108.7	109.6	111.4	.1	.0	.9	1.6	1.4	.9	1.5	2.5	
2002	111.3	111.9	111.7	112.0	-.1	.6	-.2	.3	2.3	2.9	1.9	.6	
2003	111.8	113.0	113.2	114.3	-.2	1.1	.3	1.0	.5	1.0	1.4	2.1	
2004	113.6	113.3	114.1	-	-.6	-.3	.7	-	1.7	.3	.8	-	
Nonunion workers, manufacturing:													
1981	-	94.7	93.6	94.4	-	-	-1.1	.8	-	-	-	-	
1982	95.9	94.2	94.9	95.9	1.6	-1.8	.8	1.0	-	-.5	1.4	1.6	
1983	97.4	96.8	96.9	97.3	1.5	-.6	.1	.4	1.6	2.8	2.0	1.5	
1984	97.4	97.4	97.4	98.3	.1	.0	.0	.9	.0	.6	.5	1.0	
1985	99.6	99.4	99.5	99.0	1.3	-.2	.0	-.5	2.3	2.1	2.1	.7	
1986	100.9	101.5	101.5	101.9	2.0	.6	-.1	.4	1.3	2.1	2.0	2.9	
1987	101.1	100.6	100.4	100.7	-.8	-.5	-.2	.3	.1	-.9	-1.1	-1.2	
1988	101.4	101.1	100.3	100.5	.7	-.3	-.8	.2	.3	.5	-.1	-.1	
1989	100.3	100.0	100.5	100.5	-.3	-.3	.5	.0	-1.1	-1.1	.2	.0	

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, manufacturing:													
1990	100.5	100.8	100.0	99.8	0.0	0.3	-0.8	-0.2	0.2	0.8	-0.5	-0.7	
1991	100.0	100.6	100.9	101.2	.2	.5	.3	.3	-5	-2	.9	1.4	
1992	101.2	101.4	101.4	101.8	.1	.1	.1	.4	1.2	.8	.6	.6	
1993	102.1	102.3	102.6	102.7	.3	.2	.4	.0	.8	.9	1.2	.8	
1994	102.9	103.1	103.0	103.5	.2	.2	-1	.4	.8	.8	.4	.8	
1995	103.4	103.3	103.1	103.7	-1	-1	-1	.6	.5	.2	.1	.3	
1996	103.1	103.4	103.6	103.7	-6	.3	.2	.1	-3	.1	.4	.0	
1997	103.2	104.0	104.0	104.6	-4	.8	.0	.5	.2	.7	.4	.8	
1998	105.0	105.1	105.4	105.5	.4	.1	.3	.2	1.7	1.0	1.3	.9	
1999	105.8	105.8	105.7	106.5	.3	.0	-1	.7	.8	.7	.3	.9	
2000	106.2	106.7	106.6	106.9	-3	.5	-1	.3	.4	.8	.9	.4	
2001	107.3	107.2	107.5	109.2	.4	-2	.3	1.6	1.1	.4	.8	2.2	
2002	109.4	109.8	109.8	110.7	.2	.3	.0	.8	1.9	2.4	2.1	1.3	
2003	110.8	112.0	111.8	112.7	.2	1.1	-2	.7	1.3	2.1	1.9	1.8	
2004	113.0	112.5	113.6	-	.3	-4	.9	-	1.9	.5	1.6	-	
Nonunion workers, manufacturing blue-collar occupations:													
1987	-	100.4	100.1	100.2	-	-	-2	.1	-	-	-	-	
1988	100.8	100.6	99.9	100.3	.5	-1	-8	.5	-	.3	-3	.1	
1989	100.2	100.0	100.7	100.8	-2	-2	.7	.1	-6	-6	.8	.5	
1990	100.7	101.2	100.3	100.1	-1	.5	-9	-2	.5	1.2	-4	-7	
1991	100.2	100.6	101.0	101.2	.1	.4	.4	.2	-5	-5	.8	1.2	
1992	101.4	101.4	101.4	101.6	.1	.1	.0	.2	1.2	.8	.4	.4	
1993	101.5	101.8	102.1	102.1	-1	.2	.4	-1	.2	.3	.7	.4	
1994	102.2	102.2	102.2	102.4	.1	.0	.0	.2	.6	.5	.1	.3	
1995	102.1	102.1	101.8	102.7	-3	.1	-3	.8	-1	-1	-3	.3	
1996	102.1	102.4	102.5	102.8	-6	.3	.1	.3	.0	.3	.6	.1	
1997	102.5	103.4	103.3	103.7	-3	.8	.0	.4	.4	.9	.8	.9	
1998	104.1	104.1	104.2	104.7	.3	.0	.1	.5	1.5	.7	.9	1.0	
1999	104.9	104.7	104.7	105.4	.2	-2	.0	.7	.8	.6	.4	.6	
2000	104.7	105.0	104.8	105.6	-7	.3	-1	.7	-2	.3	.1	.2	
2001	105.6	105.1	105.9	107.8	.0	-4	.7	1.8	.9	.2	1.0	2.1	
2002	108.0	108.1	108.0	108.9	.2	.1	-1	.9	2.3	2.8	2.0	1.1	
2003	108.8	109.8	110.0	111.0	-1	1.0	.1	.9	.7	1.6	1.8	1.9	
2004	111.3	110.8	111.9	-	.3	-5	1.0	-	2.3	.8	1.7	-	
Nonunion workers, nonmanufacturing:													
1981	-	91.9	90.8	91.6	-	-	-1.2	.9	-	-	-	-	
1982	92.7	91.3	92.3	93.7	1.2	-1.5	1.0	1.5	-	-6	1.6	2.3	
1983	94.8	94.5	94.8	95.7	1.2	-3	.2	1.0	2.3	3.5	2.7	2.1	
1984	96.2	96.1	95.7	96.8	.5	-1	-4	1.1	1.4	1.6	1.0	1.1	
1985	96.9	96.8	97.9	97.5	.2	-2	1.1	-3	.8	.7	2.2	.8	
1986	99.1	99.2	99.4	99.8	1.6	.0	.3	.4	2.3	2.5	1.6	2.4	
1987	99.7	99.2	99.1	99.2	-1	-6	-1	.1	.6	.0	-4	-7	
1988	99.6	99.8	99.4	100.2	.5	.2	-4	.8	-1	.6	.4	1.1	
1989	100.3	100.0	100.7	100.8	.0	-3	.7	.1	.7	.2	1.2	.6	
1990	100.3	100.7	99.6	99.4	-5	.4	-1.1	-2	.0	.7	-1.1	-1.3	

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, nonmanufacturing:													
1991	100.0	100.5	100.6	100.5	0.6	0.5	0.1	-0.1	-0.3	-0.2	1.0	1.1	
1992	100.6	100.5	100.4	100.7	.1	-.1	-.1	.3	.6	.0	-.2	.1	
1993	100.5	100.7	101.2	101.3	-.2	.2	.5	.1	-.1	.3	.8	.6	
1994	101.3	101.5	101.5	101.6	.0	.2	.0	.0	.8	.8	.3	.3	
1995	101.3	101.3	101.5	101.6	-.2	.0	.2	.1	.0	-.2	.0	.1	
1996	101.2	101.4	101.4	101.4	-.4	.1	.0	.0	-.1	.1	-.1	-.2	
1997	101.7	102.3	102.7	103.8	.3	.7	.3	1.1	.5	1.0	1.3	2.3	
1998	104.3	104.7	105.5	106.0	.5	.4	.8	.5	2.6	2.3	2.7	2.1	
1999	105.7	106.3	106.3	107.0	-.2	.5	.0	.7	1.4	1.6	.7	.9	
2000	106.8	107.3	107.7	108.3	-.1	.4	.3	.6	1.0	.9	1.3	1.2	
2001	108.4	108.3	109.3	111.1	.1	.0	.9	1.7	1.4	.9	1.5	2.6	
2002	111.0	111.5	111.3	111.8	-.1	.5	-.2	.4	2.4	3.0	1.9	.6	
2003	111.4	112.6	112.9	114.0	-.3	1.1	.3	1.0	.4	1.0	1.4	2.0	
2004	113.3	112.9	113.7	-	-.6	-.3	.7	-	1.7	.3	.7	-	
Northeast:													
1982	-	-	-	94.4	-	-	-	-	-	-	-	-	
1983	94.5	94.9	95.7	95.5	.1	.4	.8	-.2	-	-	-	1.2	
1984	95.1	95.8	96.3	96.5	-.4	.7	.5	.2	.6	.9	.6	1.0	
1985	96.4	96.6	98.0	96.9	-.1	.2	1.4	-1.1	1.4	.8	1.8	.4	
1986	98.3	99.6	99.5	99.3	1.4	1.3	-.1	-.2	2.0	3.1	1.5	2.5	
1987	99.5	98.9	98.6	99.2	.2	-.6	-.3	.6	1.2	-.7	-.9	-.1	
1988	99.3	99.3	98.5	99.8	.1	.0	-.8	1.3	-.2	.4	-.1	.6	
1989	100.1	100.0	100.6	100.7	.3	-.1	.6	.1	.8	.7	2.1	.9	
1990	100.0	100.3	98.7	99.0	-.7	.3	-1.6	.3	-.1	.3	-1.9	-1.7	
1991	99.4	100.0	100.0	100.0	.4	.6	.0	.0	-.6	-.3	1.3	1.0	
1992	100.1	100.1	99.9	100.5	.1	.0	-.2	.6	.7	.1	-.1	.5	
1993	100.3	101.2	101.8	101.6	-.2	.9	.6	-.2	.2	1.1	1.9	1.1	
1994	101.3	101.9	102.1	102.2	-.3	.6	.2	.1	1.0	.7	.3	.6	
1995	102.1	102.4	102.3	102.3	-.1	.3	-.1	.0	.8	.5	.2	.1	
1996	101.7	102.2	102.0	101.7	-.6	.5	-.2	-.3	-.4	-.2	-.3	-.6	
1997	101.5	102.4	102.3	103.0	-.2	.9	-.1	.7	-.2	.2	.3	1.3	
1998	103.2	103.8	104.5	104.7	.2	.6	.7	.2	1.7	1.4	2.2	1.7	
1999	105.0	105.0	105.7	105.7	.3	.0	.7	.0	1.7	1.2	1.1	1.0	
2000	105.3	106.0	106.2	106.5	-.4	.7	.2	.3	.3	1.0	.5	.8	
2001	106.0	106.6	107.7	109.0	-.5	.6	1.0	1.2	.7	.6	1.4	2.3	
2002	108.8	109.4	108.8	109.3	-.2	.6	-.5	.5	2.6	2.6	1.0	.3	
2003	109.1	110.1	110.0	110.7	-.2	.9	-.1	.6	.3	.6	1.1	1.3	
2004	110.1	110.1	110.9	-	-.5	.0	.7	-	.9	.0	.8	-	
South:													
1982	-	-	-	95.6	-	-	-	-	-	-	-	-	
1983	96.6	96.3	97.4	97.7	1.0	-.3	1.1	.3	-	-	-	2.2	
1984	98.5	98.4	97.8	98.0	.8	-.1	-.6	.2	2.0	2.2	.4	.3	
1985	99.0	98.7	99.3	98.9	1.0	-.3	.6	-.4	.5	.3	1.5	.9	
1986	100.0	100.7	101.1	101.2	1.1	.7	.4	.1	1.0	2.0	1.8	2.3	
1987	100.4	100.2	99.8	100.3	-.8	-.2	-.4	.5	.4	-.5	-1.3	-.9	
1988	100.8	101.4	100.7	100.7	.5	.6	-.7	.0	.4	1.2	.9	.4	
1989	100.6	100.0	100.5	100.8	-.1	-.6	.5	.3	-.2	-1.4	-.2	.1	

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
South:													
1990	100.5	101.1	99.7	99.4	-0.3	0.6	-1.4	-0.3	-0.1	1.1	-0.8	-1.4	
1991	100.0	100.6	100.7	100.8	.6	.6	.1	.1	-5	-5	1.0	1.4	
1992	101.0	100.9	101.1	101.3	.2	-1	.2	.2	1.0	.3	.4	.5	
1993	101.2	101.1	101.5	101.7	-1	-1	.4	.2	.2	.2	.4	.4	
1994	101.7	101.6	101.7	102.0	.0	-1	.1	.3	.5	.5	.2	.3	
1995	101.7	101.5	101.7	101.7	-3	-2	.2	.0	.0	-1	.0	-3	
1996	101.4	101.0	101.5	101.8	-3	-4	.5	.3	-3	-5	-2	.1	
1997	101.7	101.9	102.4	104.1	-1	.2	.5	1.7	.3	.9	.9	2.3	
1998	104.2	104.3	105.0	105.3	.1	.1	.7	.3	2.5	2.4	2.5	1.2	
1999	105.4	105.9	106.1	106.4	.1	.5	.2	.3	1.2	1.5	1.0	1.0	
2000	106.0	106.6	106.6	107.4	-4	.6	.0	.8	.6	.7	.5	.9	
2001	107.8	107.6	108.5	110.5	.4	-2	.8	1.8	1.7	.9	1.8	2.9	
2002	110.5	110.5	111.0	110.8	.0	.0	.5	-2	2.5	2.7	2.3	.3	
2003	110.1	111.0	111.4	112.4	-6	.8	.4	.9	-4	.5	.4	1.4	
2004	112.4	111.7	112.8	-	.0	-6	1.0	-	2.1	.6	1.3	-	
Midwest:													
1982	-	-	-	95.6	-	-	-	-	-	-	-	-	
1983	97.2	97.3	97.8	97.7	1.7	.1	.5	-1	-	-	-	2.2	
1984	99.0	98.4	99.3	99.7	1.3	-6	.9	.4	1.9	1.1	1.5	2.0	
1985	99.8	99.1	100.2	99.5	.1	-7	1.1	-7	.8	.7	.9	-2	
1986	100.6	100.9	101.4	101.8	1.1	.3	.5	.4	.8	1.8	1.2	2.3	
1987	101.2	100.4	99.8	100.5	-6	-8	-6	.7	.6	-5	-1.6	-1.3	
1988	101.7	101.0	100.4	100.9	1.2	-7	-6	.5	.5	.6	.6	.4	
1989	100.6	100.0	100.4	100.7	-3	-6	.4	.3	-1.1	-1.0	.0	-2	
1990	100.4	100.6	100.1	100.2	-3	.2	-5	.1	-2	.6	-3	-5	
1991	100.6	100.8	101.5	101.9	.4	.2	.7	.4	.2	.2	1.4	1.7	
1992	102.8	102.6	102.4	102.7	.9	-2	-2	.3	2.2	1.8	.9	.8	
1993	103.3	103.8	103.8	104.5	.6	.5	.0	.7	.5	1.2	1.4	1.8	
1994	104.9	104.5	104.2	104.5	.4	-4	-3	.3	1.5	.7	.4	.0	
1995	104.0	103.9	104.1	104.5	-5	-1	.2	.4	-9	-6	-1	.0	
1996	104.0	104.1	103.8	103.6	-5	.1	-3	-2	.0	.2	-3	-9	
1997	104.1	104.7	105.3	106.0	.5	.6	.6	.7	.1	.6	1.4	2.3	
1998	106.3	106.6	107.3	107.8	.3	.3	.7	.5	2.1	1.8	1.9	1.7	
1999	107.2	107.6	108.2	108.4	-6	.4	.6	.2	.8	.9	.8	.6	
2000	108.5	108.2	109.0	109.7	.1	-3	.7	.6	1.2	.6	.7	1.2	
2001	109.8	109.3	109.8	112.4	.1	-5	.5	2.4	1.2	1.0	.7	2.5	
2002	113.0	113.0	113.0	114.2	.5	.0	.0	1.1	2.9	3.4	2.9	1.6	
2003	115.3	116.3	116.5	117.8	1.0	.9	.2	1.1	2.0	2.9	3.1	3.2	
2004	117.6	117.1	117.8	-	-2	-4	.6	-	2.0	.7	1.1	-	
West:													
1982	-	-	-	100.5	-	-	-	-	-	-	-	-	
1983	101.8	101.2	101.5	102.5	1.3	-6	.3	1.0	-	-	-	2.0	
1984	101.9	101.4	101.0	102.0	-6	-5	-4	1.0	.1	.2	-5	-5	
1985	102.4	101.9	102.0	101.9	.4	-5	.1	-1	.5	.5	1.0	-1	
1986	102.2	102.3	102.6	102.7	.3	.1	.3	.1	-2	.4	.6	.8	
1987	102.0	101.0	101.1	100.9	-7	-1.0	.1	-2	-2	-1.3	-1.5	-1.8	
1988	101.2	101.1	100.6	100.7	.3	-1	-5	.1	-8	.1	-5	-2	

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
West:												
1989	100.0	100.0	100.2	100.0	-0.7	0.0	0.2	-0.2	-1.2	-1.1	-0.4	-0.7
1990	99.3	99.5	98.6	98.1	-7	.2	-9	-5	-7	-5	-1.6	-1.9
1991	98.6	99.2	98.9	99.4	.5	.6	-.3	.5	-.7	-.3	.3	1.3
1992	98.8	99.3	99.5	99.5	-.6	.5	.2	.0	.2	.1	.6	.1
1993	99.7	99.3	100.1	99.6	.2	-.4	.8	-.5	.9	.0	.6	.1
1994	99.8	100.8	100.4	100.3	.2	1.0	-.4	-.1	.1	1.5	.3	.7
1995	100.0	100.1	100.2	100.9	-.3	.1	.1	.7	.2	-.7	-.2	.6
1996	100.3	100.7	100.8	101.2	-.6	.4	.1	.4	.3	.6	.6	.3
1997	101.0	101.7	101.8	102.1	-.2	.7	.1	.3	.7	1.0	1.0	.9
1998	103.2	103.7	104.5	105.2	1.1	.5	.8	.7	2.2	2.0	2.7	3.0
1999	104.5	105.2	105.3	105.7	-.7	.7	.1	.4	1.3	1.4	.8	.5
2000	105.6	106.4	106.4	106.8	-.1	.8	.0	.4	1.1	1.1	1.0	1.0
2001	106.8	106.8	107.6	109.4	.0	.0	.7	1.7	1.1	.4	1.1	2.4
2002	108.6	110.0	109.9	110.8	-.7	1.3	-.1	.8	1.7	3.0	2.1	1.3
2003	110.1	112.3	112.6	113.9	-.6	2.0	.3	1.2	1.4	2.1	2.5	2.8
2004	113.6	114.0	114.5	-	-.3	.4	.4	-	3.2	1.5	1.7	-
Metropolitan areas:												
1979	-	-	-	94.8	-	-	-	-	-	-	-	-
1980	93.0	92.3	93.1	92.3	-2.0	-.7	.9	-.8	-	-	-	-2.6
1981	93.4	92.9	92.3	93.2	1.2	-.6	-.6	1.0	.5	.6	-.9	1.0
1982	94.2	93.0	94.1	95.6	1.0	-1.2	1.1	1.7	.8	.2	1.9	2.6
1983	97.1	96.7	97.0	97.5	1.5	-.5	.3	.5	3.1	3.9	3.1	2.0
1984	98.0	97.9	97.4	98.5	.5	-.1	-.5	1.2	.9	1.3	.4	1.0
1985	98.7	98.4	99.0	98.7	.1	-.3	.6	-.3	.7	.5	1.7	.1
1986	100.3	100.3	100.3	100.7	1.6	.0	.0	.4	1.6	2.0	1.3	2.1
1987	100.3	99.7	99.4	99.7	-.4	-.6	-.3	.3	.0	-.6	-.9	-1.0
1988	100.3	100.2	99.8	100.3	.7	-.1	-.5	.6	.0	.5	.4	.6
1989	100.3	100.0	100.7	100.6	-.1	-.3	.7	-.1	-.1	-.2	-.9	.3
1990	100.2	100.4	99.4	99.3	-.4	.2	-1.0	-.1	-.1	.4	-1.3	-1.2
1991	99.7	100.2	100.4	100.6	.4	.5	.2	.2	-.4	-.2	1.0	1.3
1992	100.8	100.8	100.8	101.1	.1	.1	.0	.3	1.0	.6	.4	.5
1993	101.2	101.5	101.9	102.0	.1	.3	.4	.1	.4	.7	1.0	.9
1994	101.9	102.2	102.1	102.3	.0	.3	-.1	.2	.7	.7	.2	.3
1995	102.1	102.0	102.2	102.5	-.2	.0	.2	.3	.1	-.2	.1	.2
1996	102.0	102.2	102.2	102.2	-.5	.2	.0	.0	.0	.2	.0	-.3
1997	102.1	102.8	103.1	103.9	.0	.6	.3	.8	.1	.6	.8	1.7
1998	104.4	104.7	105.5	105.9	.4	.3	.8	.3	2.2	1.8	2.4	1.8
1999	105.6	106.0	105.9	106.7	-.2	.4	-.1	.7	1.2	1.3	.4	.8
2000	106.5	107.0	107.2	107.7	-.2	.5	.3	.4	.8	.9	1.2	.9
2001	107.8	107.8	108.6	110.5	.1	.0	.7	1.8	1.3	.8	1.2	2.6
2002	110.4	111.0	110.9	111.5	-.1	.5	-.1	.5	2.4	3.0	2.2	.8
2003	111.3	112.5	112.8	113.9	-.2	1.1	.2	1.0	.8	1.4	1.7	2.1
2004	113.6	113.2	114.1	-	-.3	-.3	.8	-	2.0	.6	1.2	-
Other areas:												
1979	-	-	-	100.2	-	-	-	-	-	-	-	-
1980	99.5	98.0	98.1	97.9	-.7	-1.5	.1	-.2	-	-	-	-2.2

See footnotes at end of table.

TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Other areas:													
1981	99.4	99.0	98.0	98.5	1.5	-0.4	-1.0	0.5	0.0	1.1	-0.1	0.6	
1982	100.9	99.0	99.5	100.3	2.4	-1.8	.5	.8	1.4	.0	1.5	1.9	
1983	101.5	101.3	101.1	101.4	1.2	-.3	-.2	.4	.7	2.3	1.6	1.1	
1984	102.1	101.6	101.6	102.1	.6	-.5	.0	.4	.5	.3	.6	.6	
1985	102.4	102.2	102.7	101.7	.3	-.2	.5	-.9	.3	.6	1.0	-.3	
1986	103.5	103.6	103.6	103.9	1.7	.1	.0	.3	1.0	1.4	.9	2.1	
1987	103.3	102.9	102.4	102.6	-.6	-.4	-.5	-.2	-.2	-.7	-1.2	-1.2	
1988	102.9	103.1	102.0	101.9	.3	.2	-1.0	-.2	-.4	.2	-.4	-.7	
1989	100.9	100.0	100.1	100.4	-1.0	-.9	.1	.3	-2.0	-3.0	-1.9	-1.4	
1990	99.9	100.5	99.1	99.1	-.5	.6	-1.4	-.1	-1.0	.5	-.9	-1.3	
1991	99.6	100.3	100.1	100.1	.6	.6	-.2	-.1	-.2	-.2	1.0	1.0	
1992	100.8	100.6	100.8	101.1	.7	-.1	.2	.3	1.1	.4	.7	1.0	
1993	101.1	101.2	101.5	101.9	.0	.1	.3	.4	.4	.6	.7	.8	
1994	102.3	102.7	102.3	102.4	.4	.4	-.4	.0	1.1	1.5	.8	.5	
1995	102.3	102.0	102.1	102.3	-.1	-.3	.2	.1	.0	-.7	-.2	-.1	
1996	101.4	101.4	101.2	101.9	-.9	.0	-.2	.7	-.9	-.6	-.9	-.4	
1997	101.9	102.5	103.0	104.1	.0	.6	.5	1.1	.5	1.1	1.8	2.2	
1998	104.0	104.4	104.8	105.5	-.1	.4	.4	.7	2.0	1.8	1.8	1.4	
1999	105.7	105.9	105.8	105.9	.1	.2	-.1	.1	1.6	1.4	.9	.3	
2000	105.8	106.3	106.3	107.2	-.1	.5	.0	.8	.2	.4	.5	1.2	
2001	107.1	107.2	107.7	109.3	-.1	.0	.5	1.4	1.2	.8	1.3	1.9	
2002	109.3	109.3	109.7	110.3	.0	.0	.3	.6	2.0	2.0	1.8	.9	
2003	110.2	111.5	111.3	112.4	-.1	1.2	-.1	1.0	.8	1.9	1.5	1.9	
2004	112.7	112.6	113.3	-	.3	-.1	.6	-	2.3	1.0	1.8	-	

¹ Excludes farm and household workers.

² 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.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Civilian workers¹:												
1981	-	94.8	94.4	95.3	-	-	-0.4	1.0	-	-	-	-
1982	96.5	94.9	96.2	97.5	1.3	-1.6	1.4	1.4	-	0.2	1.9	2.3
1983	98.4	97.8	98.2	98.7	.9	-.6	.4	.5	1.9	3.0	2.1	1.2
1984	98.6	98.4	98.3	99.2	-.2	-.2	.0	.9	.2	.6	.1	.5
1985	99.3	99.1	100.0	99.7	.0	-.2	1.0	-.3	.7	.7	1.7	.5
1986	101.2	101.3	101.8	102.1	1.5	.1	.5	.3	1.9	2.3	1.8	2.4
1987	101.6	100.9	100.9	101.2	-.5	-.7	.0	.3	.4	-.4	-.9	-.9
1988	101.2	100.9	100.7	101.0	.0	-.3	-.2	.3	-.4	-.1	-.2	-.2
1989	100.7	100.0	100.9	100.8	-.4	-.7	.9	-.1	-.5	-.9	.2	-.3
1990	99.9	100.0	99.1	99.1	-.9	.1	-.9	-.1	-.8	.0	-1.7	-1.7
1991	99.3	99.4	99.5	99.5	.2	.1	.1	.0	-.6	-.7	.4	.5
1992	99.3	99.2	99.2	99.3	-.2	-.1	.0	.1	.1	-.1	-.3	-.2
1993	99.0	99.0	99.6	99.7	-.4	.1	.6	.1	-.4	-.2	.3	.3
1994	99.3	99.4	99.5	99.8	-.4	.1	.1	.3	.4	.4	.0	.1
1995	99.4	99.4	99.8	100.2	-.4	.0	.4	.4	.1	.0	.3	.4
1996	99.7	99.9	100.0	100.2	-.5	.2	.2	.1	.3	.4	.2	.0
1997	100.2	100.7	101.3	102.2	.1	.5	.6	.8	.5	.9	1.3	2.0
1998	102.5	102.8	103.8	104.3	.3	.3	1.0	.5	2.3	2.0	2.4	2.0
1999	104.1	104.4	104.4	105.1	-.2	.3	.0	.6	1.5	1.6	.6	.8
2000	104.4	104.7	105.0	105.5	-.7	.3	.3	.4	.3	.3	.6	.4
2001	105.3	105.1	106.0	107.7	-.2	-.2	.8	1.6	.9	.5	.9	2.1
2002	107.4	107.7	107.8	108.3	-.3	.2	.1	.4	2.0	2.4	1.7	.5
2003	107.3	108.3	108.4	109.3	-.9	.9	.1	.8	-.1	.6	.6	1.0
2004	108.1	107.5	108.3	-	-1.0	-.6	.7	-	.8	-.7	-.1	-
Civilian workers excluding sales:												
1981	-	94.4	94.4	95.2	-	-	.0	.8	-	-	-	-
1982	96.5	95.1	96.2	97.5	1.4	-1.5	1.2	1.4	-	.7	1.9	2.5
1983	98.5	97.9	98.3	98.7	1.0	-.6	.4	.4	2.0	3.0	2.2	1.2
1984	98.8	98.5	98.7	99.5	.1	-.3	.2	.8	.3	.6	.4	.7
1985	99.4	99.1	100.2	99.7	-.1	-.3	1.1	-.5	.6	.6	1.5	.2
1986	101.3	101.2	101.8	102.2	1.6	-.1	.6	.4	1.9	2.2	1.6	2.5
1987	101.7	101.0	101.1	101.5	-.5	-.7	.1	.4	.4	-.2	-.7	-.7
1988	101.4	101.1	100.8	101.1	-.1	-.3	-.3	.3	-.3	.0	-.3	-.4
1989	100.7	100.0	100.7	100.7	-.5	-.7	.7	.0	-.7	-1.1	-.1	-.5
1990	99.9	99.9	99.2	99.1	-.8	.0	-.7	-.2	-.8	-.1	-1.4	-1.6
1991	99.3	99.4	99.6	99.7	.2	.1	.2	.1	-.6	-.6	.4	.7
1992	99.4	99.3	99.4	99.6	-.3	-.1	.1	.2	.1	-.1	-.2	-.1
1993	99.2	99.3	99.7	99.8	-.4	.1	.5	.0	-.2	-.1	.3	.1
1994	99.5	99.6	99.8	100.1	-.3	.1	.1	.3	.3	.4	.0	.3
1995	99.8	99.6	100.0	100.4	-.3	-.2	.4	.5	.3	.0	.2	.4
1996	99.9	99.9	100.3	100.2	-.5	.1	.3	.0	.1	.3	.3	-.2
1997	100.2	100.8	101.4	102.2	.0	.6	.6	.8	.3	.9	1.1	1.9
1998	102.5	102.7	103.6	104.0	.3	.2	.9	.3	2.3	1.9	2.2	1.7
1999	104.1	104.2	104.3	104.9	.1	.1	.1	.6	1.5	1.5	.6	.9
2000	104.2	104.4	104.8	105.3	-.7	.2	.4	.5	.1	.1	.5	.4
2001	105.2	105.1	106.0	107.7	-.1	-.1	.9	1.6	1.0	.7	1.1	2.3
2002	107.4	107.5	107.7	108.3	-.3	.1	.2	.5	2.1	2.4	1.6	.5
2003	107.4	108.3	108.4	109.3	-.8	.8	.1	.9	.0	.7	.6	1.0
2004	108.1	107.4	108.2	-	-1.0	-.7	.7	-	.7	-.8	-.1	-

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
White-collar occupations:													
1981	-	91.5	91.2	92.3	-	-	-0.3	1.2	-	-	-	-	-
1982	93.5	91.9	93.4	94.6	1.3	-1.8	1.7	1.3	-	0.4	2.4	2.5	2.5
1983	95.6	95.0	96.0	96.4	1.0	-6	1.0	.4	2.2	3.5	2.8	1.9	1.9
1984	96.3	96.2	96.4	97.1	-1	-1	.2	.7	.7	1.2	.5	.7	1.3
1985	97.5	97.3	98.5	98.3	.4	-2	1.2	-2	1.3	1.2	2.2	1.3	1.3
1986	99.9	100.2	100.8	101.2	1.6	.3	.6	.4	2.5	2.9	2.3	2.9	2.9
1987	101.0	100.3	100.5	100.7	-2	-7	.2	.2	1.0	.1	-3	-5	-5
1988	100.7	100.4	100.4	100.9	.0	-2	-1	.5	-3	.2	-1	.3	.3
1989	100.7	100.0	101.2	101.2	-3	-7	1.2	.0	.0	-4	.8	.2	.2
1990	100.4	100.5	99.9	99.6	-8	.1	-6	-3	-3	.5	-1.3	-1.5	-1.5
1991	99.9	100.0	100.2	100.2	.3	.1	.2	-1	-5	-5	.3	.6	.6
1992	100.0	99.8	99.9	100.1	-2	-1	.0	.3	.0	-2	-4	.0	.0
1993	99.7	99.7	100.4	100.5	-4	.0	.7	.1	-2	-2	.6	.4	.4
1994	100.2	100.4	100.3	100.7	-4	.2	.0	.4	.4	.7	-1	.2	.2
1995	100.3	100.2	100.7	101.1	-4	-2	.5	.4	.2	-2	.3	.4	.4
1996	100.7	100.8	101.1	101.2	-5	.1	.3	.0	.3	.6	.4	.0	.0
1997	101.3	101.8	102.4	103.3	.1	.5	.6	.9	.6	1.0	1.2	2.1	2.1
1998	103.7	104.1	105.3	105.8	.4	.3	1.2	.5	2.4	2.2	2.8	2.4	2.4
1999	105.4	105.7	105.9	106.6	-4	.3	.2	.7	1.6	1.6	.6	.8	.8
2000	106.0	106.2	106.6	107.1	-6	.3	.3	.5	.6	.5	.6	.5	.5
2001	106.8	106.7	107.5	109.3	-3	-1	.7	1.6	.8	.5	.9	2.0	2.0
2002	109.0	109.3	109.4	109.8	-3	.3	.1	.4	2.0	2.4	1.8	.5	.5
2003	109.1	110.0	110.2	111.2	-7	.9	.2	.9	.1	.7	.7	1.2	1.2
2004	110.0	109.3	110.2	-	-1.1	-6	.9	-	.8	-7	.0	-	-
White-collar occupations, excluding sales occupations:													
1981	-	90.4	90.8	91.6	-	-	.5	.9	-	-	-	-	-
1982	93.1	91.6	93.2	94.2	1.6	-1.6	1.7	1.1	-	1.3	2.6	2.8	2.8
1983	95.3	94.8	96.0	96.2	1.2	-6	1.3	.2	2.4	3.5	3.0	2.1	2.1
1984	96.4	96.1	96.7	97.5	.2	-3	.6	.8	1.1	1.4	.7	1.3	1.3
1985	97.4	97.2	98.4	98.1	-1	-2	1.2	-3	1.0	1.2	1.8	.7	.7
1986	99.8	100.0	100.7	101.2	1.7	.2	.7	.5	2.5	2.8	2.3	3.1	3.1
1987	101.0	100.3	100.7	101.1	-2	-7	.4	.4	1.2	.3	.0	-1	-1
1988	101.1	100.5	100.7	101.1	.0	-5	.1	.4	.1	.3	.0	.0	.0
1989	100.8	100.0	101.1	101.0	-4	-8	1.1	-1	-3	-5	.4	-2	-2
1990	100.5	100.4	100.1	100.0	-5	-1	-3	-1	-3	.4	-1.0	-1.0	-1.0
1991	100.2	100.2	100.6	100.7	.2	.0	.4	.1	-3	-2	.5	.7	.7
1992	100.3	100.2	100.5	100.7	-4	-1	.3	.2	.1	.0	-1	.0	.0
1993	100.4	100.4	100.9	101.0	-2	.0	.5	.1	.1	.2	.4	.4	.4
1994	100.7	100.8	100.9	101.3	-3	.0	.1	.4	.3	.4	.0	.3	.3
1995	101.0	100.7	101.3	101.7	-3	-2	.5	.4	.2	.0	.3	.4	.4
1996	101.2	101.2	101.8	101.6	-5	.0	.5	-1	.2	.5	.5	-1	-1
1997	101.6	102.2	102.8	103.7	.0	.6	.6	.9	.4	1.0	1.0	2.0	2.0
1998	104.1	104.3	105.3	105.6	.4	.2	.9	.3	2.5	2.1	2.4	1.8	1.8
1999	105.7	105.9	106.1	106.8	.0	.2	.2	.7	1.5	1.5	.7	1.1	1.1
2000	106.0	106.2	106.7	107.3	-7	.3	.4	.6	.3	.3	.6	.5	.5
2001	107.1	106.9	108.0	109.6	-1	-2	1.0	1.6	1.1	.6	1.2	2.2	2.2
2002	109.4	109.5	109.8	110.2	-2	.1	.3	.4	2.1	2.4	1.7	.6	.6

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for									
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--					
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
White-collar occupations, excluding sales occupations:														
2003	109.5	110.5	110.6	111.6	-0.7	0.9	0.1	0.9	0.1	0.9	0.7	1.2		
2004	110.4	109.6	110.5	-	-1.1	-7	.8	-	.8	-7	-1	-		
Professional specialty and technical occupations:														
1989	-	100.0	101.8	101.7	-	-	1.8	-1	-	-	-	-		
1990	101.1	100.8	100.9	100.9	-6	-3	.1	.0	-	.8	-8	-7		
1991	101.0	100.7	101.6	101.7	.1	-3	.8	.1	.0	.0	.7	.8		
1992	101.2	101.3	101.9	102.1	-5	.1	.6	.2	.2	.5	.3	.4		
1993	101.5	101.4	102.2	102.1	-5	-1	.8	-1	.3	.1	.3	.1		
1994	101.8	101.7	102.0	102.4	-4	.0	.3	.4	.2	.3	-2	.2		
1995	101.8	101.5	102.1	102.6	-6	-3	.7	.4	.0	-2	.1	.2		
1996	102.0	102.0	102.4	102.3	-6	.0	.4	-1	.2	.5	.2	-3		
1997	101.9	102.4	103.2	103.9	-3	.5	.7	.7	-1	.4	.7	1.6		
1998	103.9	104.0	105.1	105.5	.0	.1	1.0	.5	1.9	1.5	1.8	1.6		
1999	105.4	105.3	105.4	106.2	-2	-1	.1	.7	1.4	1.2	.3	.6		
2000	105.0	105.4	106.0	106.7	-1.1	.3	.5	.7	-3	.1	.5	.5		
2001	106.4	106.0	107.3	108.9	-3	-4	1.3	1.5	1.3	.6	1.3	2.1		
2002	108.0	107.8	108.3	108.8	-9	-2	.5	.4	1.5	1.7	.9	-1		
2003	107.3	108.2	108.4	109.4	-1.4	.8	.2	.9	-6	.4	.1	.6		
2004	108.5	107.5	108.8	-	-9	-9	1.2	-	1.1	-6	.4	-		
Executive, administrative, and managerial occupations:														
1989	-	100.0	100.4	100.2	-	-	.4	-2	-	-	-	-		
1990	99.9	100.3	99.6	99.4	-3	.4	-7	-2	-	.3	-8	-8		
1991	99.7	100.0	100.2	100.3	.3	.3	.2	.1	-2	-3	.6	.9		
1992	99.7	99.3	99.1	99.3	-6	-4	-2	.2	.0	-7	-1.1	-1.1		
1993	99.4	99.3	99.6	99.8	.1	-1	.4	.2	-3	-1	.6	.6		
1994	99.6	99.8	99.8	100.1	-3	.2	.1	.3	.2	.5	.2	.3		
1995	100.2	99.9	100.3	100.8	.0	-2	.4	.5	.6	.1	.4	.7		
1996	100.6	100.6	101.5	101.3	-2	.0	.9	-2	.4	.6	1.2	.4		
1997	101.6	102.2	102.8	104.3	.4	.6	.6	1.5	1.0	1.6	1.3	3.0		
1998	105.1	105.3	106.6	106.2	.8	.2	1.2	-3	3.5	3.0	3.7	1.8		
1999	106.5	107.4	107.8	108.5	.3	.8	.4	.7	1.3	2.0	1.2	2.2		
2000	107.7	107.9	108.3	108.7	-8	.2	.4	.4	1.1	.5	.4	.1		
2001	108.5	108.6	109.1	111.0	-2	.1	.4	1.8	.7	.7	.7	2.2		
2002	111.5	112.2	112.1	112.4	.5	.6	-1	.2	2.8	3.3	2.8	1.2		
2003	113.1	114.2	114.2	115.3	.7	.9	.1	.9	1.4	1.8	1.9	2.6		
2004	113.5	112.8	113.3	-	-1.5	-6	.5	-	.3	-1.2	-8	-		
Administrative support, including clerical:														
1989	-	100.0	100.7	100.8	-	-	.7	.1	-	-	-	-		
1990	100.0	100.0	99.0	99.0	-8	.0	-1.0	-1	-	.0	-1.6	-1.8		
1991	99.2	99.3	99.4	99.5	.2	.1	.1	.1	-8	-7	.4	.6		
1992	99.6	99.6	99.6	99.9	.1	.0	.0	.3	.4	.3	.2	.3		
1993	99.6	99.8	100.2	100.4	-2	.1	.4	.3	.0	.2	.6	.6		
1994	100.2	100.5	100.4	100.8	-2	.2	.0	.4	.6	.7	.3	.4		
1995	100.7	100.4	100.7	101.2	-1	-2	.3	.5	.4	.0	.3	.4		

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical:												
1996	100.7	100.7	101.0	101.0	-0.5	-0.1	0.3	0.0	0.1	0.2	0.3	-0.2
1997	101.1	101.7	102.2	102.9	.1	.6	.4	.7	.4	1.1	1.2	1.8
1998	103.3	103.7	104.3	104.9	.4	.4	.6	.6	2.1	1.9	2.1	2.0
1999	105.3	105.2	105.2	105.8	.3	-1	.0	.6	1.9	1.5	.8	.8
2000	105.5	105.7	106.1	106.7	-3	.3	.3	.6	.2	.5	.9	.8
2001	106.8	106.5	107.6	109.4	.1	-2	1.0	1.6	1.2	.7	1.4	2.5
2002	109.2	109.3	109.4	110.2	-2	.1	.1	.7	2.3	2.6	1.7	.8
2003	109.0	110.2	110.1	111.0	-1.1	1.1	-1	.9	-2	.8	.6	.8
2004	110.1	109.6	110.3	-	-8	-5	.7	-	1.0	-6	.2	-
Blue-collar occupations:												
1981	-	100.7	100.3	101.0	-	-	-4	.7	-	-	-	-
1982	101.9	100.4	101.3	102.6	.9	-1.4	.8	1.3	-	-2	1.0	1.6
1983	103.3	102.8	102.5	102.7	.7	-5	-2	.1	1.4	2.3	1.2	.0
1984	102.6	102.2	101.6	102.4	-1	-4	-5	.8	-7	-6	-9	-2
1985	102.3	102.2	102.8	102.1	-1	-1	.6	-7	-3	.0	1.1	-3
1986	103.5	103.4	103.5	103.8	1.4	-1	.1	.3	1.1	1.1	.7	1.7
1987	102.7	102.2	101.8	102.3	-1.0	-5	-5	.5	-7	-1.1	-1.7	-1.4
1988	102.2	101.8	100.9	101.0	-1	-3	-9	.1	-6	-4	-9	-1.2
1989	100.5	100.0	100.3	100.1	-6	-5	.3	-2	-1.7	-1.8	-6	-9
1990	99.1	99.3	97.9	97.8	-1.0	.1	-1.4	-2	-1.3	-7	-2.4	-2.3
1991	98.0	98.0	97.9	98.0	.2	.0	-1	.1	-1.1	-1.3	.0	.2
1992	97.8	97.9	97.8	97.9	-2	.1	-2	.1	-2	-1	-1	-1
1993	97.4	97.5	97.8	97.9	-5	.1	.4	.0	-4	-5	.1	.0
1994	97.6	97.9	97.9	98.0	-3	.2	.0	.1	.2	.4	.0	.1
1995	97.7	97.9	98.1	98.4	-3	.2	.2	.3	.1	.0	.3	.4
1996	97.9	98.1	97.9	98.1	-5	.3	-2	.2	.2	.2	-2	-3
1997	97.9	98.7	98.8	99.5	-2	.8	.1	.6	.0	.6	1.0	1.4
1998	99.8	100.0	100.6	100.9	.3	.3	.5	.3	1.9	1.4	1.8	1.5
1999	101.2	101.4	101.3	101.7	.2	.2	-1	.4	1.4	1.4	.7	.7
2000	100.9	101.2	101.5	101.9	-8	.3	.2	.5	-3	-2	.2	.2
2001	101.9	101.8	102.7	104.3	.0	-1	.9	1.5	1.0	.6	1.3	2.3
2002	103.9	104.2	104.1	104.7	-4	.3	.0	.5	2.0	2.3	1.4	.4
2003	103.6	104.6	104.4	105.2	-1.0	.9	-2	.8	-3	.4	.2	.5
2004	104.2	103.6	104.4	-	-1.0	-5	.7	-	.5	-9	.0	-
Service occupations:												
1981	-	94.7	94.3	94.4	-	-	-4	.1	-	-	-	-
1982	96.9	95.3	96.3	98.2	2.7	-1.7	1.1	1.9	-	.7	2.2	4.0
1983	99.1	98.2	98.0	99.4	1.0	-1.0	-2	1.4	2.3	3.0	1.7	1.2
1984	100.3	99.0	99.9	101.1	.9	-1.3	.9	1.2	1.2	.8	1.9	1.8
1985	100.5	99.8	101.3	100.8	-6	-8	1.5	-5	.3	.8	1.4	-3
1986	102.2	101.8	102.5	103.0	1.4	-4	.7	.5	1.7	2.0	1.2	2.1
1987	102.6	101.7	101.3	101.4	-4	-9	-3	.1	.4	-1	-1.1	-1.5
1988	101.5	101.2	101.4	101.6	.1	-3	.2	.2	-1.1	-5	.1	.2
1989	100.9	100.0	100.7	100.9	-8	-9	.7	.2	-6	-1.2	-7	-8
1990	99.7	99.5	98.8	99.1	-1.2	-2	-8	.3	-1.1	-5	-1.9	-1.8
1991	99.1	99.4	100.0	100.2	.0	.3	.7	.1	-6	-2	1.3	1.1

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1992	99.7	99.5	99.6	99.5	-0.5	-0.2	0.1	-0.1	0.6	0.1	-0.4	-0.6
1993	99.0	99.0	99.3	99.2	-6	.1	.3	-1	-7	-5	-3	-3
1994	99.1	99.0	99.2	99.8	-2	.0	.2	.6	.1	.0	-1	.6
1995	99.3	99.1	99.5	99.8	-5	-2	.4	.3	.3	.1	.3	.0
1996	99.0	98.9	99.2	99.8	-8	-1	.3	.6	-4	-2	-2	.1
1997	99.7	100.1	101.2	102.0	-1	.4	1.1	.8	.8	1.2	2.0	2.2
1998	102.3	102.4	103.2	103.7	.3	.1	.8	.5	2.6	2.3	2.0	1.7
1999	104.0	104.1	103.6	104.5	.3	.1	-5	.9	1.7	1.6	.3	.7
2000	103.7	103.7	104.1	104.9	-8	.0	.4	.8	-3	-4	.5	.4
2001	104.7	104.4	105.2	107.5	-2	-3	.8	2.1	1.0	.7	1.1	2.4
2002	107.0	107.0	107.1	107.6	-4	.0	.1	.5	2.3	2.5	1.8	.2
2003	106.4	107.2	107.1	108.1	-1.1	.7	-1	1.0	-5	.2	.0	.5
2004	106.7	105.9	106.4	-	-1.3	-8	.5	-	.3	-1.2	-6	-
Goods-producing industries²:												
1981	-	99.4	98.9	99.8	-	-	-5	.9	-	-	-	-
1982	101.2	99.7	100.4	101.6	1.4	-1.6	.7	1.2	-	.2	1.5	1.8
1983	102.3	101.6	101.4	101.8	.7	-6	-2	.4	1.0	2.0	1.0	.2
1984	101.6	101.2	100.9	101.7	-2	-4	-3	.8	-7	-4	-5	-1
1985	101.9	101.7	102.0	101.5	.2	-2	.3	-5	.3	.5	1.0	-2
1986	103.0	103.4	103.3	103.5	1.5	.4	-1	.3	1.0	1.6	1.3	2.0
1987	102.7	102.0	101.8	102.3	-8	-7	-2	.5	-3	-1.3	-1.5	-1.2
1988	102.3	101.9	100.9	101.0	.0	-3	-1.0	.1	-5	-1	-9	-1.2
1989	100.5	100.0	100.2	100.3	-6	-5	.2	.1	-1.8	-1.9	-7	-7
1990	99.4	99.5	98.3	98.1	-9	.1	-1.3	-2	-1.0	-5	-1.9	-2.1
1991	98.4	98.6	98.4	98.7	.2	.2	-1	.3	-1.1	-1.0	.1	.6
1992	98.6	98.6	98.5	98.7	-1	.0	-1	.2	.3	.1	.1	.0
1993	98.3	98.5	98.7	98.9	-4	.1	.2	.2	-3	-1	.2	.2
1994	98.6	98.9	98.8	99.1	-3	.3	-1	.3	.3	.5	.2	.2
1995	98.8	98.8	98.9	99.4	-4	.0	.1	.5	.1	-2	.1	.2
1996	98.8	99.1	99.2	99.2	-6	.3	.1	.0	.0	.3	.3	-1
1997	99.0	99.8	100.0	100.5	-2	.8	.2	.5	.2	.7	.8	1.3
1998	101.0	101.5	102.0	102.4	.5	.5	.5	.4	2.0	1.7	1.9	1.9
1999	102.5	102.6	102.4	103.0	.1	.1	-1	.6	1.5	1.1	.5	.6
2000	102.4	102.9	103.1	103.6	-6	.5	.2	.5	-1	.3	.6	.6
2001	103.5	103.6	104.1	105.7	-1	.1	.4	1.6	1.1	.6	.9	2.0
2002	105.4	105.6	105.5	106.4	-3	.2	-1	.8	1.8	1.9	1.4	.7
2003	105.3	106.4	106.1	106.9	-1.0	1.0	-3	.7	-1	.7	.5	.4
2004	105.9	105.3	106.1	-	-9	-5	.7	-	.6	-1.0	.0	-
Manufacturing:												
1981	-	98.6	98.0	98.9	-	-	-6	.9	-	-	-	-
1982	100.2	98.6	99.4	100.6	1.3	-1.6	.8	1.2	-	.0	1.4	1.7
1983	101.4	100.7	100.6	101.1	.8	-7	-1	.5	1.2	2.0	1.2	.5
1984	100.9	100.6	100.5	101.5	-2	-2	-2	1.0	-5	.0	-1	.4
1985	101.7	101.6	101.8	101.3	.2	-1	.1	-5	.8	1.0	1.3	-2
1986	103.0	103.2	103.2	103.4	1.7	.2	-1	.3	1.3	1.6	1.4	2.1
1987	102.6	102.0	101.7	102.4	-8	-6	-4	.7	-4	-1.2	-1.5	-1.0
1988	102.3	101.8	100.8	101.0	-1	-4	-1.0	.2	-4	-2	-8	-1.3
1989	100.5	100.0	100.2	100.3	-6	-5	.2	.1	-1.8	-1.8	-6	-7

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1990	99.6	99.8	98.6	98.5	-0.7	0.2	-1.3	-0.1	-0.8	-0.2	-1.6	-1.8	
1991	98.7	98.9	98.9	99.3	.2	.2	-1	.4	-9	-9	.3	.8	
1992	99.3	99.3	99.2	99.4	.1	.0	-2	.3	.6	.4	.3	.2	
1993	99.1	99.3	99.5	99.8	-3	.1	.2	.4	-2	-1	.3	.4	
1994	99.5	99.8	99.7	100.1	-4	.3	-1	.5	.4	.5	.2	.3	
1995	99.9	100.0	100.0	100.5	-2	.1	.0	.5	.4	.2	.4	.4	
1996	99.9	100.2	100.4	100.5	-5	.2	.2	.0	.0	.2	.4	.0	
1997	100.1	100.9	101.1	101.7	-3	.7	.2	.6	.2	.7	.7	1.2	
1998	102.3	102.5	103.2	103.6	.6	.2	.7	.4	2.2	1.6	2.1	1.8	
1999	103.7	103.8	103.6	104.3	.1	.1	-2	.7	1.4	1.3	.4	.7	
2000	103.6	103.9	104.1	104.5	-7	.3	.1	.4	-1	.1	.5	.1	
2001	104.6	104.6	104.9	106.5	.1	.0	.3	1.6	1.0	.6	.8	2.0	
2002	106.3	106.6	106.5	107.4	-3	.3	.0	.8	1.6	1.9	1.6	.8	
2003	106.4	107.4	107.0	107.8	-9	.9	-4	.7	.2	.8	.4	.4	
2004	106.8	106.2	107.0	-	-9	-5	.8	-	.3	-1.1	.0	-	
Service-producing industries³:													
1981	-	92.0	91.9	92.8	-	-	-2	1.0	-	-	-	-	
1982	94.0	92.4	93.9	95.2	1.3	-1.8	1.7	1.4	-	.4	2.2	2.6	
1983	96.2	95.7	96.5	97.0	1.0	-6	.9	.6	2.3	3.6	2.7	1.9	
1984	97.1	96.8	96.9	97.8	.1	-3	.1	.9	1.0	1.2	.4	.8	
1985	97.9	97.6	99.1	98.8	.0	-3	1.6	-3	.8	.8	2.3	1.0	
1986	100.3	100.2	101.0	101.3	1.5	-1	.8	.3	2.5	2.7	1.9	2.6	
1987	101.1	100.4	100.5	100.7	-2	-7	.1	.2	.8	.2	-5	-6	
1988	100.7	100.3	100.5	100.9	.0	-3	.1	.4	-4	.0	.0	.3	
1989	100.7	100.0	101.1	101.1	-3	-7	1.1	.0	.0	-3	.6	.1	
1990	100.1	100.2	99.6	99.4	-1.0	.1	-6	-2	-6	.2	-1.5	-1.6	
1991	99.6	99.7	100.0	99.9	.2	.1	.3	-1	-4	-5	.4	.5	
1992	99.6	99.5	99.5	99.7	-3	-1	.0	.2	.0	-2	-5	-2	
1993	99.2	99.3	99.9	100.0	-5	.1	.6	.1	-4	-2	.4	.3	
1994	99.7	99.7	99.8	100.1	-4	.0	.1	.2	.4	.4	-1	.0	
1995	99.8	99.7	100.2	100.5	-3	-1	.5	.3	.1	.0	.4	.4	
1996	100.1	100.2	100.4	100.5	-4	.1	.2	.1	.4	.5	.2	.1	
1997	100.7	101.1	101.8	102.8	.1	.4	.7	1.0	.6	.9	1.3	2.2	
1998	103.1	103.3	104.5	105.0	.3	.2	1.2	.5	2.4	2.2	2.7	2.2	
1999	104.7	105.1	105.2	105.8	-3	.3	.1	.6	1.5	1.7	.6	.8	
2000	105.1	105.3	105.7	106.2	-7	.2	.4	.4	.4	.2	.5	.4	
2001	106.0	105.8	106.8	108.5	-2	-2	1.0	1.6	.8	.4	1.0	2.2	
2002	108.2	108.4	108.6	108.9	-3	.2	.2	.3	2.1	2.5	1.7	.4	
2003	108.1	109.0	109.2	110.2	-7	.8	.2	.9	-1	.5	.6	1.1	
2004	109.0	108.3	109.1	-	-1.1	-7	.8	-	.8	-7	-1	-	
Service industries:													
1981	-	86.4	87.7	88.9	-	-	1.5	1.3	-	-	-	-	
1982	90.1	88.4	90.6	91.8	1.4	-1.9	2.5	1.3	-	2.3	3.3	3.3	
1983	92.7	91.5	93.4	93.8	.9	-1.2	2.0	.5	2.9	3.6	3.1	2.2	
1984	94.1	93.6	94.9	95.9	.3	-6	1.4	1.1	1.6	2.2	1.6	2.2	
1985	95.5	95.0	97.1	96.6	-4	-5	2.1	-4	1.5	1.6	2.3	.7	
1986	98.2	98.0	99.4	100.1	1.6	-2	1.4	.6	2.8	3.2	2.5	3.6	

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries:												
1987	99.7	99.0	100.0	100.7	-0.3	-0.8	1.1	0.6	1.6	0.9	0.6	0.6
1988	100.6	99.8	100.7	101.2	-1	-7	.9	.5	.8	.9	.7	.6
1989	100.9	100.0	101.8	101.7	-4	-9	1.8	-1	.3	.2	1.1	.4
1990	101.1	101.2	101.1	101.3	-6	.1	-1	.2	.2	1.2	-7	-4
1991	101.3	101.0	101.7	101.7	.0	-3	.6	.0	.2	-2	.6	.4
1992	101.3	101.2	101.8	102.1	-4	-1	.6	.3	.0	.2	.1	.4
1993	101.5	101.2	102.2	102.1	-6	-2	1.0	-1	.2	.1	.4	.1
1994	101.9	101.7	102.0	102.4	-2	-2	.3	.4	.5	.5	-2	.2
1995	102.0	101.6	102.2	102.6	-4	-4	.7	.4	.0	-2	.2	.2
1996	102.0	102.1	102.5	102.6	-6	.1	.4	.1	.1	.5	.2	.0
1997	102.4	102.9	103.8	104.6	-2	.5	.9	.8	.4	.8	1.3	2.0
1998	104.7	104.8	105.9	106.4	.1	.0	1.1	.5	2.3	1.8	2.0	1.7
1999	106.4	106.3	106.5	107.3	.0	-2	.2	.7	1.6	1.4	.6	.9
2000	106.3	106.5	107.1	107.7	-1.0	.2	.6	.6	-1	.2	.6	.4
2001	107.5	107.1	108.7	110.3	-2	-4	1.5	1.5	1.1	.6	1.5	2.4
2002	109.7	109.5	110.2	110.5	-5	-2	.6	.3	2.1	2.3	1.3	.2
2003	109.1	110.0	110.4	111.4	-1.3	.8	.3	.9	-6	.4	.2	.8
2004	110.3	109.5	110.6	-	-1.0	-7	1.0	-	1.1	-4	.2	-
Health services:												
1985	96.0	95.6	96.3	95.6	-	-4	.7	-7	-	-	-	-
1986	97.1	97.1	98.2	99.1	1.5	.1	1.1	.9	1.1	1.6	2.0	3.6
1987	99.0	98.4	98.5	99.3	-1	-6	.1	.7	2.0	1.3	.3	.2
1988	99.0	99.3	99.5	100.3	-3	.3	.3	.8	.0	.9	1.0	1.1
1989	100.5	100.0	101.3	101.9	.1	-5	1.3	.6	1.5	.7	1.7	1.5
1990	101.5	101.5	101.3	101.7	-3	-1	-2	.5	1.1	1.5	.0	-1
1991	102.1	102.0	102.6	103.0	.4	-1	.5	.5	.6	.6	1.3	1.3
1992	102.8	102.9	103.4	103.7	-2	.0	.5	.3	.7	.8	.8	.7
1993	103.3	103.4	103.8	104.0	-4	.1	.4	.2	.5	.5	.4	.3
1994	103.5	103.5	103.3	104.0	-5	-1	-1	.6	.2	.1	-5	-1
1995	103.4	103.0	103.3	103.8	-6	-3	.3	.5	-2	-4	-1	-1
1996	103.1	103.0	102.9	102.8	-7	-1	-1	.0	-3	-1	-4	-1.0
1997	102.7	103.0	103.4	104.2	-1	.3	.3	.8	-4	.1	.5	1.3
1998	104.2	103.9	104.4	104.2	.0	-3	.4	-2	1.5	.9	1.0	.0
1999	104.4	104.3	104.1	105.1	.2	-1	-2	.9	.2	.4	-2	.9
2000	104.2	104.6	104.8	105.8	-8	.3	.2	.9	-1	.3	.6	.7
2001	105.5	105.8	107.0	109.2	-2	.3	1.1	2.1	1.2	1.2	2.1	3.3
2002	109.2	109.3	109.4	110.4	.0	.1	.1	.9	3.5	3.3	2.3	1.1
2003	109.1	110.3	110.4	111.7	-1.1	1.0	.1	1.2	.0	.8	.9	1.2
2004	111.1	110.3	111.6	-	-6	-7	1.2	-	1.8	.0	1.1	-
Hospitals:												
1986	-	96.7	97.5	98.4	-	-	.9	.9	-	-	-	-
1987	98.2	97.6	98.1	98.9	-2	-6	.5	.9	-	1.0	.6	.6
1988	99.0	99.2	99.4	100.2	.0	.2	.3	.8	.8	1.6	1.4	1.3
1989	100.4	100.0	101.5	101.9	.1	-4	1.5	.4	1.4	.8	2.0	1.6
1990	101.2	101.3	101.3	101.8	-6	.0	.0	.6	.9	1.3	-2	.0
1991	101.9	101.7	102.3	102.9	.0	-1	.5	.5	.6	.5	1.0	1.0
1992	102.6	102.4	102.8	103.2	-2	-2	.4	.3	.8	.7	.5	.3
1993	102.8	102.7	103.2	103.6	-4	-1	.5	.3	.1	.3	.4	.4

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Hospitals:													
1994	103.2	103.1	103.0	103.5	-0.4	-0.1	-0.1	0.5	0.4	0.4	-0.2	0.0	
1995	102.9	102.5	102.7	103.3	-6	-3	.2	.6	-3	-6	-3	-2	
1996	102.5	102.3	102.2	102.1	-8	-2	-1	-1	-4	-2	-5	-1.2	
1997	101.6	101.8	102.0	102.8	-5	.2	.2	.8	-9	-5	-2	.7	
1998	102.7	102.9	103.5	103.8	-1	.2	.6	.3	1.1	1.0	1.4	1.0	
1999	103.9	103.6	103.6	104.4	.1	-2	-1	.8	1.2	.8	.1	.6	
2000	103.4	103.5	104.0	105.1	-1.0	.1	.5	1.0	-5	-1	.5	.6	
2001	104.8	105.4	106.8	109.2	-2	.6	1.4	2.2	1.4	1.8	2.7	4.0	
2002	109.1	109.4	109.9	111.3	-1	.3	.5	1.2	4.1	3.8	2.9	1.9	
2003	110.2	111.1	111.4	112.9	-1.0	.8	.3	1.3	1.0	1.5	1.4	1.5	
2004	111.9	111.1	112.3	-	-9	-7	1.0	-	1.6	.1	.8	-	
Educational services:													
1989	101.0	100.0	103.1	102.7	-	-1.0	3.1	-3	-	-	-	-	
1990	101.6	101.1	102.5	102.4	-1.1	-5	1.4	-1	.7	1.1	-5	-3	
1991	102.1	101.4	102.8	102.6	-3	-7	1.4	-2	.5	.3	.3	.2	
1992	101.6	101.3	102.7	102.8	-9	-4	1.4	.1	-5	-1	-1	.2	
1993	101.9	101.4	103.0	102.7	-8	-5	1.5	-2	.2	.1	.3	.0	
1994	102.0	101.7	102.8	103.0	-7	-3	1.1	.2	.1	.3	-1	.3	
1995	102.5	101.8	103.5	103.9	-6	-6	1.7	.4	.4	.1	.7	.8	
1996	102.7	102.2	103.5	103.5	-1.2	-4	1.2	.0	.2	.4	.0	-4	
1997	102.8	102.7	104.2	104.6	-7	-1	1.5	.4	.1	.4	.6	1.0	
1998	104.3	103.9	105.5	106.0	-3	-3	1.5	.5	1.5	1.2	1.3	1.4	
1999	105.4	105.0	106.2	106.7	-5	-4	1.2	.5	1.1	1.0	.7	.7	
2000	105.3	104.8	106.4	106.7	-1.3	-5	1.5	.3	-1	-2	.2	.0	
2001	106.0	105.3	107.6	108.9	-7	-7	2.2	1.2	.6	.4	1.1	2.1	
2002	107.8	107.3	109.2	109.8	-1.0	-4	1.8	.6	1.7	2.0	1.5	.8	
2003	108.1	108.6	109.0	109.9	-1.6	.5	.4	.8	.3	1.1	-2	.1	
2004	108.3	107.2	108.5	-	-1.4	-1.1	1.2	-	.3	-1.3	-5	-	
Public administration⁴:													
1981	-	90.3	91.1	91.8	-	-	.9	.7	-	-	-	-	
1982	93.0	91.3	93.4	94.3	1.3	-1.8	2.3	1.0	-	1.2	2.6	2.8	
1983	95.7	94.8	96.0	96.4	1.4	-1.0	1.3	.4	2.9	3.8	2.8	2.2	
1984	95.9	95.6	96.8	97.6	-5	-3	1.2	.8	.2	.9	.8	1.2	
1985	97.6	96.7	99.2	98.8	.0	-1.0	2.7	-5	1.8	1.1	2.5	1.2	
1986	100.5	100.5	102.0	102.2	1.7	.0	1.5	.2	2.9	4.0	2.8	3.5	
1987	102.5	101.6	101.3	101.8	.3	-9	-2	.5	2.0	1.0	-7	-4	
1988	102.0	101.4	101.6	101.3	.2	-7	.2	-3	-5	-2	.3	-5	
1989	100.9	100.0	101.4	101.2	-5	-9	1.4	-2	-1.2	-1.4	-3	-2	
1990	100.6	99.9	99.6	99.5	-6	-6	-3	-1	-3	-1	-1.7	-1.6	
1991	100.3	99.9	100.0	99.8	.8	-4	.1	-2	-3	.0	.4	.3	
1992	99.7	99.5	99.3	99.3	-1	-2	-2	.0	-6	-4	-7	-5	
1993	98.9	98.7	99.1	99.2	-5	-1	.4	.1	-8	-7	-2	-1	
1994	99.4	99.4	99.6	100.0	.2	.0	.2	.4	.5	.6	.5	.7	
1995	99.9	99.5	99.8	100.3	-1	-4	.3	.5	.5	.2	.2	.4	
1996	99.6	99.2	99.6	99.9	-8	-3	.3	.4	-4	-3	-2	-4	
1997	100.0	99.9	100.3	101.1	.1	-1	.4	.8	.4	.6	.8	1.2	
1998	101.5	101.4	102.3	102.9	.4	-1	.8	.6	1.6	1.5	1.9	1.8	
1999	103.0	102.9	103.1	104.3	.1	-1	.2	1.2	1.4	1.5	.8	1.4	

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public administration⁴:													
2000	103.3	102.9	103.3	104.2	-1.0	-0.4	0.4	0.9	0.3	0.0	0.2	-0.1	
2001	104.0	103.7	104.6	106.5	-2	-3	.9	1.8	.6	.8	1.3	2.2	
2002	105.8	105.8	106.1	106.9	-6	.0	.3	.7	1.8	2.1	1.5	.4	
2003	105.9	106.7	106.8	107.7	-9	.8	.1	.9	.1	.9	.6	.8	
2004	106.7	105.6	106.3	-	-1.0	-1.0	.6	-	.7	-1.1	-5	-	
Nonmanufacturing:													
1981	-	93.1	93.1	93.9	-	-	-.1	.9	-	-	-	-	
1982	95.1	93.5	94.9	96.3	1.3	-1.6	1.5	1.4	-	.4	2.0	2.5	
1983	97.2	96.8	97.4	97.9	1.0	-.5	.6	.5	2.3	3.5	2.5	1.7	
1984	97.9	97.4	97.5	98.3	.0	-.4	.1	.8	.6	.6	.2	.4	
1985	98.3	98.0	99.5	99.1	.0	-.3	1.5	-.3	.5	.6	2.0	.8	
1986	100.6	100.5	101.2	101.6	1.5	-.1	.7	.4	2.3	2.5	1.8	2.5	
1987	101.3	100.6	100.7	100.8	-.3	-.7	.1	.1	.7	.1	-.5	-.9	
1988	100.8	100.5	100.6	100.9	.0	-.2	.0	.3	-.5	.0	-.1	.2	
1989	100.7	100.0	101.1	101.0	-.3	-.7	1.1	-.1	-.1	-.5	.5	.0	
1990	100.0	100.1	99.3	99.2	-1.0	.1	-.8	-.2	-.7	.1	-1.7	-1.8	
1991	99.4	99.5	99.7	99.6	.2	.1	.2	-.1	-.6	-.7	.4	.5	
1992	99.3	99.1	99.2	99.3	-.3	-.2	.1	.1	.0	-.3	-.4	-.3	
1993	98.9	98.9	99.6	99.6	-.5	.1	.6	.0	-.5	-.2	.3	.2	
1994	99.2	99.4	99.4	99.6	-.4	.1	.1	.2	.4	.4	-.1	.1	
1995	99.3	99.2	99.7	100.0	-.4	-.1	.5	.3	.0	-.2	.3	.4	
1996	99.6	99.7	99.9	100.0	-.4	.1	.2	.1	.4	.5	.2	.0	
1997	100.1	100.6	101.2	102.2	.1	.5	.6	.9	.5	.9	1.4	2.2	
1998	102.5	102.9	103.9	104.3	.3	.3	1.0	.4	2.4	2.2	2.7	2.1	
1999	104.1	104.5	104.6	105.1	-.2	.4	.1	.5	1.5	1.6	.6	.8	
2000	104.5	104.7	105.2	105.6	-.6	.2	.4	.4	.4	.3	.6	.5	
2001	105.4	105.2	106.2	108.0	-.2	-.2	1.0	1.7	.9	.4	1.0	2.3	
2002	107.6	107.9	108.0	108.4	-.4	.3	.1	.4	2.0	2.6	1.7	.3	
2003	107.5	108.4	108.6	109.6	-.8	.8	.2	.9	-.1	.5	.6	1.1	
2004	108.4	107.7	108.5	-	-1.0	-.7	.7	-	.8	-.7	-.1	-	

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

NOTE: Dashes indicate data not available.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
State and local government workers:												
1981	-	87.5	89.2	90.2	-	-	1.9	1.1	-	-	-	-
1982	90.7	88.8	91.9	92.6	0.6	-2.2	3.5	.7	-	1.4	3.0	2.7
1983	93.2	92.2	93.8	93.8	.7	-1.1	1.7	.1	2.7	3.8	2.0	1.4
1984	94.0	93.2	95.1	95.7	.2	-.8	2.1	.6	.9	1.1	1.4	2.0
1985	95.6	94.8	97.5	97.3	-.1	-.9	2.9	-.2	1.8	1.7	2.5	1.7
1986	98.7	98.4	101.0	101.4	1.4	-.3	2.7	.4	3.2	3.8	3.6	4.2
1987	100.7	99.7	100.7	101.2	-.7	-1.0	1.0	.5	2.1	1.4	-.3	-.2
1988	101.2	100.1	101.2	101.6	.0	-1.1	1.1	.4	.5	.4	.5	.4
1989	101.0	100.0	102.4	102.3	-.7	-1.0	2.4	-.1	-.2	-.1	1.1	.6
1990	101.3	101.0	101.6	101.5	-.9	-.4	.6	-.1	.4	1.0	-.8	-.8
1991	101.7	101.2	102.0	101.9	.2	-.5	.8	-.2	.3	.2	.5	.4
1992	101.4	101.1	101.8	102.0	-.5	-.3	.7	.2	-.3	-.1	-.2	.1
1993	101.3	100.9	102.0	101.9	-.7	-.4	1.1	-.1	-.1	-.2	.2	-.1
1994	101.5	101.2	102.0	102.3	-.4	-.3	.8	.3	.2	.3	.0	.4
1995	101.9	101.4	102.6	102.9	-.4	-.5	1.1	.4	.4	.2	.5	.6
1996	101.9	101.4	102.3	102.4	-1.0	-.4	.9	.1	.0	.1	-.2	-.5
1997	101.9	101.8	102.9	103.4	-.5	-.1	1.0	.5	.1	.3	.5	1.0
1998	103.4	103.1	104.4	104.9	.0	-.3	1.3	.5	1.4	1.3	1.5	1.4
1999	104.5	104.2	105.1	105.8	-.3	-.3	.8	.7	1.1	1.1	.7	.9
2000	104.6	104.2	105.2	105.8	-1.1	-.4	1.0	.6	.1	-.1	.1	.0
2001	105.2	104.6	106.5	107.9	-.6	-.5	1.8	1.4	.5	.5	1.3	2.1
2002	107.2	106.9	108.1	108.8	-.7	-.3	1.2	.6	1.9	2.1	1.5	.8
2003	107.3	107.9	108.1	109.0	-1.4	.6	.2	-.9	.1	1.0	.0	.2
2004	107.6	106.5	107.5	-	-1.3	-1.0	.9	-	.3	-1.3	-.5	-
White-collar occupations:												
1981	-	86.3	88.4	89.4	-	-	2.5	1.1	-	-	-	-
1982	89.8	87.8	91.3	91.8	.5	-2.3	4.0	.6	-	1.7	3.2	2.7
1983	92.3	91.3	93.0	93.1	.5	-1.1	1.9	.1	2.7	4.0	1.9	1.4
1984	93.1	92.4	94.7	95.1	.0	-.8	2.5	.5	.9	1.2	1.7	2.2
1985	95.1	94.2	96.9	96.9	-.1	-.9	2.9	-.1	2.1	2.0	2.4	1.8
1986	98.2	97.8	100.7	101.1	1.4	-.4	2.9	.4	3.3	3.8	3.9	4.4
1987	100.4	99.3	100.5	101.2	-.7	-1.1	1.2	.7	2.2	1.5	-.2	.1
1988	101.0	99.9	101.1	101.8	-.2	-1.1	1.2	.6	.6	.6	.6	.6
1989	101.1	100.0	102.7	102.5	-.7	-1.1	2.7	-.1	.1	.1	1.5	.8
1990	101.7	101.3	102.1	101.9	-.8	-.5	.8	-.2	.7	1.3	-.5	-.6
1991	102.0	101.5	102.3	102.1	.1	-.6	.8	-.2	.3	.2	.2	.2
1992	101.6	101.2	102.1	102.2	-.6	-.4	.9	.2	-.5	-.3	-.2	.1
1993	101.5	101.1	102.3	102.1	-.7	-.5	1.2	-.2	.0	-.1	.2	-.2
1994	101.7	101.4	102.1	102.5	-.4	-.3	.7	.4	.1	.3	-.2	.4
1995	102.0	101.4	102.7	103.0	-.5	-.6	1.3	.3	.3	.0	.6	.5
1996	101.9	101.5	102.5	102.6	-1.0	-.4	.9	.1	.0	.1	-.2	-.4
1997	101.9	101.8	102.9	103.5	-.6	-.1	1.1	.5	.0	.3	.4	.9
1998	103.3	102.9	104.4	104.9	-.2	-.3	1.4	.5	1.3	1.1	1.4	1.3
1999	104.5	104.0	105.0	105.7	-.4	-.4	1.0	.7	1.1	1.0	.6	.8
2000	104.5	104.0	105.1	105.6	-1.2	-.4	1.0	.4	.0	.0	.1	-.2
2001	104.9	104.4	106.3	107.7	-.6	-.5	1.8	1.3	.5	.4	1.1	2.0
2002	106.8	106.5	107.9	108.7	-.8	-.3	1.3	.7	1.8	2.0	1.5	.9
2003	107.1	107.5	107.9	108.7	-1.5	.5	.3	.8	.2	1.0	.0	.1
2004	107.3	106.2	107.2	-	-1.3	-1.0	.9	-	.3	-1.2	-.6	-

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Professional specialty and technical occupations:												
1989	—	100.0	103.0	102.7	—	—	3.0	-0.2	—	—	—	—
1990	102.0	101.6	102.7	102.6	-0.7	-0.5	1.1	-1	—	1.6	-0.3	-0.2
1991	102.5	101.9	102.9	102.8	-1	-6	1.0	-2	0.5	.4	.2	.2
1992	102.0	101.6	102.8	102.8	-7	-4	1.1	.1	-5	-3	-2	.1
1993	102.1	101.6	103.0	102.7	-8	-5	1.4	-2	.1	.0	.2	-1
1994	102.1	101.7	102.7	103.0	-6	-4	.9	.3	.0	.1	-3	.2
1995	102.3	101.7	103.2	103.5	-6	-6	1.5	.3	.2	.0	.5	.5
1996	102.3	101.8	103.1	103.1	-1.2	-4	1.2	.0	.0	.1	-1	-4
1997	102.3	102.2	103.5	103.9	-7	-1	1.2	.5	.0	.3	.4	.9
1998	103.7	103.2	104.6	105.0	-3	-4	1.3	.4	1.3	1.0	1.1	1.0
1999	104.5	104.1	105.3	105.9	-5	-4	1.2	.5	.8	.8	.7	.8
2000	104.6	104.2	105.3	105.7	-1.2	-4	1.1	.4	.1	.1	.0	-2
2001	105.0	104.4	106.5	107.7	-6	-5	2.0	1.2	.4	.3	1.1	1.9
2002	106.6	106.3	108.0	108.7	-1.0	-3	1.6	.6	1.5	1.8	1.4	.9
2003	107.0	107.5	107.9	108.7	-1.5	.5	.4	.7	.4	1.1	-1	.0
2004	107.3	106.2	107.4	—	-1.2	-1.1	1.2	—	.3	-1.2	-4	—
Executive, administrative, and managerial occupations:												
1989	—	100.0	102.1	102.1	—	—	2.1	.0	—	—	—	—
1990	101.2	101.0	101.4	101.0	-9	-2	.4	-4	—	1.0	-7	-1.0
1991	101.7	101.0	101.3	101.1	.7	-6	.3	-2	.5	.0	-1	.1
1992	100.9	100.5	100.7	101.0	-1	-5	.3	.3	-7	-5	-6	.0
1993	100.7	100.2	101.1	101.1	-3	-5	.9	.0	-3	-3	.4	.1
1994	101.0	100.9	101.0	101.5	-1	-1	.1	.5	.3	.7	-1	.3
1995	101.7	101.2	102.1	102.6	.3	-6	.9	.5	.7	.3	1.0	1.1
1996	101.8	101.4	101.7	101.9	-8	-4	.3	.2	.1	.2	-4	-7
1997	101.8	102.0	102.5	103.2	.0	.1	.5	.7	.1	.6	.8	1.3
1998	103.4	103.2	104.7	105.5	.2	-1	1.4	.8	1.5	1.3	2.2	2.2
1999	105.4	104.9	105.5	106.4	-1	-4	.5	.9	1.9	1.6	.8	.9
2000	105.0	104.4	105.2	106.1	-1.3	-6	.8	.8	-3	-4	-2	-3
2001	105.7	105.6	107.1	108.9	-4	-1	1.4	1.7	.6	1.1	1.8	2.6
2002	108.7	108.2	109.0	109.8	-2	-5	.8	.7	2.8	2.4	1.8	.8
2003	108.4	108.8	108.9	110.0	-1.3	.3	.1	1.0	-3	.6	-1	.1
2004	108.3	107.2	107.4	—	-1.5	-1.0	.2	—	-1	-1.5	-1.4	—
Administrative support, including clerical:												
1989	—	100.0	101.7	101.4	—	—	1.7	-3	—	—	—	—
1990	100.7	100.1	100.3	100.1	-7	-5	.1	-2	—	.1	-1.4	-1.3
1991	100.6	100.1	100.8	100.6	.5	-5	.7	-2	-1	.0	.5	.5
1992	100.4	99.9	100.2	100.5	-2	-5	.3	.3	-2	-2	-5	-1
1993	99.7	99.6	100.2	100.3	-8	-1	.6	.0	-7	-3	.0	-2
1994	100.2	100.1	100.4	100.9	.0	-1	.3	.5	.5	.5	.2	.6
1995	100.4	100.0	100.8	101.1	-5	-4	.8	.4	.2	-1	.3	.2
1996	100.3	99.9	100.4	100.9	-9	-4	.6	.5	-1	-1	-3	-2
1997	100.2	100.3	101.2	101.8	-7	.0	.9	.6	-1	.4	.7	.8
1998	101.8	101.5	102.7	103.4	.0	-3	1.2	.6	1.5	1.2	1.5	1.5
1999	103.3	102.7	103.2	104.5	.0	-6	.5	1.3	1.6	1.2	.5	1.1
2000	103.2	102.9	103.6	104.3	-1.2	-3	.6	.7	-1	.3	.4	-2

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical:												
2001	103.5	102.9	104.3	106.0	-0.7	-0.6	1.3	1.6	0.3	0.0	0.6	1.6
2002	105.4	105.4	106.3	107.0	-.5	.0	.9	.6	1.8	2.4	2.0	1.0
2003	105.7	106.2	106.6	107.4	-1.2	.5	.4	.7	.3	.8	.3	.4
2004	106.2	105.2	106.3	-	-1.1	-1.0	1.0	-	.5	-9	-3	-
Blue-collar occupations:												
1981	-	93.3	94.3	94.9	-	-	1.1	.7	-	-	-	-
1982	96.1	94.0	96.3	97.0	1.3	-2.2	2.5	.7	-	.8	2.2	2.2
1983	97.9	97.2	97.7	97.5	.9	-.7	.6	-.2	1.8	3.3	1.4	.5
1984	98.1	97.5	98.1	98.3	.6	-.6	.6	.2	.2	.4	.4	.8
1985	98.7	97.8	99.8	99.3	.4	-.9	2.0	-.5	.6	.3	1.7	1.1
1986	101.3	101.9	103.2	103.3	2.0	.6	1.2	.2	2.6	4.2	3.4	4.0
1987	102.7	102.0	102.2	102.3	-.6	-.7	.2	.1	1.4	.1	-.9	-1.0
1988	102.4	101.1	101.3	101.1	.1	-1.3	.2	-.2	-.4	-.9	-.9	-1.1
1989	101.0	100.0	101.2	101.7	-.2	-1.0	1.2	.5	-1.4	-1.1	-.1	.5
1990	100.6	100.6	100.3	99.9	-1.1	.0	-.3	-.4	-.4	.6	-.9	-1.7
1991	100.3	100.4	100.5	100.4	.4	.1	.1	-.1	-.3	-.2	.2	.5
1992	100.2	100.6	101.0	101.1	-.2	.4	.4	.1	-.1	.3	.5	.7
1993	100.4	100.1	101.3	101.3	-.7	-.3	1.1	.0	.2	-.5	.3	.2
1994	100.9	100.7	101.2	101.6	-.4	-.2	.5	.4	.5	.6	-.1	.3
1995	100.9	100.7	101.1	101.6	-.6	-.2	.3	.5	.0	.0	-.1	.1
1996	100.9	100.6	100.6	100.8	-.7	-.3	.0	.2	.0	-.2	-.5	-.8
1997	100.5	100.5	101.0	101.8	-.3	.0	.5	.8	-.4	-.1	.4	1.0
1998	101.8	101.6	102.5	103.0	.0	-.2	.8	.5	1.3	1.1	1.5	1.2
1999	103.0	102.7	103.0	103.7	.0	-.2	.3	.7	1.1	1.1	.5	.8
2000	102.6	102.3	102.8	103.5	-1.1	-.3	.5	.7	-.4	-.4	-.2	-.3
2001	102.8	102.1	103.8	105.9	-.6	-.7	1.6	2.1	.3	-.1	.9	2.3
2002	105.2	104.9	105.9	106.4	-.7	-.3	1.0	.4	2.3	2.7	2.1	.5
2003	105.2	105.7	105.6	106.6	-1.1	.5	-.1	.9	.0	.8	-.3	.2
2004	105.2	104.1	105.0	-	-1.3	-1.0	.8	-	.0	-1.5	-.6	-
Service occupations:												
1981	-	89.6	90.7	91.4	-	-	1.2	.8	-	-	-	-
1982	92.1	90.5	92.8	93.6	.8	-1.7	2.6	.9	-	1.0	2.3	2.4
1983	94.4	93.7	95.3	95.7	.9	-.8	1.7	.4	2.6	3.6	2.7	2.2
1984	95.4	94.9	96.3	96.9	-.3	-.6	1.5	.6	1.1	1.3	1.1	1.3
1985	97.0	96.0	98.7	98.7	.2	-1.1	2.8	.0	1.7	1.1	2.4	1.8
1986	99.9	99.7	101.4	101.8	1.3	-.2	1.6	.4	3.0	3.9	2.7	3.1
1987	101.5	100.7	100.9	101.0	-.2	-.8	.2	.1	1.6	1.0	-.4	-.8
1988	101.3	100.9	101.9	101.6	.3	-.4	1.1	-.3	-.2	.2	1.0	.7
1989	100.8	100.0	101.7	101.3	-.9	-.8	1.7	-.4	-.5	-.9	-.3	-.4
1990	100.2	99.5	99.8	99.8	-1.1	-.6	.2	.0	-.6	-.5	-1.8	-1.5
1991	100.5	100.5	101.3	101.4	.7	.0	.8	.1	.3	.9	1.5	1.6
1992	100.8	100.6	100.9	101.0	-.6	-.2	.3	.1	.4	.2	-.4	-.4
1993	100.5	100.6	101.2	101.2	-.5	.1	.5	.0	-.3	.0	.3	.2
1994	100.9	101.0	101.9	102.2	-.3	.0	1.0	.3	.4	.3	.7	1.0
1995	102.1	101.9	102.6	102.9	-.1	-.2	.7	.4	1.2	.9	.6	.7
1996	102.1	101.8	102.3	102.5	-.8	-.3	.5	.2	.0	.0	-.2	-.4

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1997	102.7	102.5	103.3	104.0	0.2	-0.2	0.8	0.7	0.6	0.6	1.0	1.5
1998	104.4	104.5	105.6	106.0	.4	.0	1.1	.4	1.7	1.9	2.2	1.9
1999	106.1	106.1	106.5	107.4	.1	.0	.4	.9	1.6	1.6	.9	1.4
2000	106.1	105.5	106.9	107.8	-1.2	-6	1.3	.9	.0	-5	.4	.4
2001	107.6	107.2	108.6	110.5	-2	-4	1.4	1.7	1.4	1.5	1.7	2.5
2002	109.9	109.8	110.1	110.6	-6	.0	.3	.4	2.1	2.5	1.3	.0
2003	109.6	110.7	110.5	111.6	-9	1.0	-1	1.0	-2	.8	.3	1.0
2004	110.4	109.2	110.1	-	-1.1	-1.0	.8	-	.7	-1.3	-3	-
Service industries:												
1981	-	86.0	88.1	89.1	-	-	2.5	1.1	-	-	-	-
1982	89.3	87.4	90.9	91.4	.2	-2.1	4.0	.6	-	1.6	3.1	2.6
1983	91.9	90.8	92.7	92.7	.5	-1.2	2.1	.1	2.9	3.9	2.0	1.4
1984	92.8	92.0	94.3	94.8	.0	-.8	2.5	.5	.9	1.4	1.8	2.2
1985	94.7	93.9	96.7	96.6	.0	-.9	3.0	-.1	2.1	2.0	2.5	2.0
1986	98.0	97.6	100.5	101.1	1.4	-.4	2.9	.6	3.5	3.9	3.9	4.6
1987	100.0	99.0	100.4	100.9	-1.1	-1.0	1.4	.5	2.0	1.4	-.1	-.2
1988	100.8	99.8	101.2	101.9	-.1	-1.0	1.4	.6	.8	.9	.8	1.0
1989	101.1	100.0	102.9	102.6	-.8	-1.1	2.9	-.2	.3	.2	1.6	.8
1990	101.7	101.3	102.4	102.3	-.9	-.5	1.1	-.1	.7	1.3	-.4	-.3
1991	102.3	101.7	102.8	102.7	.0	-.6	1.1	-.2	.6	.5	.4	.4
1992	101.9	101.5	102.7	102.8	-.7	-.4	1.1	.1	-.4	-.2	-.2	.1
1993	102.1	101.6	102.9	102.7	-.7	-.5	1.3	-.2	.1	.1	.2	-.1
1994	102.1	101.7	102.7	103.0	-.5	-.4	.9	.3	.0	.1	-.2	.3
1995	102.4	101.8	103.4	103.6	-.6	-.6	1.5	.3	.3	.1	.7	.7
1996	102.5	102.1	103.2	103.2	-1.1	-.4	1.1	.0	.1	.3	-.2	-.4
1997	102.5	102.3	103.7	104.1	-.7	-.1	1.3	.4	.0	.3	.5	.9
1998	103.8	103.5	105.0	105.4	-.3	-.3	1.5	.4	1.3	1.1	1.2	1.3
1999	104.9	104.5	105.6	106.2	-.5	-.4	1.1	.5	1.1	1.0	.6	.7
2000	104.8	104.3	105.7	106.1	-1.3	-.5	1.3	.4	-.1	-.2	.0	-.1
2001	105.3	104.7	107.0	108.3	-.7	-.5	2.2	1.2	.5	.4	1.2	2.1
2002	107.3	106.9	108.6	109.2	-.9	-.4	1.6	.6	1.9	2.1	1.5	.8
2003	107.5	108.0	108.3	109.2	-1.6	.5	.3	.8	.1	1.0	-.3	-.1
2004	107.7	106.4	107.7	-	-1.4	-1.2	1.2	-	.2	-1.4	-.5	-
Services, excluding schools:												
1981	-	90.4	91.9	93.5	-	-	1.6	1.7	-	-	-	-
1982	94.3	92.5	95.6	96.4	.9	-1.9	3.3	.8	-	2.3	4.0	3.1
1983	97.5	96.9	97.4	97.5	1.1	-.6	.5	.2	3.4	4.8	1.9	1.2
1984	97.4	97.3	97.6	97.9	-.2	-.1	.3	.3	-.1	.4	.3	.4
1985	98.3	97.5	98.4	98.1	.4	-.9	1.0	-.3	1.0	.2	.8	.2
1986	99.7	99.7	100.9	101.8	1.6	.0	1.2	.8	1.4	2.3	2.5	3.7
1987	101.3	100.6	100.6	101.0	-.4	-.7	.0	.4	1.6	.9	-.3	-.8
1988	101.6	100.4	100.8	101.1	.6	-1.2	.4	.3	.3	-.2	.2	.2
1989	100.6	100.0	101.8	101.4	-.6	-.6	1.8	-.4	-1.0	-.4	1.0	.2
1990	101.6	101.6	101.7	101.7	.3	.0	.1	-.1	1.1	1.6	.0	.3
1991	102.4	101.7	102.7	102.8	.7	-.7	1.0	.1	.8	.0	.9	1.1
1992	102.3	102.0	102.2	102.7	-.5	-.3	.3	.4	-.1	.3	-.4	-.1
1993	102.3	102.0	102.7	102.5	-.3	-.3	.7	-.2	.0	.0	.5	-.2
1994	102.3	102.2	102.3	102.8	-.2	.0	.1	.4	-.1	.2	-.4	.3

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Services, excluding schools:													
1995	102.5	102.1	102.8	103.0	-0.3	-0.3	0.7	0.2	0.2	-0.1	0.4	0.2	
1996	102.2	101.9	102.3	102.1	-.8	-.3	.4	-.2	-.3	-.2	-.5	-.9	
1997	101.8	101.9	102.6	103.4	-.3	.1	.7	.8	-.4	.0	.3	1.3	
1998	103.6	103.2	104.5	104.6	.2	-.4	1.3	.1	1.8	1.3	1.9	1.2	
1999	104.5	104.2	105.0	105.6	-.1	-.3	.8	.5	.9	1.0	.5	.9	
2000	104.6	104.2	104.8	105.5	-.9	-.4	.6	.6	.1	.0	-.2	-.1	
2001	105.0	105.1	106.6	108.8	-.4	.1	1.5	2.0	.4	.8	1.7	3.1	
2002	108.8	108.5	109.1	110.0	.0	-.2	.5	.8	3.6	3.3	2.3	1.1	
2003	108.7	109.3	109.4	110.8	-1.1	.5	.0	1.3	.0	.7	.3	.7	
2004	109.3	108.3	109.5	-	-1.3	-.9	1.0	-	.5	-.9	.1	-	
Health services:													
1985	97.2	96.1	98.0	97.4	-	-1.1	2.0	-.6	-	-	-	-	
1986	98.4	98.5	100.0	100.3	1.0	.1	1.5	.3	1.3	2.5	2.1	2.9	
1987	99.5	99.0	99.6	100.2	-.8	-.6	.7	.6	1.1	.5	-.4	-.1	
1988	99.9	99.3	100.2	100.6	-.3	-.6	.9	.4	.4	.3	.6	.4	
1989	100.4	100.0	102.0	102.1	-.3	-.4	2.0	.1	.4	.7	1.8	1.4	
1990	101.7	101.4	101.8	101.7	-.3	-.4	.5	-.1	1.4	1.4	-.1	-.3	
1991	102.1	101.9	102.2	102.6	.4	-.2	.3	.4	.4	.6	.4	.8	
1992	102.4	102.4	102.5	102.7	-.2	.0	.1	.2	.2	.5	.3	.1	
1993	102.1	102.1	103.0	103.0	-.6	.0	.9	.0	-.3	-.3	.5	.3	
1994	102.8	103.1	103.6	103.9	-.2	.3	.5	.3	.7	.9	.6	.9	
1995	103.3	103.0	103.6	104.0	-.6	-.2	.6	.4	.5	.0	.0	.1	
1996	103.1	102.9	103.1	102.8	-.9	-.2	.2	-.3	-.2	-.1	-.5	-1.1	
1997	102.5	102.7	103.1	104.1	-.3	.2	.4	1.0	-.6	-.2	.0	1.2	
1998	104.3	103.9	105.2	105.4	.2	-.3	1.2	.2	1.8	1.2	2.1	1.3	
1999	105.1	104.8	105.5	106.3	-.3	-.2	.7	.7	.8	.9	.3	.9	
2000	105.3	104.9	105.5	106.5	-.9	-.4	.6	.9	.2	.0	.0	.1	
2001	105.6	105.9	107.3	109.4	-.9	.3	1.3	2.0	.2	1.0	1.7	2.8	
2002	109.5	109.5	110.0	111.3	.1	.0	.5	1.1	3.7	3.4	2.5	1.7	
2003	109.7	110.5	110.6	112.2	-1.4	.6	.2	1.5	.2	.8	.5	.9	
2004	110.9	109.8	110.8	-	-1.2	-1.0	1.0	-	1.0	-.6	.2	-	
Hospitals:													
1988	100.1	99.7	100.5	100.8	-	-.4	.8	.3	-	-	-	-	
1989	100.2	100.0	102.2	102.2	-.7	-.2	2.2	.0	.0	.3	1.7	1.3	
1990	101.2	101.2	101.6	101.8	-.9	-.1	.4	.3	1.1	1.2	-.6	-.3	
1991	101.8	101.6	102.1	102.7	-.1	-.2	.6	.5	.5	.4	.5	.8	
1992	102.0	102.0	102.3	102.4	-.7	.0	.3	.1	.2	.4	.2	-.3	
1993	101.6	101.6	102.5	102.7	-.8	.0	.9	.2	-.4	-.4	.2	.3	
1994	102.2	102.3	103.2	103.7	-.5	.1	.8	.5	.5	.7	.6	.9	
1995	103.1	102.8	103.4	103.8	-.6	-.3	.6	.4	.9	.5	.2	.1	
1996	102.9	102.7	102.9	102.7	-.9	-.2	.2	-.2	-.2	-.1	-.4	-1.0	
1997	102.3	102.5	102.9	104.0	-.4	.2	.4	1.1	-.6	-.2	.0	1.2	
1998	104.3	103.9	105.1	105.3	.3	-.3	1.2	.2	1.9	1.4	2.1	1.3	
1999	105.1	105.0	105.5	106.3	-.2	-.1	.5	.7	.8	1.0	.4	.9	
2000	105.3	104.8	105.5	106.4	-.9	-.5	.7	.8	.2	-.2	.0	.1	
2001	105.3	105.8	107.3	109.4	-1.1	.5	1.4	1.9	.0	1.0	1.7	2.8	
2002	109.5	109.5	110.1	111.5	.1	.1	.5	1.2	4.0	3.5	2.6	1.9	
2003	109.9	110.7	110.9	112.2	-1.4	.7	.2	1.2	.4	1.0	.7	.7	

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Hospitals:													
2004	110.9	109.8	111.0	-	-1.2	-0.9	1.1	-	0.9	-0.7	0.1	-	
Educational services:													
1989	101.1	100.0	103.1	102.8	-	-1.1	3.1	-0.2	-	-	-	-	
1990	101.7	101.3	102.6	102.5	-1.1	-5	1.3	-1	.7	1.3	-4	-0.3	
1991	102.3	101.7	102.9	102.7	-2	-6	1.2	-2	.6	.5	.3	.2	
1992	101.8	101.4	102.7	102.8	-8	-4	1.2	.2	-5	-3	-3	.2	
1993	102.0	101.5	102.9	102.7	-8	-5	1.4	-2	.1	.1	.2	-2	
1994	101.9	101.5	102.7	103.0	-7	-4	1.1	.3	.0	.0	-2	.3	
1995	102.3	101.6	103.4	103.7	-6	-6	1.8	.3	.4	.1	.8	.7	
1996	102.4	102.0	103.3	103.3	-1.3	-4	1.2	.0	.1	.4	-2	-4	
1997	102.5	102.3	103.8	104.1	-8	-1	1.4	.3	.0	.3	.5	.8	
1998	103.8	103.4	105.0	105.5	-3	-4	1.5	.5	1.3	1.0	1.2	1.3	
1999	104.9	104.4	105.6	106.2	-5	-5	1.2	.5	1.1	1.0	.6	.7	
2000	104.7	104.2	105.7	106.1	-1.4	-5	1.4	.3	-2	-1	.1	-1	
2001	105.3	104.6	106.9	108.2	-7	-7	2.2	1.2	.5	.3	1.1	2.0	
2002	107.0	106.6	108.4	109.0	-1.0	-4	1.7	.6	1.6	1.9	1.4	.8	
2003	107.2	107.6	108.0	108.8	-1.7	.4	.4	.7	.2	1.0	-4	-2	
2004	107.3	106.0	107.3	-	-1.4	-1.2	1.2	-	.1	-1.5	-7	-	
Schools:													
1981	-	84.7	87.1	87.9	-	-	2.9	1.0	-	-	-	-	
1982	88.0	85.8	89.5	90.0	.1	-2.4	4.2	.6	-	1.4	2.8	2.4	
1983	90.3	89.1	91.3	91.4	.3	-1.3	2.5	.1	2.6	3.7	2.0	1.5	
1984	91.4	90.5	93.4	93.8	.1	-1.1	3.2	.5	1.3	1.6	2.2	2.6	
1985	93.7	92.8	96.3	96.2	-2	-9	3.7	-1	2.4	2.6	3.1	2.5	
1986	97.3	96.9	100.3	100.7	1.2	-4	3.5	.4	3.9	4.4	4.2	4.8	
1987	99.6	98.4	100.3	101.0	-1.1	-1.2	1.9	.7	2.4	1.6	-1	.2	
1988	100.6	99.5	101.2	102.1	-4	-1.1	1.7	.8	.9	1.1	1.0	1.1	
1989	101.2	100.0	103.3	103.0	-9	-1.2	3.3	-2	.6	.5	2.0	1.0	
1990	101.7	101.2	102.6	102.5	-1.3	-5	1.4	-1	.6	1.2	-6	-5	
1991	102.2	101.7	102.8	102.6	-3	-5	1.1	-2	.5	.6	.2	.1	
1992	101.8	101.4	102.8	102.8	-7	-4	1.3	.0	-4	-3	-1	.2	
1993	101.9	101.4	102.9	102.7	-8	-5	1.5	-1	.1	.0	.1	.0	
1994	102.0	101.6	102.8	103.0	-7	-4	1.2	.2	.1	.2	-1	.3	
1995	102.5	101.8	103.5	103.8	-6	-6	1.7	.3	.4	.2	.7	.7	
1996	102.6	102.1	103.3	103.4	-1.2	-5	1.2	.1	.1	.3	-2	-4	
1997	102.5	102.4	103.9	104.3	-9	-1	1.4	.4	.0	.3	.5	.8	
1998	103.9	103.5	105.1	105.6	-3	-3	1.5	.5	1.3	1.1	1.2	1.3	
1999	105.0	104.5	105.8	106.3	-6	-4	1.2	.5	1.1	1.0	.7	.7	
2000	104.9	104.3	105.8	106.2	-1.4	-6	1.4	.4	-1	-2	.0	-1	
2001	105.4	104.7	107.0	108.2	-7	-7	2.2	1.1	.5	.4	1.2	1.9	
2002	107.1	106.6	108.5	109.1	-1.0	-4	1.8	.5	1.6	1.8	1.4	.8	
2003	107.3	107.8	108.2	108.9	-1.7	.5	.4	.7	.2	1.0	-4	-1	
2004	107.3	106.2	107.4	-	-1.5	-1.1	1.1	-	.1	-1.5	-7	-	
Elementary and secondary schools:													
1981	-	83.8	86.4	87.3	-	-	3.1	1.0	-	-	-	-	
1982	87.5	85.2	89.2	89.6	.2	-2.6	4.7	.4	-	1.6	3.3	2.7	
1983	89.7	88.4	91.4	91.3	.1	-1.5	3.4	-2	2.6	3.8	2.5	1.8	

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Elementary and secondary schools:												
1984	91.1	90.1	93.6	93.9	-0.2	-1.1	3.9	0.3	1.5	1.9	2.4	2.9
1985	93.4	92.6	96.5	96.3	-5	-9	4.2	-2	2.6	2.8	3.1	2.5
1986	97.4	96.8	100.5	100.7	1.2	-6	3.8	.3	4.3	4.5	4.1	4.6
1987	99.3	98.2	100.5	101.0	-1.4	-1.1	2.3	.5	1.9	1.4	.0	.2
1988	100.5	99.4	101.3	102.3	-5	-1.1	1.9	.9	1.2	1.2	.8	1.3
1989	101.2	100.0	103.4	103.2	-1.1	-1.2	3.4	-2	.7	.6	2.1	.9
1990	101.7	101.2	103.0	102.9	-1.5	-5	1.8	-1	.6	1.2	-5	-4
1991	102.6	101.9	103.4	103.2	-3	-6	1.4	-2	.8	.7	.4	.4
1992	102.4	102.1	103.5	103.6	-8	-3	1.5	.1	-2	.1	.2	.4
1993	102.6	102.1	103.6	103.5	-1.0	-5	1.4	-1	.2	.0	.0	-1
1994	102.6	102.1	103.4	103.5	-9	-5	1.3	.1	.0	.0	-2	.0
1995	102.9	102.4	104.3	104.5	-6	-5	1.8	.2	.3	.2	.8	.9
1996	103.1	102.6	103.8	103.6	-1.3	-5	1.2	-2	.2	.2	-4	-8
1997	102.7	102.7	104.2	104.4	-9	.0	1.5	.2	-4	.1	.3	.8
1998	104.1	103.6	105.2	105.5	-3	-4	1.5	.2	1.3	.9	1.0	1.0
1999	104.9	104.5	105.8	106.3	-5	-4	1.3	.5	.8	.8	.5	.7
2000	104.7	104.1	105.7	105.9	-1.4	-6	1.5	.2	-2	-4	-1	-3
2001	104.9	104.2	106.4	107.5	-9	-7	2.0	1.1	.2	.1	.6	1.5
2002	106.5	106.0	107.9	108.5	-1.0	-5	1.9	.5	1.5	1.7	1.5	.9
2003	106.6	107.1	107.6	108.3	-1.7	.5	.5	.7	.1	1.1	-3	-1
2004	106.8	105.7	107.0	-	-1.4	-1.1	1.3	-	.2	-1.3	-5	-
Colleges and universities:												
1989	101.1	100.0	102.2	102.4	-	-1.1	2.2	.3	-	-	-	-
1990	101.8	101.2	101.4	101.3	-6	-6	.2	-1	.8	1.2	-8	-1.1
1991	101.3	101.3	101.3	100.8	.0	.0	.0	-5	-5	.1	-1	-5
1992	100.0	99.4	100.2	100.0	-7	-6	.8	-2	-1.2	-1.9	-1.1	-8
1993	99.8	99.3	100.8	100.2	-1	-5	1.4	-6	-2	-1	.5	.2
1994	100.0	100.0	100.9	101.6	-2	.0	1.0	.6	.2	.6	.2	1.4
1995	101.0	100.0	101.3	101.8	-6	-1.0	1.2	.5	1.0	.1	.3	.2
1996	101.1	100.7	102.1	102.7	-7	-4	1.4	.6	.1	.6	.8	.9
1997	102.0	101.7	102.9	103.6	-6	-3	1.1	.7	.9	1.1	.8	.9
1998	103.4	103.2	104.5	105.7	-1	-3	1.3	1.2	1.4	1.4	1.6	2.1
1999	105.0	104.4	105.4	106.5	-7	-6	1.0	1.0	1.5	1.2	.9	.7
2000	105.0	104.8	106.0	106.6	-1.4	-2	1.1	.6	.0	.4	.5	.1
2001	106.6	105.8	108.9	110.1	.0	-7	2.9	1.0	1.5	1.0	2.8	3.2
2002	108.8	108.5	110.2	110.9	-1.1	-3	1.5	.6	2.1	2.5	1.2	.7
2003	109.2	109.5	109.6	110.4	-1.5	.3	.0	.8	.3	.9	-6	-4
2004	108.8	107.5	108.1	-	-1.5	-1.2	.5	-	-4	-1.8	-1.3	-
Public administration¹:												
1981	-	90.3	91.1	91.8	-	-	.9	.7	-	-	-	-
1982	93.0	91.3	93.4	94.3	1.3	-1.8	2.3	1.0	-	1.2	2.6	2.8
1983	95.7	94.8	96.0	96.4	1.4	-1.0	1.3	.4	2.9	3.8	2.8	2.2
1984	95.9	95.6	96.8	97.6	-5	-3	1.2	.8	.2	.9	.8	1.2
1985	97.6	96.7	99.2	98.8	.0	-1.0	2.7	-5	1.8	1.1	2.5	1.2
1986	100.5	100.5	102.0	102.2	1.7	.0	1.5	.2	2.9	4.0	2.8	3.5
1987	102.5	101.6	101.3	101.8	.3	-9	-2	.5	2.0	1.0	-7	-4
1988	102.0	101.4	101.6	101.3	.2	-7	.2	-3	-5	-2	.3	-5
1989	100.9	100.0	101.4	101.2	-5	-9	1.4	-2	-1.2	-1.4	-3	-2

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public administration¹:													
1990	100.6	99.9	99.6	99.5	-0.6	-0.6	-0.3	-0.1	-0.3	-0.1	-1.7	-1.6	
1991	100.3	99.9	100.0	99.8	.8	-.4	.1	-.2	-.3	.0	.4	.3	
1992	99.7	99.5	99.3	99.3	-.1	-.2	-.2	.0	-.6	-.4	-.7	-.5	
1993	98.9	98.7	99.1	99.2	-.5	-.1	.4	.1	-.8	-.7	-.2	-.1	
1994	99.4	99.4	99.6	100.0	.2	.0	.2	.4	.5	.6	.5	.7	
1995	99.9	99.5	99.8	100.3	-.1	-.4	.3	.5	.5	.2	.2	.4	
1996	99.6	99.2	99.6	99.9	-.8	-.3	.3	.4	-.4	-.3	-.2	-.4	
1997	100.0	99.9	100.3	101.1	.1	-.1	.4	.8	.4	.6	.8	1.2	
1998	101.5	101.4	102.3	102.9	.4	-.1	.8	.6	1.6	1.5	1.9	1.8	
1999	103.0	102.9	103.1	104.3	.1	-.1	.2	1.2	1.4	1.5	.8	1.4	
2000	103.3	102.9	103.3	104.2	-1.0	-.4	.4	.9	.3	.0	.2	-.1	
2001	104.0	103.7	104.6	106.5	-.2	-.3	.9	1.8	.6	.8	1.3	2.2	
2002	105.8	105.8	106.1	106.9	-.6	.0	.3	.7	1.8	2.1	1.5	.4	
2003	105.9	106.7	106.8	107.7	-.9	.8	.1	.9	.1	.9	.6	.8	
2004	106.7	105.6	106.3	—	-1.0	-1.0	.6	—	.7	-1.1	-.5	—	

¹ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

NOTE: Dashes indicate data not available.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Private industry workers ¹ :													
1975	-	-	102.3	102.6	-	-	-	0.3	-	-	-	-	-
1976	103.7	103.8	103.8	104.9	1.0	0.1	0.1	1.0	-	-	1.5	2.2	
1977	104.1	103.9	104.5	105.1	-8	-2	.6	.6	0.4	0.1	.6	.2	
1978	104.9	104.1	104.1	103.8	-2	-8	.0	-4	.8	.2	-3	-1.3	
1979	102.6	101.1	100.0	99.5	-1.1	-1.4	-1.1	-5	-2.2	-2.9	-4.0	-4.1	
1980	97.6	96.5	97.2	96.5	-1.9	-1.1	.7	-7	-4.9	-4.6	-2.8	-3.0	
1981	96.6	96.3	95.5	96.4	.1	-.3	-.9	.9	-1.0	-.2	-1.8	-.1	
1982	97.8	96.3	97.2	98.7	1.5	-1.5	.9	1.5	1.3	.0	1.8	2.4	
1983	99.5	99.0	99.2	99.7	.8	-.5	.2	.5	1.7	2.8	2.0	1.1	
1984	99.7	99.4	99.0	99.9	-.1	-.2	-.4	.9	.2	.4	-.2	.2	
1985	100.1	100.0	100.6	100.3	.1	-.1	.6	-.4	.4	.6	1.6	.3	
1986	101.7	101.9	102.0	102.3	1.5	.1	.1	.3	1.7	1.9	1.4	2.1	
1987	101.8	101.2	100.9	101.2	-.5	-.6	-.3	.3	.1	-.6	-1.1	-1.1	
1988	101.2	101.1	100.5	100.9	.0	-.1	-.6	.4	-.6	-.2	-.4	-.3	
1989	100.5	100.0	100.5	100.4	-.5	-.5	.5	-.1	-.7	-1.1	.0	-.5	
1990	99.5	99.8	98.6	98.4	-.9	.3	-1.3	-.2	-.9	-.2	-1.9	-2.0	
1991	98.6	98.9	98.9	99.0	.2	.3	-.1	.1	-.9	-.9	.3	.6	
1992	98.8	98.8	98.5	98.7	-.2	.0	-.2	.2	.2	-.1	-.3	-.3	
1993	98.4	98.5	99.0	99.1	-.3	.1	.5	.1	-.4	-.3	.4	.3	
1994	98.8	99.0	98.9	99.2	-.3	.2	-.1	.3	.4	.5	.0	.2	
1995	98.9	98.9	99.2	99.5	-.4	.0	.3	.4	.0	-.2	.2	.3	
1996	99.2	99.5	99.5	99.6	-.4	.3	.0	.1	.3	.6	.3	.1	
1997	99.7	100.4	100.9	101.8	.1	.7	.4	.9	.6	.9	1.4	2.2	
1998	102.3	102.7	103.6	104.0	.5	.4	.9	.4	2.6	2.3	2.7	2.2	
1999	103.9	104.3	104.2	104.9	-.2	.4	-.1	.6	1.5	1.6	.6	.8	
2000	104.3	104.7	104.9	105.3	-.5	.3	.2	.4	.4	.3	.6	.5	
2001	105.2	105.2	105.9	107.7	-.1	.0	.6	1.7	.9	.5	.9	2.2	
2002	107.4	107.8	107.6	108.0	-.3	.4	-.2	.4	2.0	2.5	1.7	.4	
2003	107.3	108.4	108.4	109.3	-.7	1.0	.0	.9	.0	.5	.7	1.1	
2004	108.2	107.6	108.4	-	-1.0	-.5	.7	-	.8	-.7	.1	-	
Private industry workers, excluding sales occupations:													
1975	-	-	102.1	102.4	-	-	-	.4	-	-	-	-	
1976	103.5	103.6	103.6	104.5	1.0	.1	.1	.8	-	-	1.5	2.0	
1977	103.9	103.7	104.3	104.7	-.6	-.2	.6	.4	.4	.1	.6	.2	
1978	104.7	103.7	103.8	103.4	.0	-.9	.0	-.4	.8	.1	-.5	-1.3	
1979	102.6	100.8	99.8	99.3	-.8	-1.8	-.9	-.5	-2.0	-2.9	-3.8	-3.9	
1980	97.8	96.6	97.2	96.3	-1.6	-1.1	.6	-.9	-4.7	-4.1	-2.6	-3.0	
1981	96.6	96.2	95.7	96.4	.3	-.5	-.4	.7	-1.2	-.5	-1.5	.0	
1982	98.0	96.6	97.4	98.8	1.7	-1.4	.8	1.5	1.4	.5	1.7	2.5	
1983	99.8	99.3	99.6	99.8	1.0	-.5	.3	.3	1.8	2.8	2.3	1.1	
1984	100.0	99.8	99.5	100.5	.2	-.2	-.3	1.0	.3	.5	-.1	.7	
1985	100.3	100.2	101.0	100.4	-.2	-.1	.7	-.6	.3	.4	1.4	-.2	
1986	101.9	102.0	102.0	102.4	1.5	.1	.0	.4	1.5	1.8	1.1	2.0	
1987	102.0	101.4	101.2	101.6	-.5	-.6	-.1	.4	.1	-.6	-.8	-.8	
1988	101.6	101.3	100.8	100.9	.0	-.3	-.5	.1	-.3	-.1	-.4	-.7	
1989	100.6	100.0	100.4	100.3	-.4	-.6	.4	-.1	-1.0	-1.3	-.4	-.6	
1990	99.5	99.7	98.6	98.5	-.8	.2	-1.2	-.1	-1.0	-.3	-1.8	-1.8	
1991	98.7	98.9	99.0	99.2	.2	.2	.0	.2	-.8	-.8	.4	.7	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Private industry workers, excluding sales occupations:													
1992	99.0	99.0	98.8	99.0	-0.2	0.0	-0.2	0.2	0.3	0.0	-0.2	-0.2	
1993	98.7	98.8	99.1	99.2	-3	.1	.3	.1	-3	-1	.3	.2	
1994	99.1	99.2	99.2	99.5	-2	.1	.0	.3	.4	.4	.1	.2	
1995	99.2	99.1	99.3	99.8	-3	-1	.2	.5	.1	-1	.1	.3	
1996	99.4	99.5	99.7	99.8	-4	.2	.2	.0	.2	.4	.4	.0	
1997	99.7	100.6	101.0	101.9	.0	.8	.4	.9	.4	1.0	1.3	2.1	
1998	102.3	102.6	103.4	103.7	.4	.3	.7	.3	2.6	2.1	2.4	1.8	
1999	103.9	104.2	104.1	104.7	.3	.3	-2	.6	1.6	1.6	.7	1.0	
2000	104.0	104.4	104.7	105.3	-7	.4	.2	.6	.1	.2	.6	.5	
2001	105.3	105.1	105.9	107.7	.0	-2	.8	1.6	1.2	.7	1.2	2.3	
2002	107.5	107.7	107.6	108.0	-1	.2	.0	.4	2.1	2.4	1.6	.4	
2003	107.4	108.4	108.4	109.4	-6	1.0	-1	.9	-1	.7	.7	1.2	
2004	108.3	107.6	108.4	-	-1.0	-6	.7	-	.8	-7	.0	-	
White-collar occupations:													
1975	-	-	100.7	100.4	-	-	-	-3	-	-	-	-	
1976	101.7	101.4	101.3	102.1	1.3	-3	-1	.9	-	-	.6	1.7	
1977	101.2	100.8	101.5	102.1	-1.0	-4	.7	.6	-5	-6	.2	.0	
1978	101.8	101.1	101.0	100.3	-3	-7	-1	-7	.6	.3	-5	-1.8	
1979	99.2	97.5	96.5	96.3	-1.1	-1.7	-1.0	-2	-2.5	-3.5	-4.4	-4.0	
1980	94.4	93.2	93.5	92.9	-2.0	-1.2	.4	-7	-4.9	-4.4	-3.1	-3.5	
1981	93.4	93.0	92.0	93.1	.5	-4	-1.1	1.2	-1.0	-2	-1.6	.2	
1982	94.7	93.1	94.2	95.5	1.7	-1.6	1.1	1.4	1.4	.1	2.4	2.6	
1983	96.6	96.2	97.0	97.5	1.2	-4	.9	.5	2.0	3.2	3.0	2.1	
1984	97.2	97.4	97.0	97.8	-3	.2	-4	.8	.7	1.3	.0	.3	
1985	98.2	98.3	99.0	98.9	.4	.1	.8	-1	1.0	.9	2.0	1.1	
1986	100.4	100.9	100.9	101.2	1.5	.5	.0	.3	2.2	2.6	1.9	2.3	
1987	101.2	100.5	100.4	100.4	.0	-7	-1	.1	.8	-4	-5	-7	
1988	100.6	100.5	100.2	100.7	.1	.0	-4	.6	-6	.1	-2	.3	
1989	100.5	100.0	100.7	100.8	-3	-5	.7	.1	-1	-5	.5	.1	
1990	99.9	100.2	99.1	98.9	-9	.3	-1.1	-3	-6	.2	-1.5	-1.9	
1991	99.2	99.6	99.6	99.6	.3	.4	.0	.0	-7	-7	.5	.8	
1992	99.5	99.4	99.2	99.4	-1	-1	-2	.3	.3	-2	-4	-2	
1993	99.1	99.3	99.8	100.0	-3	.1	.6	.2	-4	-1	.7	.6	
1994	99.7	100.0	99.8	100.1	-3	.3	-2	.3	.6	.8	.0	.1	
1995	99.8	99.8	100.1	100.5	-4	.1	.3	.4	.0	-2	.3	.4	
1996	100.3	100.6	100.7	100.7	-2	.3	.1	.0	.5	.7	.5	.2	
1997	101.0	101.6	102.2	103.2	.3	.7	.5	1.1	.7	1.1	1.5	2.5	
1998	103.8	104.3	105.4	105.9	.6	.5	1.1	.5	2.8	2.6	3.2	2.6	
1999	105.5	106.1	106.1	106.8	-4	.6	.0	.7	1.6	1.7	.6	.8	
2000	106.3	106.8	107.0	107.4	-5	.5	.2	.4	.7	.6	.8	.6	
2001	107.3	107.2	107.7	109.6	-1	.0	.5	1.8	.9	.4	.7	2.1	
2002	109.5	110.0	109.7	110.0	-2	.5	-2	.3	2.0	2.5	1.8	.4	
2003	109.5	110.7	110.8	111.7	-4	1.0	.1	.9	.1	.6	1.0	1.5	
2004	110.7	110.0	110.9	-	-9	-6	.8	-	1.0	-6	.1	-	
White-collar occupations, excluding sales occupations:													
1975	-	-	99.8	99.7	-	-	-	-1	-	-	-	-	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
White-collar occupations, excluding sales occupations:												
1976	100.6	100.5	100.6	101.1	0.8	-0.1	0.1	0.5	-	-	0.8	1.3
1977	100.5	100.0	100.7	100.9	-5	-6	.7	.3	0.0	-0.5	.0	-2
1978	100.8	99.5	99.3	99.0	-1	-1.3	-3	-3	.3	-4	-1.4	-1.9
1979	98.1	96.1	95.5	94.8	-9	-2.1	-7	-7	-2.6	-3.4	-3.8	-4.2
1980	93.4	92.1	92.8	91.9	-1.5	-1.4	.7	-1.0	-4.8	-4.1	-2.8	-3.1
1981	92.7	91.9	91.7	92.4	.9	-8	-2	.7	-8	-2	-1.1	.6
1982	94.3	93.1	93.8	95.1	2.0	-1.2	.7	1.4	1.7	1.3	2.2	2.9
1983	96.6	96.2	97.1	97.4	1.6	-4	1.0	.3	2.4	3.2	3.5	2.4
1984	97.6	97.5	97.5	98.4	.2	-1	.0	.9	1.1	1.4	.4	1.0
1985	98.3	98.4	99.0	98.6	-1	.1	.6	-5	.7	.9	1.5	.1
1986	100.4	100.8	100.8	101.2	1.8	.4	.0	.4	2.1	2.4	1.8	2.7
1987	101.2	100.6	100.8	101.1	.0	-6	.2	.3	.8	-2	.0	-1
1988	101.2	100.9	100.6	100.9	.1	-3	-3	.3	.0	.3	-2	-2
1989	100.7	100.0	100.5	100.5	-3	-7	.5	.0	-5	-9	-1	-4
1990	100.0	100.1	99.3	99.2	-5	.1	-8	-2	-7	.1	-1.1	-1.3
1991	99.5	99.6	99.9	100.2	.3	.2	.3	.2	-5	-5	.6	1.0
1992	99.9	99.8	99.9	100.0	-3	.0	.0	.2	.4	.2	-1	-1
1993	100.0	100.0	100.4	100.6	-1	.0	.4	.2	.1	-2	.6	.6
1994	100.3	100.5	100.5	100.9	-3	.2	.0	.4	.3	.5	.1	.3
1995	100.7	100.4	100.7	101.2	-2	-2	.3	.5	.3	-1	.2	.3
1996	101.0	101.1	101.5	101.3	-2	.1	.4	-2	.3	.6	.8	.0
1997	101.5	102.2	102.7	103.7	.2	.7	.5	1.0	.5	1.1	1.2	2.4
1998	104.3	104.7	105.5	105.8	.6	.4	.8	.2	2.8	2.4	2.7	2.0
1999	106.0	106.4	106.4	107.1	.3	.3	.0	.7	1.7	1.6	.8	1.2
2000	106.3	106.9	107.1	107.8	-7	.5	.2	.6	.3	.5	.7	.7
2001	107.8	107.6	108.4	110.2	.0	-1	.7	1.7	1.3	.7	1.2	2.3
2002	110.1	110.4	110.3	110.7	-1	.3	-1	.4	2.2	2.5	1.7	.4
2003	110.2	111.3	111.4	112.5	-4	1.0	.0	1.0	.1	.9	1.0	1.6
2004	111.3	110.7	111.5	-	-1.0	-6	.7	-	1.0	-6	.1	-
Professional specialty and technical occupations:												
1975	-	-	96.4	96.4	-	-	-	.0	-	-	-	-
1976	97.0	96.6	97.0	97.7	.7	-5	.4	.7	-	-	.6	1.3
1977	97.0	96.5	97.2	97.5	-7	-5	.7	.3	.0	-1	.3	-1
1978	97.1	95.7	95.7	95.5	-4	-1.4	.0	-2	.1	-8	-1.5	-2.1
1979	94.4	92.2	91.8	91.7	-1.1	-2.4	-4	-1	-2.8	-3.7	-4.1	-3.9
1980	90.8	89.6	90.6	90.2	-1.0	-1.3	1.1	-4	-3.8	-2.8	-1.4	-1.7
1981	90.6	90.0	90.4	91.6	.5	-7	.5	1.3	-2	.5	-2	1.6
1982	93.2	92.0	93.2	94.3	1.8	-1.3	1.3	1.3	2.9	2.2	3.1	3.0
1983	95.7	95.0	97.1	97.0	1.4	-7	2.2	-1	2.6	3.3	4.2	2.8
1984	97.1	97.4	97.3	98.6	.1	.3	-1	1.4	1.5	2.5	.2	1.7
1985	98.0	97.6	98.9	98.2	-7	-4	1.4	-7	.9	.2	1.7	-4
1986	99.5	99.8	100.2	100.7	1.3	.4	.4	.5	1.5	2.3	1.4	2.6
1987	100.7	100.0	100.1	100.9	.0	-7	.1	.7	1.3	.2	-1	.1
1988	100.9	100.9	100.9	100.8	.0	.0	.0	-1	.1	.8	.8	.0
1989	100.8	100.0	100.9	100.9	-1	-8	.9	.0	-1	-9	.0	.0
1990	100.4	100.1	99.6	99.7	-5	-3	-5	.1	-4	.1	-1.3	-1.2

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Professional specialty and technical occupations:												
1991	99.8	99.9	100.5	100.8	0.1	0.1	0.6	0.3	-0.5	-0.2	0.9	1.1
1992	100.7	100.9	101.3	101.4	-1	.2	.4	.2	.8	1.0	.8	.7
1993	101.2	101.3	101.7	101.7	-2	.1	.4	.0	.5	.4	.4	.3
1994	101.5	101.7	101.5	102.0	-2	.2	-2	.5	.3	.4	-2	.2
1995	101.4	101.2	101.5	101.9	-6	-2	.3	.4	-1	-5	.0	.0
1996	101.9	102.0	101.9	101.6	-1	.1	-1	-3	.5	.8	.4	-3
1997	101.6	102.5	102.9	103.7	.0	.9	.4	.8	-3	.5	1.0	2.0
1998	104.0	104.4	105.2	105.8	.3	.4	.8	.5	2.3	1.8	2.2	2.0
1999	105.8	105.9	105.4	106.3	.0	.1	-5	.8	1.8	1.4	.2	.5
2000	105.2	106.0	106.2	107.1	-1.0	.8	.1	.9	-6	.1	.7	.8
2001	107.1	106.8	107.7	109.5	.0	-3	.9	1.6	1.8	.7	1.5	2.2
2002	108.8	108.6	108.5	108.7	-7	-2	-1	.2	1.5	1.7	.7	-7
2003	107.5	108.4	108.6	109.8	-1.2	.9	.2	1.0	-1.2	-1	.1	.9
2004	109.1	108.3	109.5	-	-6	-7	1.2	-	1.5	-1	.8	-
Executive, administrative, and managerial occupations:												
1975	-	-	104.3	103.8	-	-	-	-5	-	-	-	-
1976	104.3	105.1	104.5	104.5	.6	.7	-6	.0	-	-	.2	.7
1977	104.3	104.5	104.5	104.1	-2	.2	.0	-4	-1	-6	.0	-4
1978	104.3	103.2	102.6	102.3	.2	-1.1	-5	-3	.0	-1.3	-1.8	-1.8
1979	101.7	99.6	98.3	96.9	-6	-2.1	-1.2	-1.4	-2.5	-3.5	-4.2	-5.2
1980	95.3	93.8	93.8	92.5	-1.7	-1.6	.0	-1.4	-6.3	-5.8	-4.6	-4.6
1981	93.8	93.0	91.9	92.2	1.5	-9	-1.2	.3	-1.5	-8	-2.1	-3
1982	94.3	93.1	93.4	94.3	2.3	-1.2	.3	1.0	.5	.1	1.7	2.4
1983	96.3	96.5	96.0	96.2	2.1	.2	-6	.2	2.2	3.6	2.8	1.9
1984	96.9	96.8	97.0	97.8	.7	-1	.2	.8	.6	.3	1.1	1.7
1985	98.0	99.1	99.3	99.0	.2	1.1	.3	-3	1.1	2.3	2.4	1.2
1986	101.1	101.7	101.2	101.8	2.1	.6	-4	.5	3.1	2.6	1.9	2.8
1987	102.0	101.2	101.5	101.6	.2	-7	.3	.1	.9	-4	.3	-1
1988	101.2	100.9	100.2	100.9	-4	-3	-7	.8	-7	-4	-1.4	-7
1989	100.8	100.0	100.1	99.9	-2	-8	.1	-2	-4	-9	-1	-1.0
1990	99.6	100.2	99.3	99.2	-3	.6	-9	-2	-1.1	.2	-8	-7
1991	99.5	99.8	100.0	100.3	.3	.4	.2	.2	-1	-4	.7	1.1
1992	99.4	99.1	98.8	99.0	-8	-3	-3	.2	.0	-7	-1.2	-1.2
1993	99.1	99.1	99.4	99.6	.1	.0	.3	.2	-3	.0	.6	.6
1994	99.3	99.6	99.7	99.9	-3	.3	.1	.2	.2	.5	.3	.3
1995	99.9	99.7	100.0	100.6	.0	-2	.3	.6	.6	.1	.3	.7
1996	100.3	100.4	101.4	101.2	-2	.1	.9	-2	.4	.7	1.4	.6
1997	101.6	102.3	102.9	104.5	.4	.7	.6	1.6	1.3	1.8	1.5	3.3
1998	105.4	105.6	106.9	106.4	.9	.2	1.2	-5	3.8	3.3	3.9	1.8
1999	106.7	107.7	108.2	108.8	.3	1.0	.4	.6	1.2	2.0	1.2	2.3
2000	108.2	108.5	108.8	109.1	-6	.3	.3	.3	1.3	.7	.6	.3
2001	109.0	109.1	109.4	111.4	-2	.1	.3	1.8	.7	.6	.6	2.1
2002	112.0	112.9	112.6	112.8	.5	.8	-2	.2	2.8	3.4	3.0	1.3
2003	113.9	115.0	115.1	116.2	1.0	1.0	.1	.9	1.8	1.9	2.2	2.9
2004	114.4	113.8	114.3	-	-1.5	-5	.5	-	.4	-1.1	-7	-

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Sales occupations:												
1977	105.3	104.9	105.5	108.5	-	-0.4	0.6	2.9	-	-	-	-
1978	106.7	109.3	109.7	108.0	-1.7	2.4	.4	-1.6	1.3	4.2	4.0	-0.5
1979	104.5	105.0	102.5	103.7	-3.2	.5	-2.4	1.2	-2.0	-3.9	-6.6	-3.9
1980	98.8	98.1	98.2	98.2	-4.7	-7	.1	.0	-5.4	-6.6	-4.1	-5.3
1981	97.3	98.8	94.1	97.0	-9	1.5	-4.7	3.1	-1.5	.6	-4.2	-1.2
1982	96.8	93.9	95.5	97.4	-3	-3.0	1.6	2.0	-5	-4.9	1.4	.4
1983	96.6	96.3	96.4	98.3	-8	-3	.1	2.0	-2	2.5	1.0	.9
1984	96.2	96.6	94.2	94.9	-2.1	.4	-2.5	.7	-4	.3	-2.3	-3.4
1985	97.9	97.6	98.5	100.3	3.1	-3	1.0	1.7	1.8	1.0	4.6	5.7
1986	100.6	101.5	101.7	101.2	.3	.9	.1	-5	2.8	4.1	3.2	.9
1987	101.1	100.2	98.8	97.8	-1	-9	-1.3	-1.1	.5	-1.4	-2.8	-3.4
1988	97.9	99.2	98.2	99.8	.1	1.3	-1.0	1.6	-3.1	-1.0	-7	2.1
1989	100.1	100.0	101.4	102.1	.3	-1	1.4	.7	2.2	.8	3.2	2.3
1990	99.6	100.6	98.6	97.6	-2.4	1.0	-2.0	-1.0	-4	.6	-2.8	-4.4
1991	98.2	99.0	97.9	97.1	.6	.8	-1.1	-8	-1.4	-1.6	-7	-5
1992	97.7	97.5	96.3	96.8	.6	-3	-1.1	.5	-5	-1.6	-1.6	-3
1993	95.5	95.9	97.3	97.6	-1.4	.4	1.5	.3	-2.3	-1.6	1.0	.8
1994	96.8	97.4	96.8	96.7	-9	.7	-7	.0	1.4	1.6	-6	-9
1995	95.8	97.1	97.6	97.3	-1.0	1.3	.5	-3	-1.0	-4	.9	.6
1996	97.2	98.5	97.4	98.5	-1	1.3	-1.1	1.1	1.5	1.5	-2	1.2
1997	99.1	99.3	99.9	101.1	.6	.2	.6	1.2	1.9	.8	2.6	2.6
1998	101.8	102.9	105.3	107.0	.7	1.1	2.3	1.6	2.7	3.6	5.4	5.8
1999	103.3	104.9	105.0	105.7	-3.5	1.6	.1	.6	1.4	1.9	-2	-1.2
2000	106.3	106.5	106.5	106.1	.6	.1	.0	-4	3.0	1.5	1.4	.4
2001	105.1	105.6	105.2	107.2	-9	.5	-4	1.8	-1.2	-8	-1.1	1.1
2002	106.6	108.3	107.6	107.6	-5	1.6	-7	.0	1.5	2.5	2.2	.4
2003	106.5	107.6	108.3	108.5	-1.0	1.0	.6	.2	-1	-6	.7	.8
2004	107.7	107.2	108.4	-	-7	-4	1.1	-	1.1	-4	.1	-
Administrative support, including clerical:												
1975	-	-	99.3	99.3	-	-	-	.0	-	-	-	-
1976	101.0	100.5	101.0	101.5	1.7	-5	.5	.4	-	-	1.7	2.2
1977	100.9	100.2	101.1	101.7	-5	-8	.9	.7	-1	-3	.0	.2
1978	101.8	100.5	100.2	99.7	.1	-1.3	-3	-5	.8	.3	-8	-2.0
1979	99.4	97.2	97.0	96.3	-3	-2.2	-2	-7	-2.4	-3.3	-3.2	-3.5
1980	95.0	93.5	94.0	93.3	-1.3	-1.6	.5	-7	-4.4	-3.8	-3.1	-3.1
1981	93.8	92.9	92.8	93.3	.5	-1.0	-1	.6	-1.2	-7	-1.2	.0
1982	95.3	94.0	94.8	96.3	2.1	-1.4	.8	1.5	1.6	1.3	2.2	3.1
1983	97.5	96.9	97.6	98.4	1.3	-6	.7	.8	2.2	3.1	2.9	2.2
1984	98.3	98.0	97.9	98.3	.0	-3	-2	.4	.9	1.1	.3	-1
1985	98.7	98.3	98.8	98.6	.4	-4	.5	-2	.3	.3	.9	.3
1986	100.3	100.5	100.6	101.1	1.7	.3	.0	.5	1.6	2.3	1.8	2.6
1987	100.9	100.5	100.4	100.8	-2	-4	-1	.4	.6	.0	-2	-3
1988	101.3	100.8	100.7	100.7	.5	-5	-1	.0	.4	.3	.3	.0
1989	100.6	100.0	100.4	100.6	-2	-6	.4	.2	-7	-7	-3	-1
1990	99.9	100.0	98.8	98.7	-7	.1	-1.2	-2	-7	.0	-1.5	-1.9
1991	98.9	99.1	99.1	99.4	.2	.2	.0	.2	-1.0	-9	.3	.7
1992	99.4	99.5	99.4	99.7	.1	.1	-1	.3	.5	.4	.3	.4
1993	99.6	99.8	100.2	100.4	-1	.2	.4	.3	.1	.3	.7	.7

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical:												
1994	100.3	100.5	100.4	100.8	-0.1	0.2	-0.1	0.4	0.8	0.8	0.3	0.4
1995	100.7	100.5	100.7	101.3	-1	-2	.2	.6	.4	.0	.3	.5
1996	100.8	100.8	101.1	101.1	-5	.0	.2	.0	.1	.3	.4	-2
1997	101.3	102.0	102.3	103.0	.2	.7	.3	.7	.5	1.1	1.2	1.9
1998	103.5	104.1	104.6	105.2	.5	.5	.5	.5	2.2	2.1	2.2	2.1
1999	105.6	105.6	105.5	106.0	.4	.0	-1	.5	2.0	1.4	.8	.8
2000	105.8	106.2	106.5	107.1	-2	.3	.3	.5	.2	.6	1.0	1.0
2001	107.3	107.1	108.1	109.9	.2	-2	.9	1.7	1.4	.9	1.5	2.7
2002	109.8	109.8	109.9	110.7	-1	.0	.1	.7	2.4	2.6	1.7	.7
2003	109.5	110.8	110.6	111.6	-1.0	1.1	-1	.9	-2	.9	.7	.8
2004	110.7	110.3	110.9	-	-8	-4	.5	-	1.1	-4	.2	-
Blue-collar occupations:												
1975	-	-	105.0	105.1	-	-	-	.1	-	-	-	-
1976	106.8	107.1	107.5	108.3	1.6	.3	.4	.8	-	-	2.4	3.1
1977	107.8	107.9	108.7	109.3	-5	.1	.7	.5	1.0	.8	1.1	.9
1978	109.0	108.3	108.4	108.5	-3	-7	.1	.1	1.1	.3	-3	-7
1979	107.2	105.9	104.6	104.4	-1.2	-1.2	-1.2	-3	-1.7	-2.2	-3.5	-3.8
1980	102.3	101.6	102.4	101.7	-2.0	-6	.8	-7	-4.6	-4.1	-2.2	-2.6
1981	101.2	101.2	100.7	101.3	-4	.0	-6	.6	-1.0	-4	-1.7	-4
1982	102.2	100.7	101.5	103.0	.9	-1.5	.8	1.4	.9	-5	.9	1.7
1983	103.7	103.0	102.8	103.0	.7	-6	-2	.2	1.5	2.3	1.2	.0
1984	102.8	102.4	101.9	102.7	-2	-4	-5	.8	-8	-6	-9	-4
1985	102.6	102.4	103.0	102.3	.0	-2	.6	-7	-2	.0	1.1	-3
1986	103.7	103.6	103.5	103.8	1.4	-1	-1	.3	1.0	1.1	.5	1.4
1987	102.7	102.2	101.8	102.4	-1.0	-5	-5	.6	-9	-1.3	-1.7	-1.3
1988	102.2	101.8	100.9	101.1	-2	-3	-9	.2	-6	-4	-9	-1.2
1989	100.5	100.0	100.3	100.0	-7	-5	.3	-3	-1.7	-1.8	-6	-1.1
1990	99.0	99.2	97.8	97.6	-1.0	.1	-1.4	-3	-1.4	-8	-2.4	-2.4
1991	97.8	97.9	97.7	97.9	.2	.1	-2	.2	-1.2	-1.3	-1	.3
1992	97.7	97.7	97.6	97.6	-2	.0	-1	.0	-1	-2	-1	-3
1993	97.2	97.3	97.6	97.7	-4	.1	.3	.1	-5	-4	.0	.1
1994	97.5	97.7	97.6	97.8	-3	.2	-1	.2	.2	.4	.0	.1
1995	97.5	97.7	97.9	98.1	-3	.2	.1	.3	.1	.0	.3	.3
1996	97.6	98.0	97.8	97.9	-5	.3	-2	.1	.1	.2	-1	-3
1997	97.7	98.6	98.8	99.3	-2	.8	.2	.6	.1	.6	1.0	1.5
1998	99.6	100.0	100.4	100.9	.3	.3	.5	.4	1.9	1.4	1.7	1.5
1999	101.0	101.3	101.1	101.5	.2	.2	-1	.4	1.4	1.3	.7	.7
2000	100.8	101.1	101.4	101.8	-7	.3	.2	.5	-2	-1	.3	.3
2001	101.8	101.7	102.7	104.2	.0	-1	.9	1.5	1.0	.6	1.3	2.3
2002	103.8	104.1	104.0	104.5	-3	.3	-1	.5	2.0	2.3	1.3	.4
2003	103.5	104.4	104.3	105.1	-1.0	.9	-2	.8	-3	.3	.2	.5
2004	104.1	103.6	104.2	-	-1.0	-5	.7	-	.6	-8	.0	-
Precision production, craft, and repair occupations:												
1975	-	-	104.6	104.6	-	-	-	.1	-	-	-	-
1976	105.9	106.4	106.9	107.5	1.2	.5	.4	.6	-	-	2.2	2.7
1977	107.2	106.9	108.3	108.7	-2	-3	1.3	.3	1.2	.5	1.4	1.2

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Precision production, craft, and repair occupations:													
1978	108.0	107.5	107.9	107.4	-0.6	-0.5	0.3	-0.4	0.8	0.6	-0.4	-1.2	
1979	106.5	104.9	104.0	103.1	-9	-1.5	-9	-9	-1.4	-2.5	-3.6	-4.1	
1980	100.4	99.5	100.8	100.2	-2.6	-9	1.3	-5	-5.7	-5.1	-3.1	-2.8	
1981	99.6	99.4	99.5	99.9	-7	-1	.0	.5	-8	.0	-1.3	-3	
1982	101.2	99.9	100.8	102.6	1.3	-1.3	.9	1.8	1.7	.5	1.3	2.7	
1983	103.2	102.6	102.2	102.5	.6	-5	-5	.4	1.9	2.7	1.4	-1	
1984	102.2	101.8	101.2	102.1	-3	-4	-7	.9	-9	-8	-1.0	-5	
1985	102.3	102.1	102.9	102.0	.2	-2	.8	-9	.1	.2	1.7	-1	
1986	103.7	103.4	103.5	103.9	1.7	-3	.1	.4	1.4	1.3	.6	1.9	
1987	102.7	102.2	102.0	102.3	-1.1	-5	-2	.3	-9	-1.1	-1.5	-1.6	
1988	102.2	101.8	100.7	100.8	-1	-3	-1.1	.1	-6	-4	-1.3	-1.4	
1989	100.3	100.0	100.3	100.0	-6	-3	.3	-3	-1.9	-1.8	-4	-8	
1990	98.8	99.0	97.6	97.3	-1.2	.1	-1.4	-3	-1.4	-1.0	-2.6	-2.7	
1991	97.7	97.6	97.5	97.6	.4	-1	-1	.0	-1.1	-1.4	-1	.3	
1992	97.4	97.5	97.5	97.5	-2	.1	.0	.0	-4	-2	.0	.0	
1993	97.1	97.3	97.7	97.6	-4	.2	.4	.0	-2	-2	.2	.1	
1994	97.4	97.7	97.9	97.7	-3	.3	.2	-1	.2	.4	.2	.1	
1995	97.4	97.6	98.0	98.1	-4	.2	.5	.1	.0	-1	.2	.4	
1996	97.6	98.0	97.7	97.9	-6	.4	-3	.2	.2	.4	-3	-3	
1997	97.6	98.6	98.7	99.0	-3	1.1	.1	.3	.0	.7	1.0	1.2	
1998	99.3	99.9	100.4	100.7	.3	.6	.5	.3	1.8	1.3	1.7	1.7	
1999	101.0	101.3	101.0	101.4	.3	.2	-2	.3	1.7	1.4	.7	.7	
2000	100.7	101.2	101.5	101.8	-7	.5	.2	.4	-3	.0	.4	.5	
2001	101.8	101.6	102.8	104.2	.0	-3	1.2	1.4	1.1	.4	1.3	2.3	
2002	103.6	104.2	104.1	104.5	-6	.6	-1	.4	1.7	2.5	1.2	.2	
2003	103.3	104.5	104.2	105.2	-1.1	1.1	-3	.9	-2	.3	.1	.7	
2004	104.0	103.6	104.1	-	-1.1	-5	.5	-	.7	-9	-1	-	
Machine operators, assemblers, and inspectors:													
1975	-	-	102.7	103.3	-	-	-	.6	-	-	-	-	
1976	105.5	104.7	105.4	107.3	2.1	-8	.7	1.8	-	-	2.6	3.8	
1977	106.6	106.1	106.7	107.7	-6	-4	.6	.9	1.1	1.4	1.3	.4	
1978	108.0	106.6	106.6	107.1	.3	-1.4	.0	.5	1.4	.5	-1	-6	
1979	105.8	104.4	103.0	103.1	-1.2	-1.3	-1.3	.1	-2.1	-2.1	-3.4	-3.7	
1980	101.9	101.0	101.8	101.1	-1.1	-9	.8	-7	-3.6	-3.2	-1.1	-1.9	
1981	101.0	100.8	100.0	101.1	-1	-1	-8	1.1	-1.0	-2	-1.8	.0	
1982	101.9	100.3	101.0	102.2	.8	-1.6	.7	1.2	.9	-5	1.0	1.1	
1983	102.6	102.0	101.8	102.4	.3	-5	-2	.6	.6	1.7	.8	.2	
1984	102.2	102.0	101.4	102.3	-2	-2	-5	.9	-3	-1	-4	-1	
1985	102.1	102.0	102.1	101.6	-2	-1	.1	-5	-1	.0	.7	-7	
1986	102.9	103.0	102.8	103.2	1.2	.1	-2	.4	.8	1.0	.7	1.6	
1987	102.2	101.9	101.2	102.3	-1.0	-3	-7	1.0	-7	-1.1	-1.5	-9	
1988	101.8	101.5	100.6	101.0	-4	-3	-9	.4	-3	-4	-6	-1.2	
1989	100.5	100.0	99.9	100.0	-6	-5	-1	.1	-1.4	-1.5	-7	-1.0	
1990	99.3	99.5	98.1	98.1	-7	.2	-1.5	.0	-1.1	-5	-1.8	-1.9	
1991	98.5	98.6	98.3	98.8	.3	.1	-2	.5	-9	-1.0	.2	.7	
1992	98.8	98.8	98.1	98.3	.0	.0	-7	.2	.4	.2	-2	-5	
1993	97.8	97.8	98.1	98.4	-5	.0	.3	.3	-1.0	-1.0	.0	.1	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Machine operators, assemblers, and inspectors:												
1994	98.0	98.3	98.0	98.5	-0.4	0.3	-0.3	0.5	0.1	0.5	-0.1	0.1
1995	98.0	98.4	98.3	98.9	-5	.4	.0	.5	.1	.1	.3	.4
1996	98.4	98.6	98.6	98.9	-5	.2	.0	.3	.3	.2	.3	.0
1997	98.7	99.5	99.7	100.5	-2	.8	.2	.8	.3	.9	1.1	1.6
1998	100.7	101.0	101.5	102.1	.2	.3	.5	.6	2.1	1.6	1.8	1.7
1999	102.1	102.1	102.2	102.9	-1	.0	.1	.6	1.4	1.0	.7	.7
2000	102.0	101.9	102.1	102.5	-8	-1	.2	.4	-1	-1	-1	-4
2001	102.5	102.4	103.1	104.6	.1	-1	.6	1.5	.5	.5	1.0	2.1
2002	104.5	104.6	104.2	105.1	-2	.1	-3	.8	1.9	2.1	1.1	.4
2003	104.2	104.9	105.1	105.6	-8	.7	.1	.6	-2	.3	.8	.5
2004	105.0	104.5	105.6	-	-6	-5	1.0	-	.8	-4	.5	-
Transportation and material moving occupations:												
1975	-	-	110.5	110.5	-	-	-	.0	-	-	-	-
1976	111.0	114.0	113.3	113.0	.5	2.7	-6	-3	-	-	2.6	2.3
1977	111.0	113.3	113.8	113.7	-1.8	2.1	.5	-1	.0	-7	.4	.6
1978	112.9	114.6	114.0	113.8	-7	1.5	-5	-2	1.8	1.2	.2	.1
1979	112.0	111.9	111.1	110.8	-1.6	-1	-7	-3	-8	-2.3	-2.5	-2.6
1980	107.2	107.4	107.3	106.4	-3.3	.2	-2	-8	-4.3	-4.0	-3.5	-4.0
1981	105.4	106.4	104.5	105.4	-9	.9	-1.8	.8	-1.6	-9	-2.5	-1.0
1982	105.3	103.5	104.5	105.7	.0	-1.7	.9	1.2	-1	-2.8	-1	.3
1983	106.4	106.9	106.0	104.9	.7	.5	-8	-1.1	1.0	3.3	1.5	-8
1984	105.0	104.8	104.1	104.4	.1	-1	-7	.3	-1.3	-1.9	-1.8	-4
1985	103.8	103.7	104.8	103.9	-6	-1	1.1	-9	-1.1	-1.1	.7	-5
1986	104.6	104.7	104.8	104.8	.7	.1	.1	-1	.8	1.0	.0	.9
1987	103.6	103.2	102.5	102.7	-1.1	-4	-7	.2	-9	-1.4	-2.2	-2.0
1988	102.4	102.4	101.9	101.5	-3	.1	-5	-4	-1.2	-8	-6	-1.1
1989	100.8	100.0	100.5	99.6	-8	-8	.5	-9	-1.6	-2.4	-1.4	-1.9
1990	98.4	98.5	96.9	96.6	-1.2	.1	-1.6	-3	-2.4	-1.5	-3.6	-3.1
1991	96.1	96.4	96.0	96.0	-5	.3	-4	.1	-2.3	-2.2	-9	-5
1992	95.7	95.9	96.0	95.9	-4	.2	.1	-1	-4	-5	.0	-1
1993	95.1	95.6	95.5	95.8	-9	.5	.0	.3	-6	-3	-5	-1
1994	95.7	95.6	95.7	95.8	-2	-1	.1	.1	.7	.0	.2	.0
1995	95.9	95.9	96.0	95.9	.1	.0	.1	-1	.2	.3	.3	.1
1996	95.6	95.5	95.2	94.8	-2	-1	-4	-4	-3	-4	-9	-1.2
1997	94.9	95.2	95.5	96.2	.1	.4	.3	.7	-8	-3	.4	1.6
1998	96.3	96.2	96.8	96.8	.1	-1	.6	.0	1.5	1.1	1.3	.5
1999	97.1	97.8	97.5	97.8	.3	.7	-3	.4	.8	1.6	.7	1.1
2000	97.2	97.3	97.5	98.1	-7	.1	.2	.6	.1	-5	.0	.3
2001	98.3	98.1	98.9	100.3	.1	-2	.8	1.4	1.1	.8	1.4	2.2
2002	100.5	100.2	100.3	100.8	.2	-3	.1	.5	2.3	2.1	1.4	.5
2003	99.6	100.7	100.4	100.9	-1.2	1.1	-3	.5	-9	.5	.1	.1
2004	99.6	99.3	99.9	-	-1.3	-3	.6	-	.0	-1.3	-5	-
Handlers, equipment cleaners, helpers, and laborers:												
1975	-	-	107.1	108.0	-	-	-	.9	-	-	-	-
1976	109.2	109.7	109.4	110.9	1.1	.4	-2	1.3	-	-	2.2	2.7

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Handlers, equipment cleaners, helpers, and laborers:													
1977	110.3	111.2	111.6	111.7	-0.5	0.8	0.3	0.1	1.0	1.4	1.9	0.7	
1978	112.2	111.3	111.0	111.6	.4	-.7	-.3	.5	1.7	.1	-.5	-.1	
1979	110.1	108.8	107.3	107.4	-1.4	-1.1	-1.4	.1	-1.9	-2.3	-3.4	-3.8	
1980	105.5	104.7	105.5	104.5	-1.8	-.7	.7	-.9	-4.1	-3.8	-1.7	-2.7	
1981	103.9	104.1	102.7	103.6	-.6	.2	-1.4	.9	-1.5	-.6	-2.7	-.9	
1982	103.9	102.2	102.6	104.1	.2	-1.6	.3	1.5	.0	-1.8	-.1	.5	
1983	105.0	104.0	103.8	104.4	.8	-.9	-.2	.6	1.0	1.8	1.2	.2	
1984	103.8	103.8	103.1	103.8	-.6	.0	-.7	.7	-1.1	-.3	-.7	-.5	
1985	103.5	103.8	103.2	103.3	-.4	.3	-.5	.1	-.3	.0	.2	-.5	
1986	104.0	103.6	103.5	103.5	.7	-.4	-.1	.1	.6	-.2	.2	.2	
1987	102.5	101.9	101.4	102.2	-1.0	-.6	-.5	.7	-1.5	-1.6	-2.0	-1.3	
1988	102.6	101.9	101.1	101.2	.4	-.7	-.8	.1	.1	.0	-.3	-.9	
1989	100.6	100.0	100.4	100.4	-.7	-.6	.4	.0	-2.0	-1.9	-.7	-.8	
1990	99.3	99.7	98.5	98.5	-1.1	.4	-1.3	.0	-1.2	-.3	-1.9	-1.9	
1991	98.6	99.0	98.8	98.9	.1	.4	-.2	.1	-.7	-.7	.3	.4	
1992	98.5	98.5	98.5	98.5	-.4	.0	-.1	.0	-.1	-.5	-.3	-.4	
1993	98.2	98.2	98.3	98.5	-.3	.1	.0	.2	-.4	-.3	-.2	.0	
1994	98.3	98.4	97.9	98.6	-.2	.1	-.4	.6	.1	.1	-.3	.1	
1995	98.4	98.6	98.4	99.1	-.1	.2	-.2	.7	.1	.3	.5	.6	
1996	99.0	99.1	98.9	99.5	-.1	.1	-.1	.5	.6	.5	.5	.3	
1997	99.6	100.1	100.2	101.4	.1	.5	.1	1.2	.6	1.0	1.3	2.0	
1998	101.9	101.8	102.5	102.8	.5	-.1	.7	.3	2.3	1.7	2.2	1.4	
1999	103.3	103.3	103.0	103.5	.4	.0	-.2	.5	1.3	1.4	.5	.7	
2000	102.8	103.4	103.6	104.3	-.7	.6	.2	.7	-.5	.1	.5	.7	
2001	104.2	104.4	105.1	107.0	.0	.2	.6	1.8	1.4	1.0	1.5	2.6	
2002	107.0	107.0	107.0	107.8	.0	.0	.0	.8	2.7	2.4	1.8	.8	
2003	106.7	107.4	107.1	108.1	-1.0	.7	-.2	.9	-.3	.4	.2	.3	
2004	107.1	106.4	106.9	-	-.9	-.7	.4	-	.4	-.9	-.2	-	
Service occupations:													
1975	-	-	102.5	104.2	-	-	-	1.7	-	-	-	-	
1976	105.5	107.1	106.0	107.0	1.2	1.5	-1.0	1.0	-	-	3.4	2.7	
1977	106.2	106.3	106.9	106.7	-.8	.1	.6	-.2	.7	-.7	.9	-.3	
1978	108.4	107.4	107.7	106.5	1.6	-1.0	.3	-1.1	2.1	1.0	.7	-.2	
1979	106.7	103.8	101.8	100.6	.2	-2.7	-2.0	-1.1	-1.6	-3.3	-5.5	-5.5	
1980	99.8	97.8	98.0	96.8	-.9	-1.9	.1	-1.2	-6.5	-5.8	-3.8	-3.8	
1981	98.7	97.3	96.1	96.2	2.0	-1.5	-1.1	.1	-1.1	-.6	-1.9	-.6	
1982	99.4	98.0	98.4	100.6	3.3	-1.4	.4	2.2	.7	.8	2.3	4.5	
1983	101.5	100.5	99.5	101.3	1.0	-1.0	-1.1	1.9	2.1	2.6	1.1	.7	
1984	102.8	101.4	101.6	103.5	1.5	-1.4	.3	1.8	1.3	.8	2.2	2.1	
1985	102.5	101.8	102.7	102.1	-.9	-.7	.8	-.6	-.3	.5	1.0	-1.4	
1986	103.6	102.9	103.0	103.7	1.5	-.6	.1	.6	1.0	1.0	.4	1.6	
1987	103.3	102.3	101.5	101.6	-.4	-.9	-.8	.1	-.3	-.5	-1.5	-2.0	
1988	101.7	101.4	101.2	101.6	.1	-.3	-.2	.4	-1.5	-.9	-.3	.0	
1989	100.9	100.0	100.2	100.7	-.8	-.9	.2	.5	-.9	-1.4	-1.0	-1.0	
1990	99.4	99.5	98.1	98.7	-1.3	.1	-1.5	.6	-1.4	-.5	-2.1	-2.0	
1991	98.3	98.8	99.3	99.5	-.4	.6	.5	.2	-1.2	-.7	1.2	.9	
1992	99.1	98.8	98.8	98.7	-.5	-.3	.0	-.1	.8	.0	-.5	-.8	
1993	98.1	98.1	98.3	98.1	-.7	.0	.2	-.1	-1.0	-.7	-.5	-.6	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1994	98.0	97.9	97.7	98.5	-0.1	-0.1	-0.3	0.8	0.0	-0.1	-0.6	0.4
1995	97.9	97.7	97.9	98.1	-6	-2	.2	.3	-2	-3	.2	-3
1996	97.4	97.4	97.6	98.4	-8	.0	.2	.8	-5	-2	-3	.2
1997	98.2	98.8	100.0	100.9	-2	.6	1.2	.9	.8	1.4	2.5	2.6
1998	101.1	101.3	102.0	102.4	.2	.2	.7	.5	2.9	2.5	1.9	1.6
1999	102.8	102.9	102.0	102.9	.4	.1	-9	.9	1.7	1.6	.0	.5
2000	102.2	102.6	102.5	103.3	-7	.4	-1	.8	-6	-3	.5	.4
2001	103.1	102.8	103.5	105.8	-2	-3	.6	2.2	.9	.3	1.0	2.3
2002	105.5	105.4	105.5	106.0	-3	-1	.1	.4	2.3	2.5	2.0	.2
2003	104.8	105.5	105.3	106.3	-1.2	.7	-2	.9	-7	.0	-2	.3
2004	104.9	104.2	104.4	-	-1.3	-7	.2	-	.1	-1.2	-8	-
Production and nonsupervisory occupations:												
1975	-	-	101.6	102.2	-	-	-	.6	-	-	-	-
1976	103.5	103.3	103.6	104.5	1.2	-1	.3	.8	-	-	2.0	2.2
1977	103.7	103.5	104.1	104.9	-8	-2	.6	.8	.2	.1	.4	.4
1978	104.7	104.1	104.3	103.8	-2	-6	.2	-5	1.0	.6	.2	-1.1
1979	102.6	101.1	100.1	99.8	-1.1	-1.4	-9	-3	-2.0	-2.9	-4.0	-3.8
1980	97.8	96.8	97.7	97.1	-2.1	-1.0	.9	-6	-4.7	-4.3	-2.5	-2.8
1981	97.0	96.8	96.1	97.2	.0	-2	-7	1.1	-7	.1	-1.6	.1
1982	98.2	96.7	97.7	99.4	1.1	-1.5	1.0	1.7	1.2	-1	1.7	2.3
1983	100.0	99.4	99.8	100.5	.6	-6	.4	.6	1.8	2.8	2.1	1.0
1984	100.3	100.0	99.4	100.4	-2	-2	-6	1.0	.3	.6	-4	.0
1985	100.3	100.1	101.0	100.6	-1	-2	.8	-4	.0	.1	1.6	.2
1986	101.9	101.9	101.9	102.2	1.3	.0	.0	.3	1.5	1.8	1.0	1.6
1987	101.7	101.1	100.8	101.0	-5	-6	-3	.2	-1	-7	-1.1	-1.2
1988	101.0	101.0	100.5	100.8	.0	.0	-5	.3	-7	-2	-3	-2
1989	100.5	100.0	100.6	100.6	-4	-5	.6	.0	-5	-1.0	.1	-2
1990	99.5	99.6	98.4	98.2	-1.1	.1	-1.3	-2	-9	-4	-2.2	-2.3
1991	98.4	98.6	98.6	98.6	.1	.3	.0	.0	-1.2	-1.0	.2	.4
1992	98.5	98.5	98.4	98.5	-1	.0	-2	.1	.2	-1	-2	-2
1993	98.0	98.1	98.6	98.7	-5	.1	.5	.0	-5	-4	.3	.2
1994	98.3	98.5	98.4	98.7	-4	.2	-1	.3	.3	.4	-2	.1
1995	98.3	98.5	98.7	99.0	-5	.2	.2	.3	.0	-1	.2	.2
1996	98.6	98.9	98.8	99.0	-4	.3	-1	.2	.3	.5	.1	.0
1997	99.0	99.7	100.2	100.9	.1	.7	.4	.8	.5	.8	1.4	2.0
1998	101.2	101.7	102.6	103.3	.3	.5	.8	.7	2.2	2.0	2.4	2.3
1999	102.9	103.2	103.0	103.5	-4	.3	-2	.6	1.6	1.5	.4	.2
2000	103.0	103.4	103.6	104.1	-5	.4	.1	.5	.1	.2	.6	.6
2001	104.0	103.9	104.6	106.4	-1	-1	.7	1.7	1.0	.4	1.0	2.2
2002	106.0	106.2	106.1	106.5	-4	.2	-2	.4	1.9	2.3	1.4	.1
2003	105.4	106.3	106.4	107.3	-1.0	.9	.1	.9	-6	.1	.3	.8
2004	106.4	105.8	106.6	-	-9	-6	.8	-	1.0	-5	.2	-
Goods-producing industries²:												
1975	-	-	104.3	104.9	-	-	-	.5	-	-	-	-
1976	105.9	106.0	106.6	107.5	1.0	.1	.6	.8	-	-	2.2	2.5
1977	107.0	106.9	107.9	108.5	-4	-1	.9	.5	1.0	.9	1.2	1.0
1978	108.2	107.2	107.1	107.8	-2	-1.0	.0	.6	1.2	.2	-8	-7

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Goods-producing industries ² :													
1979	106.3	104.5	103.1	103.1	-1.4	-1.7	-1.3	-0.1	-1.8	-2.5	-3.7	-4.4	
1980	101.2	100.1	100.8	100.2	-1.8	-1.1	.7	-5	-4.8	-4.2	-2.3	-2.8	
1981	99.8	99.7	99.1	99.9	-.4	-.1	-.7	.9	-1.3	-.4	-1.7	-.3	
1982	101.2	99.7	100.5	101.7	1.3	-1.6	.9	1.2	1.4	-.1	1.5	1.8	
1983	102.4	101.8	101.5	101.9	.7	-.6	-.2	.4	1.2	2.1	1.0	.2	
1984	101.7	101.4	101.1	101.8	-.2	-.4	-.3	.8	-.7	-.4	-.5	-.1	
1985	102.1	102.0	102.0	101.5	.2	-.1	.0	-.5	.3	.6	.9	-.3	
1986	103.1	103.5	103.4	103.7	1.6	.3	-.1	.3	1.0	1.5	1.4	2.1	
1987	102.7	102.1	101.8	102.4	-.9	-.6	-.4	.6	-.4	-1.3	-1.6	-1.2	
1988	102.4	101.9	101.0	101.1	.0	-.4	-.9	.1	-.4	-.2	-.7	-1.2	
1989	100.6	100.0	100.3	100.4	-.6	-.6	.3	.1	-1.8	-1.9	-.7	-.7	
1990	99.4	99.5	98.3	98.1	-1.0	.1	-1.3	-.2	-1.1	-.5	-2.0	-2.2	
1991	98.4	98.6	98.3	98.7	.2	.2	-.2	.4	-1.1	-1.0	.0	.6	
1992	98.6	98.6	98.5	98.7	-.1	.0	-.2	.2	.3	.1	.1	-.1	
1993	98.3	98.4	98.6	98.8	-.3	.1	.2	.2	-.3	-.2	.2	.2	
1994	98.6	98.9	98.8	99.1	-.3	.4	-.2	.4	.2	.5	.2	.3	
1995	98.7	98.8	98.9	99.4	-.5	.1	.1	.5	.1	-.2	.1	.2	
1996	98.8	99.1	99.2	99.2	-.6	.3	.1	.0	.1	.3	.3	-.1	
1997	98.9	99.8	100.0	100.5	-.3	.9	.2	.5	.1	.7	.8	1.3	
1998	101.0	101.4	101.9	102.4	.5	.4	.5	.5	2.1	1.6	1.9	1.9	
1999	102.5	102.5	102.4	103.0	.1	.0	-.1	.6	1.5	1.1	.5	.6	
2000	102.4	102.9	103.1	103.6	-.6	.5	.2	.5	-.1	.4	.7	.5	
2001	103.5	103.6	104.1	105.7	.0	.1	.4	1.6	1.1	.6	.9	2.1	
2002	105.3	105.6	105.5	106.3	-.4	.3	-.1	.8	1.7	1.9	1.4	.6	
2003	105.3	106.3	106.1	106.9	-1.0	1.0	-.2	.7	.0	.7	.5	.5	
2004	105.9	105.3	106.1	-	-.9	-.6	.8	-	.6	-1.0	.0	-	
Goods-producing industries, excluding sales occupations:													
1975	-	-	104.3	104.6	-	-	-	.3	-	-	-	-	
1976	105.7	105.7	106.2	107.3	1.0	.1	.4	1.0	-	-	1.8	2.5	
1977	106.8	106.7	107.5	108.1	-.4	-.1	.8	.5	1.1	.9	1.2	.8	
1978	108.0	107.0	106.9	107.4	-.1	-1.0	.0	.5	1.2	.2	-.6	-.6	
1979	106.0	104.2	103.0	102.7	-1.4	-1.7	-1.2	-.2	-1.9	-2.6	-3.7	-4.4	
1980	101.0	100.1	100.8	100.1	-1.7	-.9	.7	-.7	-4.7	-3.9	-2.2	-2.6	
1981	99.7	99.7	99.2	100.1	-.4	.0	-.5	.9	-1.3	-.4	-1.5	.0	
1982	101.2	99.8	100.5	101.8	1.2	-1.4	.7	1.3	1.6	.1	1.3	1.8	
1983	102.6	101.8	101.7	102.0	.7	-.8	-.1	.4	1.3	2.0	1.1	.2	
1984	102.0	101.6	101.3	101.9	-.1	-.4	-.3	.6	-.6	-.2	-.4	-.1	
1985	102.1	102.0	102.1	101.6	.1	-.1	.1	-.5	.1	.3	.8	-.3	
1986	103.1	103.4	103.4	103.5	1.5	.2	.0	.2	1.0	1.4	1.3	1.9	
1987	102.8	102.1	101.8	102.4	-.7	-.7	-.4	.6	-.3	-1.2	-1.6	-1.1	
1988	102.2	101.9	100.9	101.1	-.2	-.2	-1.0	.2	-.7	-.2	-.9	-1.2	
1989	100.6	100.0	100.3	100.4	-.6	-.6	.3	.1	-1.6	-1.9	-.6	-.7	
1990	99.3	99.5	98.2	98.0	-1.1	.2	-1.4	-.2	-1.2	-.5	-2.1	-2.3	
1991	98.3	98.5	98.3	98.7	.2	.2	-.1	.4	-1.1	-1.1	.1	.7	
1992	98.4	98.4	98.4	98.5	-.3	.0	-.1	.1	.2	.0	.0	-.2	
1993	98.1	98.1	98.3	98.4	-.4	.1	.1	.1	-.4	-.3	-.1	-.1	
1994	98.1	98.4	98.3	98.7	-.3	.3	-.1	.4	.0	.3	.1	.3	
1995	98.3	98.4	98.5	99.0	-.5	.1	.1	.5	.1	-.1	.2	.2	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Goods-producing industries, excluding sales occupations:													
1996	98.4	98.7	98.9	98.8	-0.5	0.2	0.2	0.0	0.2	0.3	0.4	-0.1	
1997	98.5	99.3	99.5	100.0	-.3	.8	.2	.5	.1	.7	.7	1.2	
1998	100.5	100.9	101.3	101.8	.4	.4	.5	.4	2.0	1.6	1.8	1.7	
1999	101.9	102.0	101.9	102.4	.1	.1	-.1	.6	1.4	1.1	.5	.6	
2000	101.8	102.3	102.5	103.1	-.6	.4	.2	.7	-.1	.3	.6	.7	
2001	103.0	103.0	103.5	105.1	-.1	.0	.4	1.6	1.2	.7	1.0	1.9	
2002	104.7	105.0	104.9	105.6	-.4	.2	-.1	.7	1.6	1.9	1.4	.5	
2003	104.7	105.7	105.5	106.4	-.9	1.0	-.2	.9	.0	.7	.5	.7	
2004	105.4	104.8	105.3	-	-.9	-.6	.5	-	.7	-.9	-.1	-	
Goods-producing industries, white-collar occupations:													
1987	-	101.6	101.4	102.1	-	-	-.1	.6	-	-	-	-	
1988	102.5	101.9	101.1	101.2	.4	-.6	-.8	.1	-	.3	-.3	-.8	
1989	100.7	100.0	100.3	100.3	-.6	-.7	.3	.0	-1.8	-1.9	-.8	-.9	
1990	99.8	99.9	98.8	98.6	-.5	.1	-1.1	-.3	-.9	-.1	-1.4	-1.7	
1991	98.7	99.0	99.0	99.4	.1	.3	.0	.3	-1.1	-.9	.2	.8	
1992	99.5	99.6	99.4	99.9	.2	.1	-.2	.5	.8	.6	.4	.5	
1993	99.7	100.0	100.3	100.6	-.1	.3	.3	.3	.2	.5	.9	.7	
1994	100.4	100.9	100.6	101.1	-.2	.5	-.3	.5	.7	.8	.3	.5	
1995	100.8	100.7	100.8	101.3	-.3	-.1	.0	.5	.4	-.1	.2	.2	
1996	100.6	100.8	101.1	101.0	-.7	.2	.3	-.1	-.2	.1	.4	-.3	
1997	100.8	101.7	101.9	102.2	-.2	.9	.1	.4	.2	.9	.7	1.2	
1998	103.3	103.8	104.2	104.6	1.0	.5	.4	.4	2.4	2.0	2.3	2.3	
1999	104.8	104.9	104.7	105.4	.2	.1	-.2	.7	1.5	1.1	.5	.8	
2000	105.1	105.7	105.7	106.1	-.3	.5	.0	.4	.3	.7	.9	.6	
2001	106.0	106.2	106.2	107.9	-.1	.2	.0	1.6	.8	.5	.5	1.7	
2002	107.6	108.0	108.0	108.8	-.3	.4	.0	.8	1.5	1.7	1.7	.9	
2003	107.8	109.0	108.5	109.2	-.9	1.1	-.5	.6	.2	.9	.5	.3	
2004	108.1	107.6	108.5	-	-1.0	-.4	.8	-	.3	-1.3	.0	-	
Goods-producing industries, white-collar occupations excluding sales:													
1987	-	101.6	101.3	101.9	-	-	-.2	.6	-	-	-	-	
1988	102.3	101.9	101.1	101.1	.3	-.3	-.8	.0	-	.3	-.2	-.8	
1989	100.7	100.0	100.3	100.4	-.5	-.7	.3	.1	-1.6	-1.9	-.8	-.7	
1990	99.6	99.7	98.8	98.5	-.8	.1	-1.0	-.3	-1.0	-.3	-1.5	-1.9	
1991	98.5	99.0	99.0	99.4	.0	.5	.0	.4	-1.1	-.7	.3	1.0	
1992	99.2	99.1	99.2	99.4	-.3	.0	.0	.3	.6	.1	.1	.0	
1993	99.3	99.3	99.6	99.4	-.1	.1	.2	-.1	.1	.2	.4	.0	
1994	99.2	99.6	99.5	100.1	-.2	.4	-.1	.6	-.1	.3	.0	.7	
1995	99.8	99.7	99.8	100.4	-.3	-.2	.1	.6	.6	.1	.3	.3	
1996	99.9	100.0	100.4	100.2	-.5	.2	.4	-.2	.0	.3	.6	-.2	
1997	100.0	100.6	100.8	101.2	-.3	.7	.1	.5	.1	.6	.3	1.0	
1998	102.0	102.5	102.9	103.3	.7	.5	.4	.3	2.0	1.8	2.1	2.0	
1999	103.6	103.6	103.6	104.2	.4	.0	-.1	.6	1.6	1.1	.6	.9	
2000	103.8	104.3	104.3	105.0	-.4	.5	.0	.6	.2	.6	.7	.8	
2001	104.9	104.9	105.0	106.5	-.1	.1	.0	1.5	1.0	.6	.6	1.5	
2002	106.1	106.6	106.5	107.2	-.4	.4	.0	.6	1.2	1.6	1.5	.6	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries, white-collar occupations excluding sales:												
2003	106.4	107.5	107.1	108.0	-0.7	1.0	-0.4	0.8	0.3	0.9	0.6	0.7
2004	106.9	106.4	106.9	-	-1.0	-.5	.4	-	.5	-1.0	-.2	-
Goods-producing industries, blue-collar occupations:												
1987	-	102.3	101.9	102.5	-	-	-.5	.6	-	-	-	-
1988	102.2	101.9	100.8	101.0	-.3	-.2	-1.1	.2	-	-.4	-1.1	-1.4
1989	100.5	100.0	100.3	100.3	-.6	-.5	.3	.0	-1.7	-1.9	-.5	-.7
1990	99.2	99.5	97.9	97.9	-1.1	.2	-1.5	-.1	-1.2	-.5	-2.4	-2.4
1991	98.2	98.2	98.0	98.3	.3	.0	-.2	.3	-1.1	-1.3	.0	.4
1992	98.1	98.0	97.8	97.9	-.2	-.1	-.2	.0	-.1	-.2	-.1	-.4
1993	97.5	97.5	97.6	97.8	-.4	.0	.1	.2	-.6	-.5	-.3	-.1
1994	97.5	97.8	97.6	97.9	-.3	.3	-.2	.3	.0	.3	.0	.1
1995	97.4	97.6	97.8	98.1	-.5	.2	.2	.4	-.1	-.2	.2	.2
1996	97.6	98.0	97.9	98.0	-.6	.4	-.1	.1	.2	.4	.1	-.1
1997	97.7	98.6	98.8	99.4	-.3	.8	.3	.6	.2	.6	1.0	1.4
1998	99.5	100.0	100.4	100.9	.1	.4	.4	.6	1.9	1.4	1.5	1.5
1999	101.0	101.1	101.0	101.5	.1	.1	-.1	.5	1.5	1.1	.6	.5
2000	100.8	101.1	101.5	102.1	-.7	.4	.3	.6	-.2	.0	.5	.6
2001	101.9	101.9	102.6	104.2	-.1	-.1	.7	1.6	1.1	.7	1.1	2.1
2002	103.8	104.0	103.9	104.7	-.4	.1	-.1	.8	1.9	2.1	1.2	.4
2003	103.6	104.6	104.5	105.3	-1.0	.9	-.1	.8	-.2	.6	.6	.6
2004	104.4	103.8	104.4	-	-.8	-.6	.7	-	.8	-.8	.0	-
Goods-producing industries, service occupations³:												
1987	-	102.8	102.5	103.3	-	-	-.3	.8	-	-	-	-
1988	102.7	101.8	100.4	100.7	-.6	-.9	-1.4	.3	-	-.9	-2.1	-2.5
1989	100.5	100.0	100.0	100.3	-.3	-.5	.0	.3	-2.2	-1.8	-.4	-.4
1990	99.0	98.4	97.5	97.4	-1.3	-.6	-.9	-.2	-1.4	-1.6	-2.4	-2.9
1991	97.4	97.4	97.5	98.5	.1	-.1	.1	1.0	-1.6	-1.1	.0	1.1
1992	98.1	98.3	98.5	98.9	-.4	.2	.3	.4	.7	.9	1.1	.5
1993	98.4	98.3	99.0	99.5	-.5	-.1	.6	.6	.4	.1	.4	.6
1994	98.1	98.7	99.8	99.2	-1.4	.6	1.1	-.5	-.3	-.4	.8	-.3
1995	98.9	99.2	99.5	99.8	-.4	.3	.3	.4	.7	.5	-.3	.6
1996	99.1	98.7	-	-	-.8	-.4	-	-	.2	-.5	-	-
Construction:												
1976	113.0	114.7	116.1	116.0	-	1.5	1.2	-.1	-	-	-	-
1977	114.5	114.9	115.6	115.9	-1.3	.3	.6	.3	1.3	.2	-.4	-.1
1978	114.9	115.0	115.5	114.6	-.9	.1	.5	-.8	.3	.1	-.1	-1.2
1979	112.5	111.6	110.3	108.4	-1.8	-.9	-1.1	-1.7	-2.1	-3.0	-4.5	-5.4
1980	105.2	104.7	106.1	104.8	-3.0	-.4	1.3	-1.2	-6.5	-6.1	-3.8	-3.3
1981	104.0	104.1	104.3	104.7	-.7	.1	.2	.4	-1.1	-.6	-1.7	-.1
1982	105.7	104.3	105.1	106.0	1.0	-1.4	.8	.9	1.6	.2	.8	1.3
1983	106.4	106.3	105.1	105.1	.3	-.1	-1.1	.0	.6	1.9	.0	-.9
1984	104.1	103.6	102.7	102.4	-.9	-.5	-.9	-.3	-2.1	-2.5	-2.3	-2.6
1985	102.4	102.2	102.1	101.7	.0	-.2	-.1	-.4	-1.7	-1.4	-.6	-.7
1986	102.5	103.1	103.2	103.1	.8	.6	.0	-.1	.1	.9	1.0	1.3

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Construction:												
1987	102.4	101.9	101.5	101.9	-0.7	-0.5	-0.4	0.4	-0.1	-1.2	-1.6	-1.1
1988	101.9	102.0	101.2	101.2	.0	.1	-.8	.0	-.4	.1	-.3	-.7
1989	100.6	100.0	100.4	100.1	-.7	-.6	.4	-.3	-1.4	-2.0	-.8	-1.1
1990	98.4	98.3	96.8	96.2	-1.7	.0	-1.5	-.6	-2.2	-1.7	-3.6	-3.9
1991	96.6	96.6	96.2	96.1	.4	.0	-.5	.0	-1.8	-1.7	-.7	-.1
1992	95.5	95.5	95.5	95.2	-.6	.0	.0	-.2	-1.2	-1.2	-.7	-.9
1993	94.6	94.9	95.2	94.6	-.6	.3	.3	-.7	-.9	-.7	-.3	-.7
1994	94.6	95.3	95.2	95.1	.0	.7	-.1	-.1	.0	.4	.0	.6
1995	94.1	94.2	94.6	94.9	-1.0	.1	.5	.3	-.5	-1.2	-.6	-.2
1996	94.3	94.7	94.7	94.5	-.7	.5	.0	-.2	.2	.6	.1	-.4
1997	94.6	95.7	96.0	96.1	.1	1.1	.3	.1	.4	1.0	1.4	1.7
1998	96.4	97.5	97.5	97.9	.3	1.2	-.1	.4	1.9	1.9	1.5	1.9
1999	98.3	98.5	98.3	98.5	.4	.2	-.2	.2	2.0	1.0	.9	.6
2000	98.6	99.3	99.6	100.3	.1	.8	.3	.8	.3	.9	1.3	1.9
2001	100.1	100.3	101.0	102.7	-.3	.2	.7	1.7	1.5	1.0	1.4	2.4
2002	102.0	102.2	102.2	103.0	-.7	.2	-.1	.9	1.9	1.9	1.2	.3
2003	101.5	103.0	102.9	103.7	-1.5	1.5	.0	.8	-.6	.7	.7	.6
2004	102.7	102.0	102.7	-	-1.0	-.7	.7	-	1.2	-.9	-.3	-
Manufacturing:												
1975	-	-	103.0	103.5	-	-	-	.6	-	-	-	-
1976	104.6	104.4	104.9	106.0	1.0	-.1	.5	1.0	-	-	1.9	2.4
1977	105.5	105.3	106.5	107.1	-.4	-.2	1.2	.6	-.9	.8	1.5	1.1
1978	107.1	105.6	105.6	106.5	.0	-1.3	.0	.8	1.5	.3	-.8	-.6
1979	105.1	103.2	101.8	101.9	-1.3	-1.8	-1.3	.1	-1.9	-2.3	-3.6	-4.3
1980	100.4	99.2	99.6	99.1	-1.5	-1.2	.4	-.5	-4.5	-3.8	-2.2	-2.8
1981	98.9	98.6	98.0	98.9	-.2	-.2	-.6	.9	-1.5	-.6	-1.6	-.2
1982	100.2	98.6	99.4	100.6	1.3	-1.6	.8	1.2	1.4	.0	1.4	1.7
1983	101.4	100.7	100.6	101.1	.8	-.7	-.1	.5	1.2	2.0	1.2	.5
1984	100.9	100.6	100.5	101.5	-.2	-.2	-.2	1.0	-.5	.0	-.1	.4
1985	101.7	101.6	101.8	101.3	.2	-.1	.1	-.5	.8	1.0	1.3	-.2
1986	103.0	103.2	103.2	103.4	1.7	.2	-.1	.3	1.3	1.6	1.4	2.1
1987	102.6	102.0	101.7	102.4	-.8	-.6	-.4	.7	-.4	-1.2	-1.5	-1.0
1988	102.3	101.8	100.8	101.0	-.1	-.4	-1.0	.2	-.4	-.2	-.8	-1.3
1989	100.5	100.0	100.2	100.3	-.6	-.5	.2	.1	-1.8	-1.8	-.6	-.7
1990	99.6	99.8	98.6	98.5	-.7	.2	-1.3	-.1	-.8	-.2	-1.6	-1.8
1991	98.7	98.9	98.9	99.3	.2	.2	-.1	.4	-.9	-.9	.3	.8
1992	99.3	99.3	99.2	99.4	.1	.0	-.2	.3	.6	.4	.3	.2
1993	99.1	99.3	99.5	99.8	-.3	.1	.2	.4	-.2	-.1	.3	.4
1994	99.5	99.8	99.7	100.1	-.4	.3	-.1	.5	.4	.5	.2	.3
1995	99.9	100.0	100.0	100.5	-.2	.1	.0	.5	.4	.2	.4	.4
1996	99.9	100.2	100.4	100.5	-.5	.2	.2	.0	.0	.2	.4	.0
1997	100.1	100.9	101.1	101.7	-.3	.7	.2	.6	.2	.7	.7	1.2
1998	102.3	102.5	103.2	103.6	.6	.2	.7	.4	2.2	1.6	2.1	1.8
1999	103.7	103.8	103.6	104.3	.1	.1	-.2	.7	1.4	1.3	.4	.7
2000	103.6	103.9	104.1	104.5	-.7	.3	.1	.4	-.1	.1	.5	.1
2001	104.6	104.6	104.9	106.5	.1	.0	.3	1.6	1.0	.6	.8	2.0
2002	106.3	106.6	106.5	107.4	-.3	.3	.0	.8	1.6	1.9	1.6	.8
2003	106.4	107.4	107.0	107.8	-.9	.9	-.4	.7	.2	.8	.4	.4
2004	106.8	106.2	107.0	-	-.9	-.5	.8	-	.3	-1.1	.0	-

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing, white-collar occupations:													
1987	-	101.7	101.4	102.2	-	-	-0.2	0.7	-	-	-	-	-
1988	102.5	101.9	101.0	101.1	0.3	-0.6	-0.9	.1	-	0.2	-0.4	-1.0	-1.0
1989	100.7	100.0	100.2	100.2	-0.5	-0.7	.2	.0	-1.8	-1.9	-0.8	-0.9	-0.9
1990	100.0	100.0	99.0	98.7	-0.2	.0	-1.0	-0.4	-0.7	.0	-1.1	-1.5	-1.5
1991	98.9	99.3	99.3	99.6	.2	.4	.0	.3	-1.1	-0.7	.3	.9	.9
1992	99.7	99.9	99.8	100.2	.1	.2	-0.2	.5	.8	.7	.5	.6	.6
1993	100.2	100.5	100.7	101.1	.0	.2	.2	.4	.6	.5	.9	.9	.9
1994	100.7	101.1	101.1	101.7	-0.4	.4	.0	.6	.5	.7	.4	.6	.6
1995	101.6	101.5	101.5	101.9	-0.2	-0.1	.0	.4	.8	.3	.4	.2	.2
1996	101.3	101.5	101.9	101.8	-0.6	.2	.4	-0.1	-0.3	.1	.4	-0.1	-0.1
1997	101.3	102.1	102.2	102.8	-0.5	.8	.1	.5	.0	.6	.3	1.0	1.0
1998	103.7	104.2	104.9	105.2	.9	.4	.7	.3	2.4	2.0	2.6	2.4	2.4
1999	105.4	105.6	105.5	106.2	.1	.2	-0.1	.7	1.6	1.4	.5	.9	.9
2000	105.7	106.3	106.2	106.4	-0.5	.6	-0.1	.2	.3	.7	.7	.2	.2
2001	106.4	106.5	106.4	107.7	.0	.0	-0.1	1.2	.7	.1	.1	1.2	1.2
2002	107.5	108.0	108.1	108.8	-0.1	.5	.1	.6	1.0	1.5	1.7	1.1	1.1
2003	107.9	109.2	108.6	109.2	-0.9	1.2	-0.6	.6	.3	1.1	.4	.3	.3
2004	108.1	107.7	108.5	-	-0.9	-0.4	.7	-	.3	-1.3	.0	-	-
Manufacturing, white-collar occupations, excluding sales:													
1987	-	101.6	101.3	101.9	-	-	-0.2	.6	-	-	-	-	-
1988	102.3	101.8	100.9	100.9	.3	-0.4	-0.9	.0	-	.2	-0.4	-1.0	-1.0
1989	100.6	100.0	100.2	100.3	-0.4	-0.6	.2	.1	-1.7	-1.8	-0.7	-0.6	-0.6
1990	99.7	99.7	98.8	98.5	-0.6	.0	-1.0	-0.3	-0.8	-0.3	-1.4	-1.8	-1.8
1991	98.5	99.1	99.2	99.6	.0	.6	.1	.4	-1.2	-0.6	.5	1.1	1.1
1992	99.2	99.3	99.2	99.7	-0.4	.1	-0.1	.5	.7	.2	.0	.1	.1
1993	99.6	99.6	99.8	99.8	-0.1	.0	.2	-0.1	.4	.3	.6	.1	.1
1994	99.5	99.9	99.8	100.6	-0.3	.4	.0	.8	-0.2	.3	.0	.9	.9
1995	100.3	100.3	100.4	100.9	-0.3	-0.1	.1	.5	.9	.4	.5	.3	.3
1996	100.4	100.6	101.0	100.9	-0.5	.2	.4	-0.1	.1	.3	.6	.0	.0
1997	100.3	101.0	101.1	101.7	-0.6	.7	.1	.6	-0.1	.4	.1	.8	.8
1998	102.4	102.8	103.4	103.8	.6	.4	.6	.4	2.1	1.7	2.3	2.1	2.1
1999	104.0	104.2	104.1	104.7	.2	.2	-0.2	.6	1.6	1.4	.7	.9	.9
2000	104.2	104.8	104.7	105.2	-0.5	.6	-0.1	.4	.1	.5	.6	.5	.5
2001	105.0	104.9	104.8	106.1	-0.2	-0.1	-0.2	1.2	.8	.1	.0	.8	.8
2002	105.7	106.2	106.3	106.9	-0.3	.4	.1	.6	.7	1.2	1.5	.8	.8
2003	106.2	107.3	106.9	107.7	-0.7	1.0	-0.4	.8	.5	1.1	.6	.7	.7
2004	106.7	106.3	106.8	-	-0.9	-0.4	.5	-	.5	-1.0	.0	-	-
Manufacturing, blue-collar occupations:													
1987	-	102.2	101.9	102.6	-	-	-0.4	.7	-	-	-	-	-
1988	102.3	101.8	100.7	101.0	-0.3	-0.4	-1.1	.3	-	-0.4	-1.2	-1.5	-1.5
1989	100.4	100.0	100.2	100.4	-0.7	-0.4	.2	.2	-1.9	-1.8	-0.5	-0.6	-0.6
1990	99.4	99.7	98.3	98.4	-1.0	.3	-1.5	.1	-0.9	-0.3	-1.9	-2.0	-2.0
1991	98.6	98.7	98.6	99.0	.2	.1	-0.1	.4	-0.8	-1.0	.3	.6	.6
1992	99.0	98.9	98.7	98.9	.0	-0.1	-0.2	.2	.3	.1	.1	-0.1	-0.1
1993	98.4	98.4	98.5	98.9	-0.5	.0	.1	.4	-0.5	-0.5	-0.2	.0	.0
1994	98.6	98.8	98.6	99.1	-0.4	.2	-0.2	.5	.1	.4	.1	.2	.2
1995	98.7	99.0	99.0	99.5	-0.4	.3	.0	.5	.1	.2	.4	.5	.5

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, blue-collar occupations:												
1996	99.0	99.3	99.3	99.6	-0.5	0.3	0.0	0.3	0.3	0.4	0.3	0.1
1997	99.3	100.0	100.2	100.9	-.3	.7	.2	.7	.3	.7	.9	1.3
1998	101.2	101.3	101.9	102.4	.3	.1	.5	.6	2.0	1.3	1.6	1.5
1999	102.5	102.4	102.3	103.0	.1	-.1	-.1	.7	1.3	1.1	.4	.6
2000	102.1	102.2	102.5	103.1	-.9	.2	.2	.7	-.4	-.2	.2	.1
2001	103.1	103.0	103.8	105.6	.0	-.1	.7	1.7	1.0	.8	1.3	2.4
2002	105.3	105.4	105.2	106.1	-.3	.1	-.2	.8	2.1	2.3	1.4	.5
2003	105.3	106.0	105.8	106.7	-.8	.7	-.2	.9	.0	.6	.5	.6
2004	105.8	105.1	105.9	-	-.8	-.7	.8	-	.5	-.9	.1	-
Manufacturing, service occupations³:												
1987	-	102.8	102.5	103.5	-	-	-.3	.9	-	-	-	-
1988	102.7	102.0	100.7	101.0	-.7	-.7	-1.3	.3	-	-.7	-1.8	-2.3
1989	100.4	100.0	100.0	100.4	-.7	-.4	.0	.4	-2.3	-2.0	-.7	-.6
1990	99.2	98.6	97.4	97.3	-1.2	-.6	-1.3	-.1	-1.1	-1.4	-2.6	-3.1
1991	97.3	97.2	97.4	98.4	.0	-.1	.2	1.0	-2.0	-1.4	.1	1.1
1992	98.1	98.3	98.6	99.2	-.3	.2	.4	.6	.9	1.1	1.2	.8
1993	98.8	98.4	99.2	99.8	-.4	-.4	.8	.6	.7	.2	.6	.7
1994	98.5	99.1	100.2	100.0	-1.4	.7	1.1	-.2	-.3	.7	1.0	.1
1995	99.6	99.9	100.2	100.5	-.4	.3	.3	.3	1.1	.8	.0	.5
1996	99.7	99.5	-	-	-.8	-.2	-	-	.1	-.4	-	-
Manufacturing, durable goods:												
1976	-	-	104.7	106.2	-	-	-	1.4	-	-	-	-
1977	106.0	105.3	106.5	107.5	-.2	-.6	1.2	.9	-	-	1.7	1.2
1978	107.1	105.8	105.8	106.9	-.4	-1.2	.0	1.0	1.1	.5	-.7	-.6
1979	105.4	103.3	102.3	102.6	-1.3	-2.0	-1.0	.3	-1.5	-2.4	-3.3	-4.0
1980	100.7	99.6	100.6	100.2	-1.8	-1.1	1.0	-.4	-4.5	-3.6	-1.7	-2.3
1981	100.0	99.7	99.1	100.5	-.2	-.3	-.7	1.4	-.7	.1	-1.5	.2
1982	101.6	100.0	100.6	102.1	1.2	-1.6	.6	1.4	1.7	.3	1.6	1.6
1983	102.6	101.5	101.3	102.0	.4	-1.0	-.2	.7	.9	1.5	.6	-.1
1984	102.0	101.6	101.3	102.2	-.1	-.4	-.3	.9	-.6	.1	.0	.1
1985	102.4	102.5	102.4	102.1	.2	.1	-.1	-.4	.4	.9	1.1	-.1
1986	103.7	103.8	103.7	104.0	1.6	.1	-.1	.3	1.2	1.2	1.2	1.9
1987	103.0	102.5	102.0	102.7	-1.0	-.5	-.5	.7	-.7	-1.3	-1.7	-1.2
1988	102.5	101.9	100.9	100.9	-.2	-.6	-1.0	.0	-.5	-.5	-1.1	-1.7
1989	100.5	100.0	100.0	100.3	-.5	-.5	.0	.3	-2.0	-1.9	-.9	-.6
1990	99.5	99.6	98.5	98.4	-.8	.1	-1.2	-.1	-.9	-.4	-1.5	-1.9
1991	98.6	98.8	98.8	99.2	.2	.2	-.1	.4	-.9	-.8	.3	.8
1992	99.1	99.0	99.0	99.2	-.1	-.1	.0	.2	.4	.1	.2	.0
1993	98.9	98.9	99.1	99.8	-.3	.1	.2	.6	-.2	.0	.1	.6
1994	99.3	99.5	99.5	100.1	-.4	.2	.0	.6	.5	.6	.4	.4
1995	99.9	100.0	100.1	100.5	-.2	.1	.1	.4	.6	.5	.6	.4
1996	99.7	100.2	100.4	100.5	-.8	.5	.2	.0	-.2	.2	.3	.0
1997	100.1	100.7	101.0	101.5	-.4	.7	.3	.5	.3	.5	.6	1.0
1998	102.1	102.4	103.1	103.7	.6	.3	.7	.6	2.0	1.7	2.1	2.1
1999	103.7	103.9	103.8	104.6	.1	.1	-.1	.8	1.6	1.4	.7	.9
2000	103.7	104.2	104.4	105.1	-.9	.5	.2	.6	-.1	.3	.6	.5

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, durable goods:												
2001	104.9	104.9	105.4	107.2	-0.1	0.0	0.5	1.6	1.2	0.7	1.0	2.0
2002	106.8	107.1	107.0	107.9	-.3	.3	-.2	.9	1.8	2.1	1.4	.7
2003	107.0	107.9	107.6	108.3	-.9	.8	-.3	.7	.2	.7	.6	.4
2004	107.2	106.6	107.5	-	-1.0	-.6	.9	-	.2	-1.2	-.1	-
Aircraft manufacturing (SIC 3721):												
1988	-	-	-	101.8	-	-	-	-	-	-	-	-
1989	100.9	100.0	99.9	100.6	-.9	-.9	-.1	.7	-	-	-	-1.2
1990	99.5	100.2	98.8	99.2	-1.1	.7	-1.4	.4	-1.3	.2	-1.0	-1.3
1991	99.6	100.2	100.3	101.3	.4	.5	.1	1.0	.1	.0	1.5	2.1
1992	101.2	102.0	101.9	102.5	-.1	.8	-.1	.6	1.6	1.8	1.6	1.2
1993	101.9	102.1	103.1	103.5	-.6	.2	.9	.4	.7	.1	1.2	1.0
1994	103.2	103.4	103.0	103.5	-.3	.2	-.4	.4	1.3	1.3	-.1	.0
1995	103.0	102.9	103.2	103.6	-.4	-.1	.3	.4	-.2	-.4	.2	.1
1996	102.8	103.2	102.7	102.4	-.7	.4	-.5	-.3	-.2	.2	-.5	-1.1
1997	102.4	103.4	102.6	103.1	.0	.9	-.7	.5	-.4	.2	-.1	.7
1998	103.4	104.2	104.1	104.7	.3	.8	-.1	.6	1.0	.8	1.4	1.6
1999	104.8	105.7	105.5	105.9	.1	.8	-.2	.4	1.4	1.4	1.3	1.1
2000	106.1	107.0	107.2	108.1	.2	.9	.2	.9	1.1	1.2	1.6	2.1
2001	108.7	108.1	109.0	111.2	.5	-.5	.8	2.0	2.5	1.1	1.7	2.8
2002	112.0	112.1	111.4	111.9	.8	.1	-.6	.4	3.1	3.7	2.2	.6
2003	111.8	112.8	112.2	112.9	.0	.8	-.5	.7	-.2	.6	.7	.9
2004	113.0	112.5	112.7	-	.0	-.5	.2	-	1.0	-.3	.4	-
Aircraft manufacturing (SIC 3721), white-collar occupations:												
1988	-	-	-	101.6	-	-	-	-	-	-	-	-
1989	100.8	100.0	99.7	99.9	-.9	-.8	-.3	.2	-	-	-	-1.7
1990	98.6	99.2	97.4	97.4	-1.2	.5	-1.7	-.1	-2.1	-.8	-2.2	-2.5
1991	97.4	98.0	97.6	98.0	.1	.6	-.4	.4	-1.2	-1.2	.2	.6
1992	98.0	98.8	98.5	98.9	.0	.8	-.2	.4	.6	.8	1.0	.9
1993	98.4	99.0	99.8	99.8	-.5	.6	.8	.0	.4	.2	1.3	.9
1994	99.6	99.9	99.5	99.6	-.3	.3	-.4	.1	1.2	.9	-.3	-.2
1995	99.2	99.0	99.4	99.6	-.5	-.2	.4	.2	-.4	-.9	-.1	.0
1996	98.9	99.7	99.2	99.0	-.7	.8	-.5	-.2	-.3	.8	-.2	-.6
1997	99.1	100.3	99.5	99.9	.1	1.2	-.8	.3	.2	.6	.4	.9
1998	100.4	101.8	101.6	101.8	.5	1.4	-.2	.3	1.3	1.5	2.0	2.0
1999	101.9	103.0	102.2	102.6	.1	1.1	-.8	.3	1.5	1.2	.6	.7
2000	103.0	104.5	104.3	104.3	.4	1.5	-.2	.0	1.1	1.4	2.0	1.7
2001	105.5	104.6	105.0	106.9	1.2	-.8	.4	1.8	2.4	.1	.7	2.5
2002	108.2	107.9	106.9	107.2	1.2	-.3	-.9	.2	2.6	3.1	1.8	.2
2003	108.1	108.2	107.4	108.1	.8	.1	-.7	.7	-.1	.3	.5	.9
2004	109.1	108.3	108.3	-	.9	-.7	.0	-	.9	.0	.8	-
Aircraft manufacturing (SIC 3721), blue-collar occupations:												
1988	-	-	-	101.9	-	-	-	-	-	-	-	-
1989	101.1	100.0	100.2	101.7	-.8	-1.1	.2	1.5	-	-	-	-.2
1990	100.9	101.9	100.8	102.0	-.8	1.1	-1.1	1.2	-.2	1.9	.6	.4
1991	103.0	103.6	104.4	106.2	.9	.6	.8	1.7	2.1	1.6	3.5	4.1
1992	106.0	106.7	106.7	107.8	-.2	.6	.0	1.1	3.0	3.0	2.2	1.5

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Aircraft manufacturing (SIC 3721), blue-collar occupations:												
1993	107.1	106.7	107.8	108.9	-0.7	-0.4	1.1	0.9	1.0	0.0	1.1	1.0
1994	108.5	108.5	108.2	109.2	-.3	.0	-.3	.9	1.3	1.7	.3	.3
1995	108.8	108.7	108.6	109.2	-.4	.0	-.1	.5	.2	.2	.4	.0
1996	108.5	108.0	107.7	107.3	-.7	-.4	-.3	-.4	-.3	-.6	-.8	-1.8
1997	106.8	107.5	106.5	107.4	-.4	.6	-.8	.8	-1.5	-.5	-1.1	.1
1998	107.2	107.0	107.0	108.4	-.2	-.2	.0	1.4	.4	-.5	.4	1.0
1999	108.7	108.6	110.1	110.5	.2	.0	1.3	.4	1.4	1.6	2.9	1.9
2000	110.0	109.5	110.8	113.6	-.4	-.5	1.2	2.5	1.2	.8	.7	2.8
2001	112.9	113.0	114.8	117.6	-.6	.1	1.6	2.4	2.6	3.2	3.6	3.5
2002	117.3	118.2	118.1	118.8	-.2	.8	-.1	.6	3.9	4.6	2.9	1.1
2003	117.0	119.2	119.1	120.0	-1.6	1.9	-.1	.7	-.3	.8	.9	1.0
2004	118.1	118.2	119.6	-	-1.5	.1	1.2	-	1.0	-.9	.4	-
Manufacturing, nondurable goods:												
1976	-	-	104.9	105.3	-	-	-	.4	-	-	-	-
1977	105.1	105.3	106.1	106.7	-.2	.2	.8	.6	-	-	1.1	1.3
1978	106.9	105.4	105.1	105.8	.2	-1.3	-.4	.7	1.7	.1	-1.0	-.9
1979	104.2	102.8	100.8	100.6	-1.5	-1.3	-2.0	-.2	-2.5	-2.5	-4.0	-4.9
1980	99.6	98.3	97.8	97.2	-1.0	-1.3	-.5	-.6	-4.4	-4.4	-3.0	-3.4
1981	96.9	96.7	95.9	96.1	-.3	-.2	-.9	.3	-2.7	-1.6	-2.0	-1.1
1982	97.7	96.1	97.1	97.9	1.7	-1.7	1.1	.8	.8	-.6	1.3	1.9
1983	99.3	98.9	99.1	99.1	1.4	-.4	.2	.0	1.6	2.9	2.0	1.2
1984	98.9	99.0	99.0	100.1	-.2	.0	.1	1.0	-.3	.1	.0	1.0
1985	100.2	99.9	100.4	99.9	.1	-.3	.5	-.5	1.3	.9	1.3	-.1
1986	101.6	102.3	102.1	102.5	1.7	.7	-.2	.4	1.4	2.5	1.8	2.6
1987	102.1	101.1	101.2	101.8	-.5	-.9	.1	.6	.4	-1.2	-.9	-.7
1988	102.0	101.5	100.7	101.1	.2	-.5	-.8	.4	.0	.3	-.5	-.7
1989	100.5	100.0	100.4	100.2	-.7	-.5	.4	-.2	-1.6	-1.5	-.3	-.9
1990	99.9	100.1	98.8	98.6	-.3	.2	-1.3	-.3	-.6	.1	-1.5	-1.6
1991	98.9	99.1	99.0	99.5	.3	.2	-.1	.6	-1.0	-1.0	.1	1.0
1992	99.6	99.8	99.4	100.0	.1	.2	-.4	.5	.7	.8	.5	.4
1993	99.8	100.0	100.0	100.0	-.1	.1	.0	.0	.2	.1	.6	.0
1994	99.7	100.2	99.9	100.1	-.3	.5	-.3	.2	-.1	-.3	-.1	.1
1995	99.9	100.0	99.9	100.6	-.2	.1	-.1	.7	.2	-.2	.0	.4
1996	100.3	100.2	100.3	100.5	-.3	-.1	.2	.2	.3	.2	.5	.0
1997	100.3	101.1	101.2	102.0	-.3	.8	.1	.9	.0	.9	.8	1.5
1998	102.7	102.7	103.2	103.6	.6	.0	.4	.4	2.4	1.6	2.0	1.5
1999	103.8	103.6	103.3	103.9	.2	-.2	-.3	.6	1.1	.8	.1	.3
2000	103.4	103.6	103.6	103.7	-.4	.1	.0	.1	-.3	.0	.3	-.2
2001	103.9	103.9	103.9	105.5	.2	.0	.0	1.5	.4	.3	.3	1.7
2002	105.4	105.6	105.9	106.5	-.1	.2	.2	.6	1.5	1.7	1.9	.9
2003	105.5	106.6	106.1	106.9	-.9	1.0	-.5	.7	.1	.9	.2	.4
2004	106.2	105.7	106.4	-	-.6	-.5	.6	-	.7	-.8	.3	-
Service-producing industries⁴:												
1975	-	-	100.7	100.8	-	-	-	.2	-	-	-	-
1976	102.1	102.3	101.9	102.8	1.3	.1	-.3	.9	-	-	1.2	1.9
1977	101.8	101.6	102.1	102.7	-1.0	-.2	.5	.6	-.3	-.6	.2	-.1
1978	102.4	102.0	102.1	101.0	-.3	-.3	.1	-1.1	.6	.4	.0	-1.7

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service-producing industries⁴:													
1979	100.1	98.5	97.8	97.1	-0.9	-1.6	-0.7	-0.8	-2.2	-3.4	-4.2	-3.9	
1980	95.3	93.9	94.7	93.9	-1.9	-1.4	.8	-8	-4.8	-4.7	-3.2	-3.3	
1981	94.5	94.0	92.9	93.9	.7	-.6	-1.1	1.0	-.8	.0	-1.9	.0	
1982	95.3	93.9	94.8	96.5	1.6	-1.5	1.0	1.8	-.9	-1	2.0	2.8	
1983	97.5	97.0	97.6	98.3	1.0	-.5	.6	.7	2.2	3.3	2.9	1.8	
1984	98.3	98.3	97.7	98.6	.1	-.1	-.5	.9	-.9	1.3	.1	.4	
1985	98.7	98.7	99.8	99.6	.0	.1	1.1	-.2	.3	.5	2.1	.9	
1986	100.9	101.0	101.1	101.4	1.4	.0	.1	.3	2.3	2.3	1.3	1.8	
1987	101.3	100.7	100.5	100.4	-.1	-.6	-.2	.0	.3	-.3	-.7	-1.0	
1988	100.5	100.4	100.2	100.7	.0	.0	-.3	.6	-.8	-.3	-.3	.3	
1989	100.6	100.0	100.7	100.6	-.2	-.6	.7	-.1	.1	-.4	.5	-.1	
1990	99.6	99.9	98.8	98.6	-1.0	.3	-1.1	-.3	-.9	-.1	-1.8	-2.0	
1991	98.8	99.2	99.2	99.2	.2	.4	.0	-.1	-.8	-.7	.4	.6	
1992	99.0	98.9	98.6	98.8	-.2	-.1	-.2	.2	.2	-.3	-.6	-.3	
1993	98.4	98.6	99.1	99.2	-.4	.1	.6	.1	-.5	-.3	.5	.4	
1994	98.9	99.1	99.0	99.2	-.4	.2	-.1	.2	.5	.5	-.1	.0	
1995	98.9	99.0	99.3	99.6	-.3	.0	.4	.3	.0	-.2	.3	.4	
1996	99.4	99.6	99.6	99.8	-.2	.2	.0	.1	.5	.7	.3	.2	
1997	100.1	100.7	101.2	102.4	.3	.7	.5	1.2	.7	1.1	1.6	2.6	
1998	102.8	103.2	104.4	104.8	.4	.4	1.1	.4	2.8	2.5	3.1	2.3	
1999	104.5	105.1	105.0	105.7	-.3	.6	-.1	.6	1.6	1.8	.6	.8	
2000	105.1	105.5	105.7	106.2	-.5	.3	.2	.5	.6	.3	.6	.5	
2001	106.0	105.9	106.6	108.5	-.2	-.1	.7	1.8	.8	.4	.9	2.2	
2002	108.3	108.8	108.6	108.8	-.2	.4	-.2	.2	2.2	2.7	1.9	.3	
2003	108.2	109.2	109.4	110.4	-.6	1.0	.2	.9	-.1	.4	.8	1.4	
2004	109.3	108.7	109.5	-	-1.0	-.6	.7	-	1.0	-.5	.0	-	
Service-producing industries, excluding sales occupations:													
1975	-	-	100.5	100.4	-	-	-	-.1	-	-	-	-	
1976	101.7	101.8	101.7	102.1	1.3	.1	-.1	.4	-	-	1.2	1.7	
1977	101.6	101.4	101.9	102.1	-.6	-.2	.5	.2	-.1	-.4	.2	.0	
1978	102.2	101.3	101.1	100.3	.1	-.9	-.1	-.9	.6	-.1	-.7	-1.8	
1979	99.7	97.8	97.2	96.4	-.5	-1.9	-.7	-.7	-2.4	-3.4	-4.0	-3.8	
1980	94.8	93.6	94.1	93.3	-1.7	-1.2	.5	-.8	-4.9	-4.3	-3.1	-3.2	
1981	94.1	93.3	92.9	93.5	.8	-.9	-.4	.6	-.8	-.4	-1.2	.2	
1982	95.3	94.0	94.7	96.3	2.0	-1.4	.7	1.7	1.3	.8	1.9	3.0	
1983	97.7	97.4	97.9	98.3	1.5	-.3	.5	.4	2.5	3.6	3.3	2.1	
1984	98.7	98.4	98.2	99.4	.5	-.3	-.2	1.2	1.0	1.0	.4	1.1	
1985	98.9	99.0	100.0	99.3	-.4	.1	1.1	-.7	.2	.6	1.9	.0	
1986	100.9	100.9	101.0	101.5	1.6	-.1	.1	.5	2.1	1.9	1.0	2.2	
1987	101.3	100.8	100.9	101.1	-.2	-.5	.1	.2	.3	-.1	-.1	-.4	
1988	101.1	100.8	100.6	100.9	.0	-.3	-.2	.3	-.2	-.1	-.3	-.2	
1989	100.7	100.0	100.5	100.2	-.3	-.7	.5	-.3	-.4	-.7	-.1	-.7	
1990	99.7	99.8	98.9	98.9	-.5	.1	-.9	-.1	-.9	-.2	-1.5	-1.3	
1991	99.0	99.2	99.5	99.6	.1	.2	.3	.1	-.7	-.6	.6	.8	
1992	99.3	99.3	99.2	99.4	-.3	.0	-.1	.2	.3	.1	-.3	-.2	
1993	99.2	99.3	99.7	99.9	-.2	.1	.4	.2	-.1	.0	.5	.5	
1994	99.7	99.8	99.8	100.1	-.2	.0	.1	.2	.5	.4	.1	.1	
1995	99.8	99.7	100.0	100.4	-.2	-.2	.3	.5	.1	-.1	.1	.4	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, excluding sales occupations:												
1996	100.1	100.2	100.3	100.4	-0.3	0.1	0.2	0.0	0.3	0.5	0.4	0.0
1997	100.6	101.3	101.9	103.0	.2	.7	.5	1.1	.5	1.2	1.5	2.6
1998	103.4	103.7	104.6	104.9	.4	.2	.9	.3	2.8	2.3	2.7	1.8
1999	105.1	105.6	105.4	106.0	.3	.4	-2	.6	1.6	1.8	.8	1.1
2000	105.3	105.7	106.0	106.6	-7	.4	.2	.6	.2	.2	.5	.5
2001	106.6	106.4	107.3	109.2	.0	-2	.9	1.8	1.2	.6	1.3	2.5
2002	109.1	109.3	109.2	109.5	-1	.2	-1	.2	2.4	2.8	1.8	.3
2003	108.9	110.0	110.0	111.1	-5	1.0	.0	1.0	-2	.6	.7	1.5
2004	109.9	109.3	110.1	-	-1.1	-6	.7	-	.9	-6	.1	-
Service-producing industries, white-collar occupations:												
1987	-	100.2	99.9	99.9	-	-	-2	.0	-	-	-	-
1988	99.8	100.0	99.8	100.4	-1	.2	-3	.7	-	-1	-2	.5
1989	100.5	100.0	100.8	100.9	.0	-5	.8	.1	.6	.0	1.0	.5
1990	99.9	100.3	99.2	99.1	-1.0	.4	-1.1	-2	-6	.3	-1.5	-1.8
1991	99.4	99.7	99.8	99.6	.3	.4	.0	-1	-5	-6	.5	.6
1992	99.5	99.3	99.1	99.3	-1	-2	-2	.3	.1	-4	-7	-3
1993	99.0	99.0	99.6	99.8	-4	.1	.6	.2	-6	-3	.6	.5
1994	99.5	99.7	99.6	99.8	-4	.2	-1	.2	.5	.7	.0	.0
1995	99.4	99.5	99.8	100.3	-4	.1	.3	.5	-1	-2	.2	.4
1996	100.1	100.4	100.5	100.5	-1	.3	.1	.0	.7	.9	.7	.3
1997	100.9	101.6	102.1	103.3	.4	.7	.5	1.2	.8	1.1	1.6	2.8
1998	103.8	104.3	105.6	106.1	.5	.5	1.2	.5	2.9	2.7	3.4	2.7
1999	105.5	106.3	106.3	106.9	-5	.7	.0	.6	1.6	1.9	.7	.8
2000	106.5	106.9	107.2	107.6	-4	.4	.3	.4	.9	.6	.8	.7
2001	107.4	107.4	108.0	109.9	-2	.0	.6	1.8	.9	.4	.8	2.1
2002	109.8	110.3	110.0	110.2	-1	.5	-2	.2	2.2	2.7	1.9	.3
2003	109.8	110.9	111.2	112.2	-4	.9	.3	.9	.0	.5	1.1	1.8
2004	111.1	110.5	111.4	-	-9	-6	.8	-	1.2	-3	.1	-
Service-producing industries, white-collar occupations excluding sales:												
1987	-	100.3	100.5	100.8	-	-	.2	.3	-	-	-	-
1988	100.7	100.4	100.4	100.8	-1	-2	-1	.4	-	.2	-1	.1
1989	100.7	100.0	100.6	100.5	-2	-7	.6	-1	.0	-4	.2	-3
1990	100.1	100.3	99.5	99.4	-4	.2	-8	-1	-6	.3	-1.1	-1.0
1991	99.7	99.9	100.3	100.4	.3	.2	.4	.1	-4	-4	.8	1.0
1992	100.1	100.1	100.1	100.3	-3	.0	.0	.2	.4	.2	-2	-1
1993	100.2	100.4	100.8	101.0	-1	.1	.4	.3	.1	.3	.6	.7
1994	100.8	101.0	100.9	101.2	-2	.1	.0	.3	.6	.6	.2	.2
1995	101.0	100.7	101.0	101.5	-2	-2	.3	.5	.2	-2	.1	.3
1996	101.4	101.4	101.8	101.6	-2	.1	.4	-2	.4	.7	.8	.1
1997	102.0	102.7	103.3	104.6	.3	.7	.6	1.2	.6	1.3	1.4	2.9
1998	105.0	105.4	106.3	106.5	.5	.3	.9	.2	3.0	2.6	2.9	1.9
1999	106.8	107.3	107.2	108.0	.3	.5	.0	.7	1.7	1.8	.8	1.3
2000	107.1	107.7	108.0	108.6	-8	.5	.3	.6	.3	.4	.7	.6
2001	108.7	108.5	109.4	111.4	.0	-2	.9	1.8	1.4	.7	1.3	2.5
2002	111.3	111.5	111.4	111.7	-1	.1	-1	.2	2.4	2.8	1.8	.3

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, white-collar occupations excluding sales:												
2003	111.4	112.5	112.7	113.8	-0.3	1.0	0.2	1.0	0.0	0.9	1.2	1.9
2004	112.7	112.0	112.9	-	-1.0	-6	.8	-	1.2	-4	.2	-
Service-producing industries, blue-collar occupations:												
1987	-	101.9	101.5	101.9	-	-	-4	.4	-	-	-	-
1988	102.2	101.7	101.0	100.9	.2	-4	-7	-1	-	-2	-5	-1.0
1989	100.5	100.0	100.2	99.3	-5	-5	.2	-9	-1.7	-1.7	-8	-1.6
1990	98.5	98.7	97.4	97.1	-9	.2	-1.3	-3	-2.0	-1.3	-2.7	-2.2
1991	97.1	97.2	97.1	97.0	.0	.1	-1	.0	-1.4	-1.5	-4	-1
1992	96.8	97.1	96.9	97.1	-2	.3	-2	.2	-2	-1	-2	.1
1993	96.7	97.0	97.6	97.5	-4	.3	.6	.0	-1	-1	.7	.5
1994	97.4	97.4	97.6	97.5	-2	.1	.2	-1	.7	.4	.0	-1
1995	97.7	97.9	98.1	98.1	.2	.2	.2	.1	.3	.5	.5	.7
1996	97.8	97.8	97.4	97.7	-4	.0	-5	.3	.1	-1	-8	-5
1997	97.7	98.5	98.5	99.2	.1	.8	.0	.7	-1	.7	1.1	1.6
1998	99.6	99.8	100.4	100.6	.4	.2	.6	.2	1.9	1.4	2.0	1.5
1999	101.1	101.5	101.3	101.6	.5	.4	-2	.3	1.5	1.7	.8	1.0
2000	100.8	101.0	101.2	101.4	-8	.2	.2	.3	-3	-5	-1	-2
2001	101.6	101.3	102.7	104.0	.2	-3	1.3	1.3	.8	.3	1.5	2.6
2002	103.7	104.2	104.1	104.3	-3	.5	-1	.2	2.0	2.9	1.4	.3
2003	103.2	104.2	103.9	104.6	-1.0	1.0	-3	.7	-5	.0	-1	.4
2004	103.4	103.2	103.8	-	-1.1	-2	.6	-	.2	-1.0	-1	-
Service-producing industries, service occupations:												
1987	-	102.3	101.5	101.5	-	-	-8	.0	-	-	-	-
1988	101.5	101.3	101.2	101.8	.0	-2	-1	.5	-	-1.0	-3	.2
1989	100.9	100.0	100.1	100.7	-9	-9	.1	.6	-6	-1.3	-1.1	-1.1
1990	99.5	99.6	98.2	98.8	-1.2	.1	-1.5	.6	-1.3	-4	-1.9	-1.9
1991	98.4	98.9	99.5	99.6	-4	.6	.6	.1	-1.2	-7	1.3	.9
1992	99.2	98.9	98.9	98.7	-5	-3	.0	-2	.8	.0	-6	-9
1993	98.1	98.1	98.3	98.1	-7	.0	.2	-2	-1.1	-8	-6	-7
1994	98.0	97.9	97.4	98.4	.0	-2	-4	1.0	.0	-2	-8	.4
1995	97.8	97.5	97.8	98.1	-6	-3	.3	.3	-3	-4	.3	-3
1996	97.2	97.3	97.5	98.3	-8	.0	.3	.8	-6	-2	-3	.2
1997	98.1	98.7	99.9	100.8	-2	.6	1.2	.9	.9	1.5	2.5	2.6
1998	101.1	101.3	101.8	102.4	.3	.2	.5	.6	3.0	2.6	1.9	1.6
1999	102.8	102.9	102.0	102.9	.4	.1	-9	.9	1.7	1.6	.2	.6
2000	102.3	102.6	102.5	103.3	-6	.3	-1	.7	-5	-3	.5	.3
2001	102.9	102.6	103.3	105.5	-4	-3	.6	2.1	.6	.0	.7	2.1
2002	105.2	105.1	105.2	105.7	-3	-1	.1	.4	2.3	2.4	1.9	.2
2003	104.5	105.1	104.9	106.0	-1.2	.6	-2	1.0	-7	.0	-3	.3
2004	104.6	103.9	104.2	-	-1.3	-7	.3	-	.1	-1.2	-7	-
Transportation and public utilities:												
1975	-	-	100.7	101.7	-	-	-	1.0	-	-	-	-
1976	103.0	104.2	104.1	105.3	1.2	1.2	-1	1.2	-	-	3.4	3.5
1977	104.9	105.9	106.9	107.9	-4	.9	1.0	.9	1.8	1.6	2.7	2.4
1978	107.3	106.4	106.6	106.5	-6	-8	.1	-1	2.2	.5	-3	-1.3

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Transportation and public utilities:													
1979	106.0	104.0	103.6	102.9	-0.5	-1.8	-0.4	-0.7	-1.2	-2.2	-2.7	-3.4	
1980	101.0	100.1	101.6	101.7	-1.8	-.9	1.6	.0	-4.7	-3.8	-1.9	-1.2	
1981	101.2	101.2	100.4	101.1	-.4	.0	-.8	.7	.2	1.1	-1.2	-.5	
1982	102.6	101.1	102.6	104.4	1.4	-1.5	1.5	1.8	1.3	-.2	2.1	3.2	
1983	105.7	105.8	105.4	105.7	1.3	.0	-.4	.3	3.1	4.6	2.7	1.3	
1984	106.0	105.6	104.7	105.1	.2	-.4	-.8	.4	.2	-.2	-.6	-.6	
1985	104.9	104.7	105.7	105.0	-.3	-.1	.9	-.6	-1.0	-.8	.9	-.1	
1986	106.4	106.1	106.0	105.8	1.3	-.3	-.1	-.2	1.5	1.3	.3	.7	
1987	104.8	104.5	103.7	103.5	-.9	-.3	-.8	-.2	-1.5	-1.5	-2.1	-2.2	
1988	103.3	103.0	102.2	101.5	-.1	-.4	-.7	-.7	-1.4	-1.5	-1.4	-1.8	
1989	101.0	100.0	100.0	99.6	-.6	-1.0	.0	-.4	-2.3	-2.9	-2.2	-1.9	
1990	98.9	98.6	97.4	97.0	-.7	-.3	-1.3	-.3	-2.0	-1.4	-2.6	-2.6	
1991	96.9	97.3	97.4	97.6	-.1	.4	.1	.1	-2.1	-1.3	.1	.6	
1992	97.7	97.9	97.7	97.8	.2	.2	-.2	.1	.9	.6	.3	.2	
1993	97.6	98.0	98.1	98.2	-.2	.4	.1	.1	-.2	.1	.4	.5	
1994	98.1	98.3	98.8	99.1	-.1	.1	.5	.4	.6	.3	.7	.9	
1995	99.3	99.3	99.6	100.0	.2	-.1	.3	.5	1.2	1.0	.8	.9	
1996	99.3	99.0	99.0	99.4	-.7	-.3	.0	.4	.0	-.3	-.5	-.6	
1997	99.4	99.7	100.2	101.0	.1	.3	.4	.9	.1	.7	1.2	1.7	
1998	101.1	101.1	101.9	102.3	.1	.0	.8	.4	1.6	1.4	1.7	1.3	
1999	101.8	102.1	101.6	101.7	-.4	.3	-.5	.1	.8	1.0	-.2	-.6	
2000	100.4	100.8	101.0	101.5	-1.3	.4	.2	.5	-1.4	-1.3	-.7	-.2	
2001	101.2	101.6	102.1	104.8	-.3	.4	.5	2.6	.8	.8	1.1	3.2	
2002	104.5	104.9	105.2	105.7	-.3	.4	.2	.5	3.2	3.3	3.0	.9	
2003	104.3	105.1	104.5	105.4	-1.3	.8	-.6	.8	-.2	.2	-.6	-.3	
2004	104.4	104.1	104.8	-	-1.0	-.3	.7	-	.1	-1.0	.3	-	
Transportation:													
1985	106.4	106.3	107.3	106.2	-	.0	.9	-1.0	-	-	-	-	
1986	107.8	107.1	107.0	106.4	1.5	-.6	-.1	-.6	1.3	.7	-.3	.2	
1987	105.1	105.1	104.1	103.6	-1.2	.0	-.9	-.6	-2.5	-1.9	-2.7	-2.6	
1988	103.4	103.3	102.6	101.6	-.1	-.2	-.7	-.9	-1.5	-1.7	-1.5	-1.8	
1989	100.9	100.0	99.9	99.1	-.8	-.9	-.1	-.8	-2.5	-3.2	-2.6	-2.5	
1990	98.6	97.7	96.6	96.0	-.5	-.9	-1.2	-.6	-2.2	-2.3	-3.3	-3.1	
1991	95.9	96.3	96.4	96.3	-.1	.4	.2	-.1	-2.8	-1.5	-.2	.3	
1992	96.5	96.7	96.4	96.1	.2	.2	-.2	-.3	.6	.4	.0	-.2	
1993	95.8	96.3	96.3	96.5	-.4	.5	.1	.2	-.8	-.4	-.1	.4	
1994	96.3	96.3	96.9	97.4	-.3	.0	.7	.5	.5	.0	.7	.9	
1995	97.5	97.5	98.0	98.3	.1	-.1	.5	.3	1.3	1.3	1.1	.9	
1996	98.0	97.6	97.4	97.6	-.4	-.4	-.2	.2	.4	.1	-.7	-.7	
1997	98.1	98.2	98.9	99.6	.6	.1	.7	.7	.2	.7	1.6	2.1	
1998	99.5	99.3	100.4	100.6	-.1	-.3	1.2	.2	1.5	1.1	1.5	1.0	
1999	99.5	99.8	99.3	99.5	-1.1	.3	-.5	.1	.0	.6	-1.1	-1.1	
2000	97.8	98.0	98.2	98.9	-1.7	.3	.1	.7	-1.7	-1.8	-1.2	-.6	
2001	98.5	98.7	99.3	102.3	-.4	.3	.5	3.1	.7	.7	1.1	3.5	
2002	102.3	102.5	102.6	103.0	.0	.2	.1	.4	3.9	3.8	3.3	.6	
2003	101.4	101.7	100.8	101.5	-1.5	.3	-.9	.8	-.9	-.8	-1.7	-1.4	
2004	100.5	100.4	101.3	-	-1.1	-.1	.9	-	-.9	-1.4	.5	-	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public utilities:													
1985	103.1	102.6	103.8	103.9	-	-0.4	1.1	0.1	-	-	-	-	-
1986	104.9	105.1	104.8	105.3	1.0	.1	-2	.5	1.8	2.4	1.0	1.4	1.4
1987	104.5	104.0	103.3	103.5	-8	-5	-7	.2	-4	-1.0	-1.5	-1.8	-1.8
1988	103.3	102.6	101.8	101.6	-1	-7	-8	-2	-1.1	-1.3	-1.4	-1.7	-1.7
1989	101.0	100.0	100.4	100.2	-7	-1.0	.4	-2	-2.3	-2.6	-1.4	-1.4	-1.4
1990	99.3	99.5	98.2	98.3	-9	.1	-1.3	.1	-1.6	-5	-2.2	-1.9	-1.9
1991	98.3	98.6	98.6	99.0	.0	.3	.0	.4	-1.1	-9	.4	.7	.7
1992	99.2	99.5	99.2	99.8	.3	.2	-2	.5	1.0	1.0	.7	.8	.8
1993	99.7	100.0	100.2	100.4	-1	.3	.2	.1	.5	.5	1.0	.6	.6
1994	100.4	100.7	100.8	101.4	.1	.3	.1	.5	.7	.7	.6	1.0	1.0
1995	101.6	101.3	101.4	101.9	.2	-2	.1	.5	1.1	.6	.6	.6	.6
1996	100.8	100.7	101.0	101.6	-1.1	-2	.3	.6	-7	-6	-4	-4	-4
1997	100.9	101.3	101.6	102.7	-6	.4	.3	1.1	.1	.7	.6	1.1	1.1
1998	102.9	103.3	103.5	104.3	.2	.4	.2	.8	2.0	1.9	1.9	1.6	1.6
1999	104.7	105.0	104.6	104.6	.3	.3	-4	.0	1.7	1.6	1.0	.2	.2
2000	103.8	104.3	104.6	104.9	-7	.5	.3	.3	-9	-6	.0	.3	.3
2001	104.7	105.3	105.8	107.9	-2	.5	.5	2.0	.9	.9	1.1	2.8	2.8
2002	107.1	107.9	108.5	109.3	-7	.7	.5	.8	2.3	2.5	2.5	1.3	1.3
2003	108.1	109.5	109.5	110.5	-1.1	1.3	.0	.9	.9	1.5	.9	1.1	1.1
2004	109.5	108.9	109.5	-	-9	-6	.6	-	1.3	-6	.0	-	-
Communications:													
1987	-	-	104.0	104.4	-	-	-	.4	-	-	-	-	-
1988	104.0	103.2	102.4	102.0	-4	-8	-7	-5	-	-	-1.5	-2.4	-2.4
1989	101.4	100.0	100.4	100.2	-6	-1.4	.4	-2	-2.5	-3.1	-2.0	-1.7	-1.7
1990	99.4	99.5	98.2	98.4	-8	.0	-1.3	.2	-1.9	-5	-2.2	-1.8	-1.8
1991	97.9	98.2	98.1	98.6	-5	.3	.0	.5	-1.5	-1.3	-1	.2	.2
1992	98.7	98.9	98.5	99.3	.1	.2	-3	.7	.8	.7	.4	.6	.6
1993	99.1	99.3	99.6	99.7	-1	.2	.3	.0	.4	.5	1.1	.4	.4
1994	99.8	100.2	100.5	101.2	.1	.4	.3	.7	.7	.9	.9	1.6	1.6
1995	101.9	101.4	101.5	102.0	.7	-5	.1	.5	2.1	1.2	1.0	.8	.8
1996	100.5	100.2	100.8	102.0	-1.5	-3	.6	1.1	-1.4	-1.2	-7	-1	-1
1997	100.7	101.1	101.5	103.1	-1.3	.4	.4	1.6	.2	.9	.6	1.1	1.1
1998	102.8	103.4	103.7	104.5	-3	.5	.3	.8	2.1	2.3	2.2	1.4	1.4
1999	104.8	105.4	104.9	104.9	.3	.5	-5	.0	2.0	1.9	1.1	.3	.3
2000	103.9	104.4	104.8	105.1	-9	.4	.4	.3	-9	-9	-1	.3	.3
2001	105.1	105.8	106.7	109.0	.0	.7	.8	2.2	1.1	1.4	1.8	3.7	3.7
2002	107.8	108.4	109.4	110.2	-1.1	.5	1.0	.7	2.6	2.4	2.6	1.1	1.1
2003	109.1	110.4	110.8	111.7	-1.1	1.2	.4	.8	1.2	1.9	1.3	1.3	1.3
2004	110.6	109.6	110.3	-	-1.0	-9	.7	-	1.4	-7	-5	-	-
Electric, gas, and sanitary services:													
1987	-	-	-	102.1	-	-	-	-	-	-	-	-	-
1988	102.4	101.9	100.8	101.1	.3	-4	-1.1	.3	-	-	-	-9	-9
1989	100.5	100.0	100.3	100.1	-7	-5	.3	-2	-1.9	-1.9	-5	-1.0	-1.0
1990	99.3	99.5	98.2	98.0	-8	.2	-1.4	-2	-1.1	-5	-2.1	-2.0	-2.0
1991	98.6	99.1	99.0	99.4	.6	.5	-1	.4	-7	-5	.9	1.4	1.4
1992	100.0	100.3	100.3	100.4	.5	.3	.0	.1	1.3	1.2	1.3	1.0	1.0
1993	100.5	100.9	101.1	101.1	.1	.4	.2	.0	.6	.6	.8	.7	.7
1994	101.1	101.4	101.3	101.5	.0	.3	-1	.2	.6	.5	.2	.3	.3
1995	101.1	101.2	101.4	101.8	-3	.1	.2	.4	.1	-1	.2	.3	.3

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Electric, gas, and sanitary services:												
1996	101.2	101.1	101.1	100.9	-0.6	-0.1	-0.1	-0.1	0.1	-0.1	-0.4	-0.8
1997	101.1	101.6	101.8	102.2	.2	.4	.2	.5	-.1	.4	.7	1.3
1998	103.1	103.2	103.4	104.0	.8	.2	.1	.6	1.9	1.6	1.6	1.7
1999	104.5	104.5	104.1	104.2	.4	.1	-.4	.0	1.4	1.3	.7	.1
2000	103.7	104.2	104.2	104.6	-.5	.5	.1	.3	-.8	-.4	.1	.4
2001	104.3	104.5	104.7	106.5	-.2	.2	.2	1.8	.6	.3	.4	1.9
2002	106.2	107.3	107.3	108.0	-.3	1.0	.0	.6	1.8	2.6	2.5	1.3
2003	106.9	108.4	107.9	108.9	-1.0	1.4	-.4	1.0	.6	1.0	.5	.9
2004	108.1	108.0	108.4	—	-.7	-.1	.4	—	1.2	-.3	.5	—
Wholesale and retail trade:												
1975	—	—	105.2	105.5	—	—	—	.3	—	—	—	—
1976	107.0	107.5	107.1	107.9	1.4	.5	-.4	.8	—	—	1.8	2.2
1977	108.0	107.7	107.3	107.9	.1	-.3	-.4	.5	1.0	.2	.2	.0
1978	108.8	108.7	107.9	107.1	.9	-.1	-.8	-.8	.7	.9	.5	-.8
1979	106.1	104.9	103.6	101.9	-.8	-1.2	-1.2	-1.6	-2.5	-3.5	-3.9	-4.8
1980	100.2	98.9	98.8	97.8	-1.7	-1.3	-.1	-1.1	-5.6	-5.7	-4.6	-4.1
1981	98.4	97.9	96.4	96.5	.7	-.5	-1.6	.1	-1.8	-1.0	-2.5	-1.3
1982	97.6	96.7	96.5	97.4	1.1	-.9	-.3	1.0	-.9	-1.2	.1	.9
1983	98.4	98.8	98.2	98.4	1.0	.4	-.6	.2	.8	2.1	1.8	1.0
1984	98.8	99.2	98.5	99.5	.5	.4	-.8	1.0	.5	.4	.2	1.1
1985	99.0	99.9	100.5	100.4	-.4	.9	.6	-.1	.2	.7	2.1	.9
1986	101.5	101.9	101.8	101.9	1.1	.4	-.1	.1	2.5	2.0	1.3	1.5
1987	101.2	101.6	100.8	100.4	-.7	.4	-.8	-.3	-.3	-.3	-1.0	-1.4
1988	100.5	101.2	100.7	100.8	.0	.7	-.5	.1	-.7	-.4	-.1	.4
1989	100.6	100.0	100.9	101.1	-.3	-.6	.9	.2	.1	-1.2	.2	.2
1990	99.6	99.9	98.3	97.9	-1.4	.3	-1.6	-.4	-.9	-.1	-2.6	-3.1
1991	98.0	98.9	99.0	98.6	.0	.9	.0	-.3	-1.6	-1.0	.7	.7
1992	97.9	98.4	97.9	98.2	-.7	.5	-.5	.3	-.1	-.5	-1.0	-.4
1993	97.7	98.1	98.1	98.2	-.6	.5	.0	.1	-.3	-.3	.2	.0
1994	97.4	98.4	98.3	98.2	-.9	1.1	-.2	-.1	-.3	.3	.2	-.1
1995	97.9	98.1	98.5	98.9	-.3	.3	.4	.4	.5	-.3	.2	.7
1996	98.8	98.8	98.9	99.4	-.1	.1	.1	.4	.9	.7	.4	.5
1997	99.7	100.4	100.8	101.2	.3	.7	.4	.5	.9	1.6	1.9	1.9
1998	102.0	102.5	103.6	103.7	.7	.5	1.1	.1	2.3	2.1	2.8	2.5
1999	103.6	104.2	104.0	104.7	-.2	.6	-.2	.7	1.5	1.7	.4	.9
2000	104.2	104.7	104.6	105.1	-.4	.5	-.1	.5	.6	.5	.6	.4
2001	104.5	104.6	104.8	106.8	-.6	.1	.2	1.9	.3	-.1	.2	1.6
2002	106.2	107.4	106.6	106.7	-.6	1.1	-.7	.1	1.6	2.6	1.7	-.1
2003	105.6	106.4	106.7	107.4	-1.0	.8	.3	.7	-.6	-.9	.1	.7
2004	106.2	105.7	106.2	—	-1.2	-.4	.5	—	.6	-.6	-.5	—
Wholesale and retail trade, excluding sales occupations:												
1981	—	97.8	96.7	96.9	—	—	-1.2	.2	—	—	—	—
1982	98.4	97.4	97.2	98.3	1.5	-1.0	-.1	1.1	—	-.4	.6	1.4
1983	99.5	99.8	99.1	99.4	1.2	.3	-.7	.3	1.2	2.5	1.9	1.1
1984	99.8	99.9	99.4	100.4	.4	.1	-.5	1.0	.3	.1	.3	1.1
1985	100.1	100.8	101.4	100.7	-.3	.7	.6	-.7	.3	.9	2.0	.3

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Wholesale and retail trade, excluding sales occupations:												
1986	102.0	102.2	102.0	102.6	1.3	0.2	-0.2	0.6	1.9	1.4	0.6	1.9
1987	102.1	101.9	101.5	101.6	-6	-2	-4	.1	.1	-3	-5	-1.0
1988	101.5	101.6	101.0	101.3	-1	.1	-6	.3	-5	-3	-5	-3
1989	100.9	100.0	100.4	100.3	-5	-9	.4	-1	-6	-1.6	-6	-1.0
1990	98.9	99.5	98.1	97.9	-1.3	.6	-1.5	-3	-1.9	-5	-2.3	-2.4
1991	98.2	98.8	98.8	98.6	.3	.7	-1	-1	-8	-7	.7	.8
1992	98.1	98.6	98.5	98.5	-6	.5	-2	.0	-1	-2	-3	-2
1993	98.2	98.3	98.5	98.8	-3	.1	.2	.3	.1	-3	.1	.4
1994	98.2	98.8	98.6	98.5	-6	.6	-2	-1	.0	.5	.1	-3
1995	98.5	98.4	98.7	99.6	.0	-1	.4	.9	.3	-4	.1	1.1
1996	99.2	98.9	99.5	99.9	-5	-2	.6	.4	.6	.5	.7	.3
1997	100.3	101.5	101.8	102.5	.4	1.2	.3	.7	1.1	2.6	2.3	2.6
1998	103.1	103.2	104.4	104.6	.6	.2	1.1	.3	2.8	1.7	2.6	2.1
1999	104.9	105.4	104.8	105.7	.3	.4	-5	.8	1.8	2.1	.4	1.0
2000	105.3	105.7	105.9	106.3	-4	.4	.2	.4	.3	.3	1.0	.6
2001	106.1	105.9	106.6	108.6	-1	-2	.6	1.9	.8	.2	.6	2.2
2002	107.4	108.4	107.7	107.7	-1.0	.9	-6	.0	1.2	2.3	1.1	-8
2003	106.4	107.2	107.7	108.6	-1.2	.8	.4	.9	-1.0	-1.1	.0	.8
2004	107.5	106.6	106.8	-	-1.0	-8	.3	-	1.0	-6	-8	-
Wholesale trade:												
1977	-	100.6	99.2	100.7	-	-	-1.3	1.5	-	-	-	-
1978	101.2	100.1	99.3	99.4	.5	-1.1	-8	.1	-	-5	.0	-1.4
1979	97.8	97.2	95.3	94.7	-1.6	-6	-1.9	-7	-3.4	-3.0	-4.0	-4.7
1980	93.3	92.7	92.2	92.6	-1.5	-6	-6	.5	-4.6	-4.5	-3.3	-2.2
1981	92.7	91.9	91.2	91.6	.1	-8	-8	.5	-6	-9	-1.1	-1.1
1982	93.6	93.5	92.8	93.7	2.2	-1	-8	1.0	1.0	1.8	1.7	2.3
1983	95.1	95.5	95.8	95.8	1.5	.5	.2	.0	1.5	2.2	3.2	2.2
1984	95.9	96.3	95.7	97.2	.1	.4	-6	1.6	.9	.8	.0	1.5
1985	96.8	98.1	98.2	97.8	-4	1.4	.1	-5	.9	1.9	2.6	.5
1986	99.2	99.8	99.7	100.3	1.5	.6	-2	.6	2.5	1.7	1.5	2.6
1987	100.2	100.7	99.8	100.0	-1	.5	-9	.2	1.0	.9	.2	-3
1988	99.4	100.0	99.5	99.3	-6	.6	-5	-3	-8	-7	-3	-7
1989	100.5	100.0	102.1	103.5	1.2	-5	2.1	1.4	1.1	.0	2.5	4.3
1990	100.9	100.5	98.7	98.5	-2.6	-4	-1.8	-2	.4	.5	-3.3	-4.9
1991	98.6	99.6	99.9	99.3	.1	1.0	.2	-6	-2.2	-9	1.2	.8
1992	99.2	99.6	98.3	99.3	.0	.3	-1.3	1.0	.6	-1	-1.6	.0
1993	98.4	98.9	98.4	99.1	-8	.5	-5	.6	-8	-7	.2	-2
1994	98.0	99.2	98.8	99.4	-1.1	1.3	-4	.6	-5	.3	.3	.3
1995	99.1	99.8	100.4	101.5	-3	.8	.5	1.1	1.2	.7	1.6	2.1
1996	100.5	101.4	101.1	101.4	-9	.9	-3	.3	1.4	1.5	.7	-1
1997	101.9	102.3	102.4	102.8	.5	.4	.0	.4	1.4	1.0	1.3	1.4
1998	104.2	104.4	105.7	107.0	1.4	.2	1.2	1.3	2.2	2.0	3.2	4.1
1999	105.8	106.3	106.7	108.0	-1.1	.4	.4	1.3	1.6	1.8	.9	1.0
2000	106.8	107.5	106.9	108.1	-1.1	.7	-6	1.2	1.0	1.2	.2	.1
2001	106.8	107.7	107.3	108.7	-1.2	.9	-4	1.4	-1	.2	.4	.6
2002	109.1	111.3	110.0	110.4	.4	2.0	-1.2	.4	2.2	3.3	2.5	1.6
2003	110.1	111.3	110.4	111.3	-3	1.1	-7	.8	.9	.0	.4	.8
2004	110.1	109.8	110.9	-	-1.1	-3	1.0	-	.0	-1.3	.4	-

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Wholesale trade, excluding sales occupations:												
1981	-	95.9	95.3	96.0	-	-	-0.6	0.7	-	-	-	-
1982	98.4	98.0	97.6	98.3	2.5	-0.4	-4	.7	-	2.2	2.4	2.4
1983	100.0	99.9	99.7	100.0	1.8	-1	-2	.3	1.7	1.9	2.1	1.7
1984	100.3	99.9	99.9	101.1	.3	-3	-1	1.2	.3	.0	.2	1.2
1985	100.9	101.3	101.6	100.9	-2	.4	.4	-7	.6	1.3	1.8	-2
1986	102.0	102.7	102.5	103.1	1.0	.7	-2	.6	1.1	1.4	.8	2.1
1987	102.6	102.0	101.9	102.4	-5	-6	-1	.5	.6	-6	-6	-7
1988	101.9	101.7	101.2	101.2	-4	-2	-5	.0	-7	-3	-7	-1.1
1989	100.7	100.0	101.0	100.9	-6	-7	1.0	-1	-1.3	-1.7	-2	-4
1990	99.5	100.0	98.4	98.2	-1.4	.5	-1.6	-2	-1.1	.0	-2.6	-2.6
1991	99.2	99.6	99.3	99.4	1.0	.5	-3	.1	-3	-4	.9	1.2
1992	99.3	99.8	99.5	99.8	-1	.4	-3	.3	.1	.1	.2	.3
1993	99.1	99.3	99.5	100.0	-7	.1	.2	.5	-2	-5	.0	.2
1994	99.3	99.6	99.3	99.6	-7	.3	-3	.3	.2	.4	-1	-4
1995	100.2	100.0	100.2	101.6	.5	-2	.2	1.4	.9	.4	.9	2.0
1996	100.7	101.1	101.4	101.6	-9	.4	.3	.2	.5	1.0	1.2	-1
1997	102.2	102.8	103.1	103.9	.7	.6	.3	.8	1.6	1.7	1.7	2.3
1998	104.4	104.9	105.9	106.6	.6	.5	.9	.7	2.2	2.0	2.7	2.6
1999	106.7	106.8	107.0	108.0	.1	.0	.2	.9	2.2	1.8	1.1	1.3
2000	107.2	107.8	108.1	109.3	-7	.5	.3	1.1	.5	.9	1.0	1.2
2001	109.1	109.1	109.6	110.9	-2	.0	.4	1.2	1.8	1.3	1.3	1.5
2002	110.6	111.2	111.5	112.3	-2	.5	.3	.7	1.4	1.9	1.8	1.3
2003	110.4	111.6	111.0	112.0	-1.7	1.1	-5	.9	-2	.4	-4	-3
2004	111.1	109.6	110.2	-	-8	-1.3	.5	-	.6	-1.8	-8	-
Retail trade:												
1976	-	-	111.4	111.9	-	-	-	.5	-	-	-	-
1977	111.0	110.6	111.0	110.9	-9	-3	.3	.0	-	-	-4	-9
1978	112.2	112.5	111.6	110.5	1.1	.3	-8	-1.0	1.1	1.7	.6	-3
1979	109.5	108.1	107.1	105.2	-9	-1.3	-9	-1.8	-2.4	-3.9	-4.0	-4.9
1980	103.2	101.4	101.6	100.1	-1.9	-1.7	.2	-1.5	-5.8	-6.2	-5.1	-4.8
1981	101.0	100.5	98.7	98.8	.9	-4	-1.9	.1	-2.2	-9	-2.9	-1.3
1982	99.3	98.1	98.1	98.9	.5	-1.2	.0	.8	-1.7	-2.4	-6	.2
1983	99.8	100.2	99.3	99.4	.8	.4	-8	.0	.5	2.1	1.2	.4
1984	100.2	100.4	99.6	100.5	.8	.3	-8	.9	.4	.3	.3	1.2
1985	100.1	100.6	101.5	101.5	-5	.5	.9	.0	-1	.2	1.9	1.0
1986	102.5	102.9	102.8	102.5	1.0	.4	-1	-3	2.5	2.3	1.3	1.0
1987	101.7	102.0	101.2	100.8	-8	.3	-8	-5	-8	-9	-1.5	-1.7
1988	101.0	101.6	101.2	101.4	.2	.6	-4	.2	-7	-4	.0	.7
1989	100.6	100.0	100.3	100.0	-9	-6	.3	-3	-4	-1.6	-9	-1.4
1990	99.0	99.7	98.2	97.7	-1.0	.7	-1.5	-5	-1.5	-3	-2.1	-2.3
1991	97.6	98.6	98.6	98.3	.0	.9	.0	-3	-1.4	-1.2	.4	.6
1992	97.4	97.9	97.8	97.8	-9	.5	-2	.0	-3	-7	-9	-5
1993	97.3	97.8	97.9	97.9	-5	.5	.1	.0	-1	-1	.2	.1
1994	97.1	98.1	98.0	97.7	-8	1.0	-1	-4	-2	.3	.1	-2
1995	97.3	97.3	97.6	97.5	-4	.0	.3	-1	.2	-8	-4	-2
1996	97.9	97.5	97.8	98.4	.4	-4	.4	.6	.6	.2	.2	1.0
1997	98.6	99.5	100.0	100.5	.1	.9	.5	.5	.7	2.0	2.2	2.1

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Retail trade:													
1998	100.9	101.5	102.6	102.1	0.4	0.6	1.1	-0.5	2.4	2.0	2.6	1.6	
1999	102.4	103.3	102.7	102.9	.4	.8	-6	.3	1.5	1.8	.1	.9	
2000	103.0	103.3	103.5	103.6	.1	.3	.2	.1	.6	.0	.8	.6	
2001	103.5	103.0	103.6	105.8	-1	-4	.5	2.2	.4	-2	.1	2.2	
2002	104.7	105.3	104.8	104.8	-1.0	.6	-5	-1	1.2	2.2	1.2	-1.0	
2003	103.1	103.9	104.7	105.4	-1.5	.7	.8	.6	-1.5	-1.4	-1	.6	
2004	104.2	103.6	103.7	-	-1.2	-5	.1	-	1.0	-3	-1.0	-	
General merchandise stores:													
1988	-	100.5	100.5	101.1	-	-	-1	.6	-	-	-	-	
1989	100.7	100.0	99.6	99.8	-5	-7	-4	.2	-	-5	-9	-1.3	
1990	98.7	100.5	98.8	98.8	-1.1	1.8	-1.7	.0	-1.9	.5	-8	-1.0	
1991	99.1	100.4	100.3	99.5	.3	1.3	-1	-8	.4	-1	1.6	.8	
1992	99.0	98.9	98.1	97.8	-6	-1	-8	-3	-1	-1.5	-2.2	-1.8	
1993	97.1	97.5	97.9	97.9	-7	.3	.5	.0	-1.9	-1.4	-2	.1	
1994	96.1	97.6	96.8	97.4	-1.8	1.6	-9	.7	-1.1	.1	-1.2	-5	
1995	96.6	96.5	96.4	97.1	-8	-1	-1	.7	.6	-1.1	-4	-3	
1996	96.4	96.4	96.4	97.6	-7	-1	.0	1.2	-2	-1	.0	.5	
1997	97.0	97.7	97.5	98.8	-6	.8	-2	1.3	.5	1.4	1.2	1.2	
1998	99.0	100.1	100.3	100.7	.2	1.1	.2	.4	2.1	2.5	2.8	1.9	
1999	100.6	100.3	100.2	100.8	-1	-3	-1	.6	1.6	.2	-1	.1	
2000	99.9	99.7	99.8	101.4	-9	-2	.1	1.6	-7	-6	-4	.6	
2001	101.3	101.4	101.4	102.9	-1	.2	.0	1.5	1.4	1.7	1.6	1.4	
2002	102.7	102.7	102.9	102.4	-2	.1	.2	-5	1.4	1.3	1.5	-5	
2003	100.9	102.7	102.6	103.4	-1.4	1.7	-1	.8	-1.7	.0	-3	1.0	
2004	102.0	101.3	102.9	-	-1.3	-7	1.6	-	1.1	-1.3	.3	-	
Food stores:													
1987	-	-	103.4	104.0	-	-	-	.6	-	-	-	-	
1988	103.6	102.9	101.7	102.0	-3	-8	-1.1	.2	-	-	-1.6	-2.0	
1989	101.5	100.0	99.7	100.1	-5	-1.5	-3	.4	-2.1	-2.8	-2.0	-1.8	
1990	99.1	99.6	98.3	98.1	-1.0	.5	-1.4	-2	-2.3	-4	-1.4	-2.0	
1991	98.3	99.2	99.0	99.4	.1	.9	-2	.4	-9	-5	.7	1.2	
1992	98.8	99.4	99.2	99.4	-6	.6	-2	.3	.5	.2	.2	.1	
1993	99.0	99.2	98.3	98.7	-4	.1	-9	.4	.2	-2	-9	-8	
1994	98.6	98.8	97.5	97.2	.0	.1	-1.3	-3	-4	-4	-8	-1.4	
1995	96.6	95.7	96.1	96.3	-7	-9	.4	.2	-2.1	-3.1	-1.5	-1.0	
1996	96.0	96.0	96.8	97.6	-3	-1	.9	.8	-5	.3	.8	1.3	
1997	96.8	96.5	97.5	97.7	-8	-3	1.0	.2	.8	.6	.8	.1	
1998	98.7	99.4	99.9	98.8	1.0	.7	.5	-1.1	2.0	2.9	2.4	1.1	
1999	99.1	99.2	99.0	99.5	.3	.0	-2	.5	.4	-2	-9	.7	
2000	99.1	100.4	100.2	101.0	-4	1.3	-3	.8	.0	1.3	1.2	1.5	
2001	100.9	100.7	101.4	103.0	-1	-2	.7	1.6	1.9	.3	1.2	2.0	
2002	102.7	102.7	102.9	103.1	-3	.0	.2	.2	1.8	2.0	1.5	.1	
2003	101.7	102.4	102.0	102.9	-1.3	.7	-4	.9	-1.0	-3	-9	-2	
2004	101.8	100.9	101.0	-	-1.0	-9	.0	-	.1	-1.4	-1.0	-	
Finance, insurance, and real estate:													
1978	-	-	-	96.8	-	-	-	-	-	-	-	-	
1979	96.7	96.5	95.3	96.6	-1	-3	-1.2	1.3	-	-	-	-2	
1980	93.0	92.4	92.8	92.2	-3.8	-6	.4	-7	-3.9	-4.2	-2.7	-4.6	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Finance, insurance, and real estate:												
1981	92.4	94.4	90.1	93.1	0.3	2.1	-4.5	3.2	-0.6	2.1	-2.8	1.0
1982	93.8	90.2	92.7	95.5	.7	-3.8	2.7	3.1	1.5	-4.4	2.8	2.6
1983	96.6	95.4	96.4	98.6	1.2	-1.2	1.0	2.3	3.0	5.8	4.0	3.3
1984	96.8	96.3	93.8	94.0	-1.9	-4	-2.6	.2	.2	1.0	-2.6	-4.6
1985	98.0	96.7	98.0	98.9	4.2	-1.4	1.4	.9	1.2	.3	4.4	5.2
1986	99.5	100.0	100.0	100.5	.6	.5	.0	.5	1.5	3.4	2.1	1.6
1987	101.7	99.1	98.0	97.4	1.2	-2.6	-1.1	-6	2.3	-9	-2.0	-3.1
1988	97.5	97.7	96.2	99.2	.0	.2	-1.5	3.1	-4.2	-1.4	-1.8	1.8
1989	99.7	100.0	99.9	99.7	.6	.3	-1	-2	2.3	2.4	3.8	.5
1990	98.2	98.9	98.1	97.2	-1.5	.7	-8	-9	-1.6	-1.1	-1.8	-2.5
1991	98.4	98.6	97.7	97.6	1.2	.3	-1.0	-1	.2	-2	-4	.4
1992	97.6	95.8	95.0	94.7	.0	-1.8	-8	-3	-8	-2.9	-2.7	-2.9
1993	94.5	93.9	96.0	96.1	-3	-6	2.2	.1	-3.2	-1.9	1.1	1.5
1994	95.9	94.9	94.5	94.7	-2	-1.0	-4	.2	1.5	1.0	-1.6	-1.5
1995	94.3	95.2	95.6	95.7	-4	1.0	.4	.1	-1.7	.3	1.1	1.1
1996	95.5	96.5	96.1	95.6	-2	1.1	-5	-5	1.3	1.4	.5	-.1
1997	96.6	97.0	97.3	100.5	1.0	.5	.3	3.3	1.1	.5	1.3	5.1
1998	101.5	102.6	104.8	105.9	1.0	1.2	2.1	1.0	5.1	5.8	7.7	5.3
1999	103.2	106.3	106.8	107.1	-2.5	3.0	.4	.2	1.7	3.6	2.0	1.1
2000	107.8	107.6	108.4	108.2	.7	-2	.7	-2	4.5	1.2	1.5	1.1
2001	108.4	107.8	108.4	109.6	.2	-6	.6	1.0	.6	.2	.1	1.3
2002	111.3	111.8	111.3	111.5	1.5	.4	-4	.2	2.6	3.7	2.7	1.8
2003	115.3	116.5	116.7	117.5	3.3	1.0	.2	.7	3.6	4.2	4.8	5.3
2004	116.0	114.7	115.3	-	-1.3	-1.2	.6	-	.6	-1.5	-1.1	-
Finance, insurance, and real estate, excluding sales occupations:												
1978	-	-	-	99.4	-	-	-	-	-	-	-	-
1979	99.7	97.5	96.5	95.6	.4	-2.3	-1.0	-9	-	-	-	-3.8
1980	94.7	93.3	93.1	91.6	-1.0	-1.4	-3	-1.6	-5.1	-4.3	-3.5	-4.2
1981	93.3	92.9	91.6	91.1	1.8	-4	-1.4	-6	-1.5	-5	-1.6	-6
1982	93.5	92.8	92.5	93.5	2.6	-8	-2	1.0	.3	-1	1.0	2.6
1983	96.3	96.3	96.6	96.5	3.1	-1	.3	-1	3.0	3.8	4.4	3.3
1984	96.6	96.9	96.4	96.9	.1	.3	-5	.4	.3	.7	-2	.4
1985	97.5	97.1	97.7	97.4	.7	-4	.7	-3	.9	.2	1.3	.6
1986	99.8	99.8	99.9	100.6	2.5	.0	.0	.7	2.4	2.8	2.2	3.3
1987	101.1	100.0	99.8	99.9	.4	-1.0	-2	.1	1.3	.2	-1	-7
1988	99.9	99.4	98.7	100.0	.0	-5	-7	1.3	-1.1	-7	-1.1	.1
1989	99.8	100.0	99.5	99.3	-2	.2	-5	-2	-1	.6	.8	-7
1990	99.3	99.3	98.9	98.4	.0	-1	-3	-5	-5	-7	-5	-9
1991	98.9	98.9	99.0	99.4	.5	.0	.1	.3	-4	-3	.1	1.0
1992	98.5	97.3	96.5	96.4	-8	-1.3	-8	-2	-4	-1.7	-2.5	-3.0
1993	96.8	97.2	97.5	97.5	.4	.4	.3	.0	-1.8	-1	1.0	1.2
1994	97.4	97.3	97.4	97.3	-2	-1	.1	.0	.6	.1	-2	-2
1995	97.8	97.8	98.1	98.1	.5	.0	.3	.0	.4	.6	.8	.8
1996	98.4	98.6	99.1	98.0	.3	.2	.5	-1.1	.6	.8	1.0	.0
1997	98.7	99.2	99.5	102.8	.6	.5	.4	3.3	.3	.6	.5	4.8
1998	104.0	104.7	106.0	105.7	1.2	.7	1.2	-3	5.4	5.6	6.5	2.8

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Finance, insurance, and real estate, excluding sales occupations:													
1999	106.0	108.1	109.0	109.1	0.3	2.0	0.8	0.1	2.0	3.3	2.9	3.2	
2000	108.9	109.1	109.5	109.9	-.2	.2	.4	.3	2.7	.9	.5	.7	
2001	110.3	109.9	110.7	111.7	.4	-.4	.8	.9	1.3	.8	1.1	1.7	
2002	114.2	114.3	113.9	114.8	2.2	.1	-.4	.8	3.5	4.0	2.8	2.7	
2003	119.0	120.6	120.1	121.1	3.7	1.3	-.4	.8	4.3	5.5	5.4	5.5	
2004	118.7	118.1	118.8	-	-2.0	-.5	.6	-	-.3	-2.1	-1.1	-	
Banking, savings and loan, and other credit agencies:													
1986	-	-	-	98.5	-	-	-	-	-	-	-	-	
1987	99.4	99.4	99.0	99.4	.9	.0	-.4	.4	-	-	-	.9	
1988	101.4	101.0	100.5	100.7	2.1	-.4	-.5	.2	2.0	1.6	1.5	1.4	
1989	100.3	100.0	100.4	99.3	-.5	-.3	.4	-1.1	-1.1	-1.0	-.1	-1.4	
1990	98.0	99.0	97.2	97.8	-1.3	1.0	-1.8	.6	-2.3	-1.0	-3.2	-1.6	
1991	98.0	96.6	96.2	95.7	.2	-1.4	-.4	-.6	.0	-2.4	-1.0	-2.1	
1992	96.4	95.3	95.4	95.3	.8	-1.1	.1	-.1	-1.6	-1.3	-.9	-.4	
1993	96.9	97.0	97.2	97.5	1.6	.2	.2	.2	.5	1.8	2.0	2.2	
1994	96.7	96.4	96.8	96.3	-.8	-.3	.4	-.5	-.2	-.6	-.5	-1.2	
1995	97.7	97.4	97.5	97.1	1.4	-.3	.1	-.4	1.0	1.0	.8	.8	
1996	97.8	98.4	99.7	96.9	.7	.6	1.4	-2.9	.1	1.0	2.2	-.2	
1997	97.7	98.2	99.2	106.4	.8	.5	1.1	7.2	-.1	-.2	-.5	9.8	
1998	107.8	109.0	111.5	109.3	1.3	1.1	2.3	-1.9	10.4	11.1	12.4	2.8	
1999	109.9	115.4	117.7	117.7	.5	5.0	2.0	.0	1.9	5.8	5.5	7.6	
2000	117.4	117.5	117.9	118.2	-.2	.1	.3	.3	6.9	1.9	.2	.4	
2001	119.3	119.1	120.6	120.6	1.0	-.2	1.2	.0	1.6	1.3	2.3	2.0	
2002	125.8	126.1	125.3	126.2	4.3	.3	-.7	.7	5.4	5.9	3.9	4.6	
2003	139.1	141.0	140.1	141.5	10.2	1.4	-.6	1.0	10.6	11.8	11.9	12.2	
2004	136.9	135.8	136.9	-	-3.3	-.8	.8	-	-1.6	-3.7	-2.3	-	
Insurance:													
1987	-	98.4	98.0	99.4	-	-	-.4	1.4	-	-	-	-	
1988	99.2	100.3	99.7	100.3	-.2	1.2	-.7	.7	-	2.0	1.7	.9	
1989	99.9	100.0	98.9	99.2	-.4	.1	-1.1	.3	.8	-.3	-.8	-1.1	
1990	98.6	99.5	98.9	97.5	-.6	.8	-.5	-1.5	-1.3	-.5	.1	-1.7	
1991	97.2	98.4	97.2	97.7	-.3	1.2	-1.2	.5	-1.5	-1.1	-1.7	.3	
1992	99.1	99.8	99.0	98.6	1.4	.7	-.8	-.4	2.0	1.4	1.8	.9	
1993	96.1	97.0	97.4	99.2	-2.5	1.0	.4	1.9	-3.0	-2.7	-1.6	.7	
1994	97.8	97.9	97.8	98.3	-1.5	.1	-.2	.6	1.8	.9	.4	-.9	
1995	98.2	98.3	98.1	98.8	-.1	.1	-.2	.7	.4	.4	.3	.5	
1996	98.5	98.3	98.6	98.6	-.3	-.2	.3	.0	.3	.0	.5	-.2	
1997	99.2	99.1	99.1	100.2	.6	-.1	.0	1.1	.7	.8	.5	1.6	
1998	101.8	102.6	105.2	104.9	1.7	.8	2.5	-.3	2.7	3.6	6.2	4.7	
1999	103.3	104.4	103.6	104.3	-1.5	1.0	-.7	.7	1.5	1.7	-1.5	-.5	
2000	105.5	105.5	107.7	107.6	1.1	.1	2.0	-.1	2.1	1.1	3.9	3.1	
2001	107.3	106.9	106.9	108.9	-.2	-.4	.0	1.8	1.8	1.3	-.7	1.2	
2002	109.0	109.4	109.4	109.1	.2	.3	.0	-.3	1.6	2.4	2.4	.3	
2003	108.9	110.1	109.8	110.8	-.2	1.1	-.3	-.9	-.2	.6	.4	1.5	
2004	109.3	109.4	110.4	-	-1.3	.0	.9	-	.4	-.7	.5	-	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Insurance, excluding sales occupations:												
1987	-	100.2	99.9	100.0	-	-	-0.2	0.1	-	-	-	-
1988	100.6	100.8	100.5	100.5	0.5	0.2	-3	.0	-	0.6	0.6	0.5
1989	99.9	100.0	100.2	99.9	-6	.1	.2	-3	-0.6	-7	-3	-6
1990	100.1	100.5	99.0	98.8	.2	.4	-1.5	-3	.1	.5	-1.1	-1.1
1991	98.5	99.2	99.0	99.4	-3	.7	-2	.5	-1.6	-1.3	-1	.7
1992	99.5	100.4	99.9	100.5	.1	.9	-4	.5	1.1	1.2	1.0	1.1
1993	100.1	101.1	101.2	101.5	-4	1.0	.1	.3	.6	.7	1.2	1.0
1994	101.7	101.8	101.6	101.7	.2	.1	-2	.1	1.6	.7	.4	.3
1995	101.5	101.9	101.8	102.1	-2	.4	-1	.3	-2	.1	.2	.4
1996	102.0	101.8	101.7	101.5	-1	-2	-2	-2	.5	.0	-1	-6
1997	102.1	102.3	102.3	102.9	.6	.3	.0	.5	.0	.5	.6	1.4
1998	103.1	103.3	103.6	104.4	.2	.2	.3	.8	1.0	.9	1.3	1.5
1999	104.6	104.5	104.1	104.4	.2	-2	-3	.3	1.5	1.1	.5	.0
2000	103.8	103.7	104.1	104.5	-6	-1	.4	.4	-8	-7	.0	.1
2001	104.4	104.3	104.3	106.2	.0	-1	.0	1.8	.6	.6	.2	1.6
2002	107.1	107.0	106.9	106.9	.9	-1	-1	.1	2.5	2.6	2.5	.7
2003	106.4	107.8	107.5	108.2	-5	1.4	-3	.7	-7	.8	.6	1.2
2004	107.1	107.1	107.6	-	-1.0	.0	.4	-	.7	-7	.1	-
Service industries:												
1975	-	-	97.1	97.3	-	-	-	.2	-	-	-	-
1976	97.9	97.7	98.0	97.7	.7	-2	.4	-4	-	-	1.0	.4
1977	96.4	96.1	96.6	96.3	-1.3	-3	.5	-3	-1.6	-1.6	-1.4	-1.4
1978	95.9	95.0	95.4	94.4	-4	-1.0	.4	-1.0	-5	-1.2	-1.3	-2.0
1979	93.3	91.0	90.5	90.3	-1.1	-2.5	-5	-2	-2.7	-4.2	-5.1	-4.4
1980	88.9	87.3	88.2	87.1	-1.5	-1.8	1.0	-1.2	-4.7	-4.0	-2.5	-3.5
1981	88.5	86.8	87.5	88.5	1.5	-1.9	.7	1.1	-5	-6	-8	1.5
1982	90.5	89.2	90.4	92.1	2.3	-1.4	1.4	1.9	2.3	2.7	3.3	4.1
1983	93.2	92.2	94.0	94.6	1.2	-1.1	2.0	.6	3.0	3.4	4.0	2.7
1984	95.2	94.5	95.1	96.8	.7	-7	.6	1.7	2.2	2.6	1.2	2.3
1985	96.0	95.7	97.3	96.5	-8	-3	1.6	-8	.8	1.3	2.3	-3
1986	98.4	98.4	98.6	99.3	2.0	-1	.3	.6	2.5	2.8	1.4	2.9
1987	99.5	99.0	99.8	100.2	.2	-6	.9	.4	1.1	.6	1.2	1.0
1988	100.3	99.8	100.4	100.7	.1	-5	.6	.3	.8	.9	.6	.5
1989	100.6	100.0	100.9	100.9	-2	-6	.9	.0	.2	.2	.5	.2
1990	100.5	101.0	100.2	100.4	-4	.5	-8	.3	-1	1.0	-7	-4
1991	100.7	100.4	100.9	101.0	.2	-3	.5	.1	.2	-6	.7	.5
1992	100.8	100.9	101.2	101.5	-1	.1	.3	.4	.2	.5	.3	.6
1993	101.1	101.1	101.7	101.8	-4	.0	.6	.1	.3	.2	.5	.3
1994	101.8	101.7	101.5	102.0	.0	-1	-2	.5	.7	.6	-2	.2
1995	101.6	101.2	101.5	101.9	-4	-3	.3	.4	-3	-5	.0	-1
1996	101.7	101.9	102.0	102.1	-2	.2	.1	.1	.1	.7	.5	.2
1997	102.2	103.0	103.7	104.8	.1	.7	.7	1.1	.5	1.0	1.7	2.6
1998	105.0	105.3	106.2	106.6	.2	.3	.9	.4	2.7	2.3	2.4	1.7
1999	107.0	106.9	106.8	107.7	.3	.0	-1	.8	1.9	1.5	.6	1.0
2000	106.8	107.3	107.6	108.3	-8	.4	.3	.6	-1	.4	.7	.6
2001	108.3	108.1	109.3	111.1	.1	-2	1.2	1.6	1.4	.7	1.6	2.6
2002	110.7	110.6	110.7	110.9	-4	-1	.1	.2	2.2	2.3	1.3	-2
2003	109.7	110.8	111.2	112.2	-1.1	1.0	.3	1.0	-9	.2	.4	1.2

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service industries:													
2004	111.3	110.8	111.8	-	-0.8	-0.5	1.0	-	1.5	0.0	0.6	-	
Business services:													
1986	-	-	-	98.4	-	-	-	-	-	-	-	-	-
1987	98.6	98.6	100.1	100.5	.3	.0	1.5	0.4	-	-	-	-	2.2
1988	100.5	100.0	100.0	100.3	-1	-4	-1	.3	1.8	1.4	-2	-2	
1989	99.8	100.0	100.2	99.6	-5	.2	.2	-6	-6	.0	.2	-7	
1990	99.3	100.4	98.8	99.6	-3	1.1	-1.6	.8	-5	.4	-1.3	.0	
1991	100.8	99.9	98.5	99.0	1.1	-8	-1.4	.5	1.4	-5	-4	-6	
1992	98.9	98.9	99.5	99.6	-1	.0	.6	.1	-1.8	-1.0	1.0	.6	
1993	98.7	98.5	98.6	98.5	-9	-2	.1	-1	-2	-4	-9	-1.1	
1994	100.2	100.1	99.6	99.8	1.7	.0	-5	.2	1.5	1.7	1.0	1.4	
1995	100.1	100.0	100.1	100.5	.3	-1	.1	.4	-1	-1	.5	.7	
1996	101.1	101.1	101.1	101.8	.6	.0	-1	.7	1.1	1.1	.9	1.3	
1997	101.9	102.5	103.9	105.6	.1	.6	1.3	1.7	.8	1.4	2.8	3.8	
1998	105.3	106.0	107.6	109.1	-3	.7	1.5	1.4	3.3	3.4	3.6	3.3	
1999	109.4	109.2	109.8	110.5	.2	-1	.5	.6	3.9	3.1	2.0	1.2	
2000	110.2	110.9	111.0	111.3	-3	.7	.0	.3	.8	1.5	1.1	.7	
2001	111.4	112.1	113.3	115.0	.1	.6	1.1	1.5	1.1	1.1	2.1	3.3	
2002	113.8	113.1	112.9	113.1	-1.0	-6	-2	.2	2.2	.9	-4	-1.7	
2003	111.6	112.4	113.3	114.3	-1.3	.8	.8	.9	-2.0	-6	.4	1.1	
2004	113.2	113.0	113.9	-	-1.0	-2	.8	-	1.5	.5	.5	-	
Health services:													
1985	95.8	95.5	95.8	95.1	-	-3	.3	-7	-	-	-	-	
1986	96.7	96.8	97.7	98.8	1.7	.1	1.0	1.1	1.0	1.4	2.0	3.9	
1987	98.7	98.2	98.3	99.0	-1	-6	.1	.7	2.1	1.4	.6	.2	
1988	98.7	99.3	99.4	100.2	-3	.5	.2	.8	.0	1.1	1.2	1.2	
1989	100.6	100.0	101.2	101.9	.4	-6	1.2	.7	1.8	.7	1.7	1.6	
1990	101.5	101.6	101.1	101.7	-3	.0	-5	.6	1.0	1.6	-1	-1	
1991	102.1	102.1	102.7	103.1	.4	.0	.5	.5	.6	.5	1.6	1.4	
1992	103.0	102.9	103.5	104.0	-1	.0	.6	.4	.8	.8	.9	.8	
1993	103.5	103.7	104.1	104.4	-4	.2	.3	.3	.5	.8	.5	.4	
1994	103.8	103.6	103.3	104.0	-5	-2	-3	.7	.2	-2	-8	-4	
1995	103.4	103.1	103.3	103.8	-5	-3	.2	.5	-3	-4	.0	-1	
1996	103.1	103.0	102.9	102.8	-7	.0	-2	.0	-4	-1	-4	-1.0	
1997	102.8	103.1	103.4	104.2	.0	.3	.3	.8	-3	.1	.5	1.3	
1998	104.2	103.9	104.3	104.0	.0	-3	.4	-3	1.4	.8	.9	-1	
1999	104.3	104.2	103.9	104.9	.3	-1	-3	.9	.1	.3	-4	.8	
2000	104.0	104.6	104.7	105.6	-8	.5	.1	.8	-3	.3	.8	.7	
2001	105.5	105.8	106.9	109.1	-1	.3	1.0	2.1	1.4	1.2	2.1	3.3	
2002	109.2	109.3	109.4	110.2	.0	.1	.1	.8	3.5	3.2	2.3	1.0	
2003	109.1	110.3	110.3	111.6	-1.1	1.1	.0	1.2	-1	.9	.9	1.3	
2004	111.1	110.4	111.7	-	-5	-6	1.1	-	1.9	.2	1.3	-	
Hospitals:													
1986	-	96.0	96.6	97.8	-	-	.7	1.2	-	-	-	-	
1987	97.6	97.1	97.6	98.4	-2	-6	.5	.9	-	1.1	1.0	.6	
1988	98.5	98.9	99.0	99.8	.1	.3	.2	.8	.9	1.8	1.5	1.4	
1989	100.4	100.0	101.2	101.7	.6	-4	1.2	.5	1.8	1.2	2.2	1.9	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Hospitals:												
1990	101.2	101.3	101.2	101.8	-0.4	0.0	-0.1	0.6	0.9	1.3	0.0	0.2
1991	101.9	101.8	102.4	103.0	.0	.0	.5	.5	.6	.6	1.2	1.1
1992	102.8	102.6	103.0	103.5	-1	-2	.4	.4	.9	.7	.6	.5
1993	103.1	103.0	103.5	103.8	-3	-1	.4	.3	.3	.4	.5	.4
1994	103.5	103.4	102.9	103.5	-3	-1	-5	.5	.4	.3	-6	-4
1995	102.8	102.5	102.6	103.2	-6	-3	.1	.7	-7	-9	-4	-2
1996	102.4	102.2	102.0	102.0	-8	-2	-2	.0	-4	-2	-5	-1.2
1997	101.4	101.6	101.8	102.5	-6	.2	.2	.7	-1.0	-7	-2	.5
1998	102.2	102.6	103.0	103.4	-3	.3	.4	.3	.8	1.0	1.2	.9
1999	103.5	103.3	103.0	103.9	.1	-2	-3	.9	1.2	.7	.0	.5
2000	102.8	103.2	103.5	104.7	-1.1	.4	.4	1.1	-7	-1	.5	.8
2001	104.6	105.3	106.7	109.1	-1	.7	1.4	2.3	1.8	2.1	3.1	4.2
2002	109.0	109.4	109.8	111.2	-1	.3	.4	1.2	4.3	3.9	2.9	1.9
2003	110.2	111.2	111.6	113.1	-9	.9	.3	1.3	1.1	1.6	1.6	1.7
2004	112.2	111.5	112.7	-	-8	-6	1.0	-	1.8	.3	1.0	-
Educational services:												
1988	-	-	-	101.8	-	-	-	-	-	-	-	-
1989	100.6	100.0	103.0	102.3	-1.2	-6	3.0	-7	-	-	-	.5
1990	101.0	100.3	102.1	102.2	-1.3	-6	1.8	.1	.4	.3	-8	.0
1991	101.4	100.1	102.2	102.3	-8	-1.3	2.1	.1	.4	-2	.1	.1
1992	101.0	100.6	102.3	102.4	-1.3	-5	1.8	.1	-4	.5	.1	.1
1993	101.5	100.9	103.2	102.9	-8	-6	2.3	-3	.5	.3	.9	.5
1994	102.2	102.5	103.7	103.7	-7	.3	1.3	.0	.6	1.6	.5	.8
1995	103.0	102.5	104.2	104.6	-7	-5	1.7	.4	.8	.0	.4	.9
1996	103.7	103.3	104.8	104.7	-9	-4	1.5	-1	.7	.8	.6	.1
1997	104.3	104.4	106.1	106.5	-4	.0	1.7	.4	.6	1.1	1.2	1.7
1998	106.4	106.3	108.3	108.7	-1	-1	1.9	.3	2.0	1.8	2.1	2.0
1999	108.2	107.7	109.0	109.3	-4	-5	1.3	.2	1.7	1.3	.6	.6
2000	107.9	107.7	109.6	110.0	-1.2	-2	1.8	.4	-3	.0	.5	.7
2001	109.5	108.8	111.1	112.8	-5	-6	2.1	1.5	1.4	1.1	1.4	2.5
2002	111.9	111.2	113.3	114.2	-8	-6	1.9	.8	2.2	2.2	2.0	1.3
2003	112.6	113.3	114.1	115.1	-1.4	.6	.7	.9	.6	1.9	.7	.8
2004	113.8	112.9	114.7	-	-1.1	-8	1.6	-	1.1	-3	.5	-
Colleges and universities:												
1988	-	-	-	101.6	-	-	-	-	-	-	-	-
1989	100.6	100.0	102.6	102.1	-1.1	-6	2.6	-5	-	-	-	.4
1990	100.7	100.1	101.7	101.4	-1.4	-5	1.5	-3	.1	.1	-9	-7
1991	100.8	100.6	102.8	102.8	-6	-2	2.3	-1	.1	.4	1.2	1.4
1992	101.7	101.4	103.0	102.8	-1.0	-4	1.6	-2	1.0	.8	.2	.1
1993	102.0	101.2	103.7	103.5	-8	-8	2.6	-2	.2	-2	.7	.6
1994	102.9	102.5	103.4	103.5	-6	-4	.9	.1	.9	1.3	-3	.0
1995	102.9	102.5	104.5	105.2	-6	-4	2.0	.7	.0	.0	1.0	1.6
1996	104.1	103.7	104.9	104.7	-1.0	-4	1.2	-2	1.2	1.2	.4	-5
1997	104.4	104.5	106.1	106.7	-3	.1	1.5	.6	.3	.8	1.1	1.9
1998	106.4	106.4	108.3	108.7	-3	-1	1.8	.4	1.9	1.8	2.1	1.9
1999	108.4	107.8	108.8	109.1	-3	-5	.9	.2	1.8	1.4	.4	.3
2000	107.9	107.5	109.0	109.1	-1.0	-4	1.3	.1	-4	-3	.1	.0
2001	108.5	108.1	110.2	112.1	-5	-4	2.0	1.7	.6	.5	1.2	2.8

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Colleges and universities:													
2002	111.0	110.3	111.8	112.7	-1.0	-0.6	1.4	0.8	2.3	2.1	1.4	0.6	
2003	110.8	111.5	112.3	113.4	-1.7	.7	.7	1.0	-2	1.1	.4	.6	
2004	112.2	111.2	113.0	-	-1.0	-9	1.6	-	1.3	-3	.6	-	
Nonmanufacturing:													
1975	-	-	102.1	102.2	-	-	-	.1	-	-	-	-	
1976	103.5	103.6	103.4	104.3	1.2	.1	-1	.8	-	-	1.3	2.0	
1977	103.2	103.2	103.5	104.1	-1.0	.0	.2	.6	-2	-3	.1	-1	
1978	103.9	103.4	103.6	102.5	-2	-6	.2	-1.1	.7	.1	.1	-1.6	
1979	101.5	100.1	99.1	98.4	-9	-1.4	-9	-8	-2.3	-3.2	-4.3	-4.0	
1980	96.4	95.1	95.9	95.2	-2.0	-1.3	.8	-7	-5.1	-4.9	-3.3	-3.2	
1981	95.6	95.2	94.4	95.2	.5	-5	-8	.8	-8	.1	-1.5	.0	
1982	96.7	95.2	96.1	97.7	1.5	-1.5	.9	1.6	1.1	.0	1.8	2.6	
1983	98.6	98.3	98.7	99.2	1.0	-3	.4	.5	2.0	3.3	2.7	1.6	
1984	99.2	99.0	98.5	99.2	.0	-2	-5	.8	.6	.7	-3	.0	
1985	99.4	99.3	100.3	99.9	.1	-1	1.0	-3	.2	.3	1.8	.7	
1986	101.2	101.3	101.5	101.8	1.3	.1	.1	.3	1.8	2.0	1.2	1.8	
1987	101.5	100.9	100.7	100.8	-2	-6	-2	.1	.3	-4	-8	-1.0	
1988	100.7	100.8	100.4	100.7	-1	.1	-4	.3	-8	-2	-3	.0	
1989	100.6	100.0	100.7	100.6	-2	-6	.7	-1	-1	-7	.3	-1	
1990	99.5	99.8	98.6	98.4	-1.1	.3	-1.3	-2	-1.0	-2	-2.1	-2.2	
1991	98.6	98.9	98.9	98.8	.2	.3	-1	-1	-9	-9	.3	.4	
1992	98.6	98.5	98.3	98.5	-2	-1	-2	.2	.0	-4	-6	-3	
1993	98.0	98.1	98.7	98.7	-5	.1	.6	.0	-6	-4	.4	.3	
1994	98.5	98.7	98.6	98.7	-3	.2	-1	.1	.5	.6	-1	.0	
1995	98.4	98.4	98.7	99.0	-4	.0	.4	.3	-1	-3	.1	.3	
1996	98.8	99.1	99.0	99.2	-3	.3	-1	.2	.4	.7	.3	.2	
1997	99.4	100.1	100.6	101.6	.2	.7	.5	1.0	.7	1.0	1.6	2.4	
1998	102.1	102.6	103.5	104.0	.4	.5	1.0	.5	2.6	2.5	2.9	2.4	
1999	103.7	104.3	104.2	104.8	-3	.6	-1	.5	1.6	1.7	.7	.7	
2000	104.3	104.7	105.0	105.5	-4	.4	.2	.5	.6	.4	.7	.7	
2001	105.3	105.2	105.9	107.8	-2	-1	.7	1.8	.9	.4	.9	2.2	
2002	107.6	108.0	107.8	108.0	-2	.4	-2	.2	2.2	2.6	1.7	.2	
2003	107.4	108.4	108.6	109.5	-6	1.0	.2	.8	-2	.4	.8	1.3	
2004	108.4	107.8	108.6	-	-1.0	-5	.7	-	.9	-6	.0	-	
Nonmanufacturing, white-collar occupations:													
1987	-	100.3	100.0	100.0	-	-	-2	.0	-	-	-	-	
1988	99.9	100.1	99.9	100.5	-1	.2	-3	.7	-	-1	-2	.5	
1989	100.6	100.0	100.8	100.9	.0	-6	.8	.1	.6	-1	.9	.4	
1990	99.9	100.3	99.2	99.0	-1.0	.4	-1.1	-3	-7	.3	-1.5	-1.9	
1991	99.3	99.6	99.7	99.5	.3	.4	.0	-1	-6	-7	.5	.6	
1992	99.4	99.2	99.1	99.3	-1	-2	-2	.2	.1	-4	-6	-3	
1993	98.9	99.0	99.6	99.8	-4	.1	.6	.2	-6	-2	.5	.5	
1994	99.4	99.7	99.4	99.6	-4	.3	-3	.2	.5	.7	-1	-1	
1995	99.3	99.4	99.7	100.1	-4	.1	.4	.4	-1	-3	.3	.4	
1996	99.9	100.3	100.3	100.4	-1	.3	.1	.0	.7	.9	.6	.3	
1997	100.8	101.4	101.9	103.2	.4	.7	.5	1.2	.8	1.2	1.6	2.8	
1998	103.7	104.2	105.4	105.9	.5	.5	1.2	.5	2.9	2.7	3.4	2.6	
1999	105.4	106.0	106.1	106.7	-5	.6	.0	.6	1.6	1.8	.7	.8	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonmanufacturing, white-collar occupations:													
2000	106.2	106.7	106.9	107.4	-0.5	0.5	0.2	0.5	0.8	0.6	0.8	0.7	
2001	107.3	107.2	107.9	109.8	-1	.0	.6	1.8	1.0	.5	.9	2.3	
2002	109.7	110.1	109.8	110.1	-2	.4	-2	.2	2.2	2.7	1.8	.2	
2003	109.7	110.7	111.0	112.0	-4	.9	.3	.9	.0	.6	1.1	1.7	
2004	110.9	110.3	111.2	-	-9	-6	.8	-	1.1	-4	.1	-	
Nonmanufacturing, white-collar occupations excluding sales:													
1987	-	100.3	100.5	100.8	-	-	.2	.3	-	-	-	-	
1988	100.7	100.5	100.5	100.8	-1	-1	-1	.3	-	.3	.0	.1	
1989	100.7	100.0	100.6	100.4	-2	-7	.6	-2	.0	-5	.1	-4	
1990	100.1	100.3	99.4	99.4	-3	.2	-9	.0	-6	.3	-1.2	-1.0	
1991	99.7	99.8	100.1	100.3	.3	.1	.3	.2	-4	-5	.7	.9	
1992	100.0	100.0	100.0	100.2	-3	.0	.0	.2	.3	.2	-1	-1	
1993	100.1	100.2	100.6	100.9	-1	.1	.4	.3	.0	.2	.5	.6	
1994	100.7	100.8	100.8	101.0	-2	.1	.0	.2	.6	.6	.2	.1	
1995	100.7	100.5	100.8	101.4	-2	-2	.3	.6	.1	-3	.0	.4	
1996	101.1	101.2	101.6	101.4	-2	.1	.4	-2	.4	.7	.8	.0	
1997	101.8	102.5	103.0	104.3	.3	.7	.5	1.2	.6	1.3	1.4	2.8	
1998	104.7	105.1	106.0	106.2	.5	.4	.9	.2	2.9	2.6	3.0	1.9	
1999	106.5	106.9	106.9	107.6	.3	.4	.0	.7	1.7	1.7	.8	1.3	
2000	106.8	107.3	107.7	108.3	-7	.4	.3	.6	.3	.4	.7	.7	
2001	108.4	108.3	109.2	111.2	.1	-1	.9	1.8	1.4	.9	1.4	2.6	
2002	111.1	111.3	111.1	111.5	-1	.1	-1	.3	2.5	2.8	1.8	.3	
2003	111.1	112.2	112.4	113.5	-3	1.0	.1	1.0	.0	.8	1.1	1.8	
2004	112.4	111.7	112.6	-	-1.0	-6	.8	-	1.2	-5	.2	-	
Nonmanufacturing, blue-collar occupations:													
1987	-	102.2	101.8	102.2	-	-	-5	.4	-	-	-	-	
1988	102.2	101.9	101.2	101.0	.0	-2	-7	-2	-	-3	-5	-1.1	
1989	100.5	100.0	100.3	99.7	-6	-5	.3	-6	-1.7	-1.9	-9	-1.3	
1990	98.5	98.6	97.3	96.7	-1.1	.0	-1.4	-5	-1.9	-1.4	-3.0	-3.0	
1991	97.0	97.0	96.9	96.7	.3	.0	-1	-1	-1.6	-1.6	-4	.0	
1992	96.4	96.6	96.3	96.4	-4	.2	-2	.0	-6	-4	-5	-4	
1993	96.0	96.2	96.6	96.5	-4	.2	.5	-1	-4	-4	.3	.2	
1994	96.3	96.5	96.7	96.5	-3	.2	.2	-2	.3	.4	.0	.0	
1995	96.3	96.4	96.7	96.9	-2	.1	.3	.1	.0	-1	.0	.4	
1996	96.4	96.6	96.3	96.3	-5	.3	-4	.1	.1	.2	-5	-5	
1997	96.3	97.2	97.3	97.8	-1	.9	.2	.5	-1	.6	1.1	1.5	
1998	98.1	98.6	99.0	99.3	.3	.5	.4	.3	1.9	1.5	1.7	1.5	
1999	99.6	100.1	99.9	100.1	.3	.5	-2	.3	1.5	1.5	.9	.9	
2000	99.6	100.0	100.2	100.5	-5	.4	.3	.3	.0	-1	.4	.4	
2001	100.6	100.3	101.5	102.8	.1	-2	1.1	1.3	1.0	.3	1.2	2.3	
2002	102.4	102.8	102.7	103.0	-4	.4	-1	.3	1.8	2.5	1.2	.2	
2003	101.8	103.0	102.8	103.6	-1.2	1.1	-2	.8	-6	.2	.1	.5	
2004	102.4	102.1	102.7	-	-1.1	-3	.5	-	.6	-8	-1	-	
Nonmanufacturing, service occupations:													
1987	-	102.3	101.5	101.5	-	-	-8	.0	-	-	-	-	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonmanufacturing, service occupations:													
1988	101.6	101.3	101.2	101.8	0.1	-0.3	-0.1	0.5	—	-1.0	-0.3	0.2	
1989	100.9	100.0	100.1	100.7	-0.9	-0.9	.1	.6	-0.7	-1.3	-1.1	-1.1	
1990	99.5	99.6	98.2	98.8	-1.2	.1	-1.5	.6	-1.3	-4	-1.9	-1.9	
1991	98.5	98.9	99.5	99.6	-.3	.5	.6	.1	-1.1	-7	1.3	.9	
1992	99.2	98.9	98.9	98.7	-.5	-.3	.0	-.2	.7	.0	-6	-9	
1993	98.0	98.1	98.2	98.0	-.7	.1	.1	-.2	-1.2	-8	-7	-8	
1994	98.0	97.9	97.4	98.3	.1	-.2	-.4	.9	.0	-2	-8	.4	
1995	97.7	97.5	97.7	98.0	-.6	-.2	.2	.3	-.3	-4	.3	-.3	
1996	97.2	97.2	97.4	98.2	-.8	-.1	.3	.8	-.5	-.3	-.3	.2	
1997	98.0	98.6	99.8	100.7	-.2	.6	1.2	.9	.8	1.5	2.5	2.6	
1998	101.0	101.2	101.7	102.3	.3	.2	.5	.6	3.0	2.6	1.9	1.6	
1999	102.7	102.8	101.9	102.9	.4	.2	-.9	.9	1.7	1.6	.2	.6	
2000	102.1	102.5	102.5	103.2	-.7	.4	-.1	.7	-.5	-.3	.5	.3	
2001	102.8	102.6	103.1	105.4	-.4	-.3	.6	2.2	.7	.1	.7	2.1	
2002	105.1	105.1	105.2	105.6	-.3	.0	.1	.4	2.2	2.4	2.0	.2	
2003	104.4	105.0	104.9	105.9	-1.2	.6	-.2	1.0	-.6	.0	-.3	.3	
2004	104.6	103.8	104.0	—	-1.3	-.7	.2	—	.1	-1.2	-.8	—	

¹ Excludes farm and household workers.

² Includes mining, construction, and manufacturing.

³ Publication of data for service occupations in manufacturing and other goods-producing industries has been discontinued due to insufficient sample size.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union workers:													
1975	-	-	103.6	104.2	-	-	-	0.5	-	-	-	-	-
1976	105.2	105.3	106.4	107.5	1.0	0.1	1.1	1.0	-	-	2.7	3.1	
1977	106.6	106.7	107.5	108.3	-8	.1	.8	.7	1.3	1.3	1.0	.8	
1978	107.9	107.0	107.1	107.4	-4	-8	.1	.3	1.2	.2	-4	-8	
1979	106.0	104.5	103.5	103.2	-1.4	-1.4	-1.0	-2	-1.8	-2.3	-3.4	-3.9	
1980	101.2	100.7	102.1	101.8	-2.0	-5	1.4	-3	-4.5	-3.7	-1.3	-1.4	
1981	100.8	101.2	100.9	102.3	-1.0	.4	-3	1.4	-3	.5	-1.1	.5	
1982	103.4	102.1	103.3	105.0	1.0	-1.2	1.2	1.7	2.5	.9	2.4	2.6	
1983	105.7	105.1	105.6	105.7	.7	-5	.4	.1	2.3	3.0	2.2	.7	
1984	105.5	105.2	104.6	105.2	-2	-3	-6	.6	-2	.0	-1.0	-5	
1985	104.9	104.7	105.1	104.6	-4	-1	.3	-5	-6	-4	.5	-6	
1986	105.8	105.5	105.5	105.5	1.2	-3	.0	-1	.9	.8	.4	.8	
1987	104.4	103.7	102.8	103.7	-1.0	-7	-8	.8	-1.4	-1.8	-2.5	-1.7	
1988	103.1	102.5	101.7	101.4	-5	-6	-8	-3	-1.2	-1.1	-1.1	-2.1	
1989	100.7	100.0	99.9	100.0	-8	-7	-1	.1	-2.4	-2.5	-1.8	-1.4	
1990	98.9	98.7	97.4	97.5	-1.1	-2	-1.3	.0	-1.7	-1.3	-2.4	-2.5	
1991	97.6	97.7	97.7	98.0	.1	.1	.0	.3	-1.3	-1.0	.2	.5	
1992	97.8	98.1	98.1	98.2	-2	.3	.0	.1	.2	.4	.4	.2	
1993	97.7	97.9	98.2	98.5	-5	.1	.3	.3	-1	-2	.1	.3	
1994	98.2	98.6	98.5	98.7	-3	.4	-1	.2	.5	.7	.3	.3	
1995	98.2	98.1	98.4	98.8	-5	-1	.3	.4	.0	-5	-1	.1	
1996	97.9	98.4	98.1	98.1	-9	.5	-2	.0	-3	.2	-3	-7	
1997	97.7	98.2	98.8	99.2	-4	.5	.5	.4	-2	-1	.6	1.1	
1998	99.2	99.5	100.4	100.8	.0	.4	.9	.3	1.5	1.3	1.7	1.6	
1999	100.5	100.6	100.3	100.7	-3	.1	-3	.4	1.3	1.1	-1	-1	
2000	99.5	99.7	100.0	100.7	-1.2	.2	.3	.7	-1.0	-9	-3	.1	
2001	100.1	100.2	101.0	103.5	-6	.1	.8	2.5	.6	.5	1.0	2.8	
2002	103.0	103.3	103.7	104.6	-5	.3	.4	.8	2.9	3.1	2.7	1.1	
2003	103.3	104.2	104.1	105.2	-1.3	.9	-2	1.1	.3	.9	.3	.5	
2004	104.1	103.8	104.6	-	-1.0	-3	.7	-	.8	-4	.5	-	
Union blue-collar workers:													
1987	-	103.3	102.5	103.5	-	-	-8	.9	-	-	-	-	
1988	102.8	102.2	101.3	101.3	-6	-6	-9	.0	-	-1.1	-1.2	-2.0	
1989	100.6	100.0	100.0	99.9	-8	-6	.0	-1	-2.2	-2.2	-1.3	-1.4	
1990	98.5	98.6	97.1	97.2	-1.3	.0	-1.5	.1	-2.0	-1.4	-2.9	-2.7	
1991	97.3	97.4	97.1	97.4	.1	.1	-3	.3	-1.3	-1.2	.0	.2	
1992	97.2	97.3	97.3	97.3	-2	.1	.0	.0	-1	-1	.3	.0	
1993	96.8	96.9	97.2	97.5	-6	.2	.3	.2	-4	-3	-1	.1	
1994	97.0	97.4	97.4	97.5	-4	.4	.0	.1	.3	.5	.2	.0	
1995	96.9	96.9	97.2	97.3	-6	.0	.3	.1	-2	-5	-2	-2	
1996	96.4	96.6	96.6	96.6	-9	.3	.0	.0	-5	-3	-6	-7	
1997	95.9	96.5	97.0	97.5	-7	.7	.5	.5	-5	-1	.4	1.0	
1998	97.3	97.8	98.5	98.9	-2	.5	.7	.4	1.5	1.3	1.6	1.4	
1999	98.7	98.9	98.7	99.2	-2	.3	-2	.4	1.4	1.1	.2	.3	
2000	98.0	98.3	98.7	99.3	-1.2	.3	.5	.5	-7	-7	.0	.1	
2001	98.8	98.9	99.7	101.6	-5	.0	.9	1.9	.8	.6	1.0	2.4	
2002	101.1	101.5	101.7	102.6	-6	.5	.2	.9	2.3	2.7	2.0	1.0	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for									
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--					
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Union blue-collar workers:														
2003	101.4	102.4	102.4	103.4	-1.2	1.0	0.0	0.9	0.3	0.9	0.6	0.7		
2004	102.2	101.7	102.4	—	-1.1	-.4	.7	—	.8	-.7	.0	—		
Union workers, goods-producing industries ³ :														
1975	—	—	104.6	105.5	—	—	—	.9	—	—	—	—		
1976	106.3	106.4	107.5	108.7	.8	.1	1.0	1.2	—	—	2.8	3.0		
1977	107.8	107.9	109.1	109.9	-.8	.1	1.1	.7	1.4	1.5	1.5	1.1		
1978	109.4	108.5	109.0	109.4	-.4	-.8	.5	.4	1.5	.5	-.1	-.4		
1979	107.7	106.4	105.1	105.0	-1.5	-1.2	-1.2	-.1	-1.5	-1.9	-3.5	-4.0		
1980	102.7	102.5	103.9	103.2	-2.2	-.2	1.3	-.6	-4.7	-3.7	-1.2	-1.7		
1981	102.5	102.7	102.7	103.8	-.7	.2	-.1	1.1	-.2	.2	-1.2	.5		
1982	104.4	103.2	104.3	105.8	.6	-1.1	1.0	1.4	1.9	.5	1.6	1.9		
1983	106.1	105.4	105.4	105.6	.3	-.7	.0	.2	1.6	2.1	1.0	-.2		
1984	105.2	105.2	104.6	105.4	-.4	.0	-.6	.7	-.8	-.2	-.7	-.2		
1985	105.0	104.8	105.0	104.5	-.4	-.1	.1	-.5	-.2	-.3	.3	-.9		
1986	105.5	105.4	105.1	105.1	1.0	-.1	-.3	.0	.5	.5	.1	.6		
1987	103.7	103.1	102.3	103.6	-1.3	-.6	-.8	1.2	-1.7	-2.2	-2.6	-1.5		
1988	102.8	102.2	101.3	101.3	-.7	-.6	-.9	.0	-.9	-.9	-1.0	-2.1		
1989	100.5	100.0	99.9	100.0	-.9	-.5	-.1	.1	-2.3	-2.2	-1.4	-1.3		
1990	98.6	98.9	97.3	97.4	-1.3	.2	-1.6	.1	-1.8	-1.1	-2.6	-2.6		
1991	97.6	97.7	97.4	97.8	.2	.1	-.3	.4	-1.0	-1.2	.2	.4		
1992	97.6	97.5	97.6	97.7	-.2	-.1	.0	.1	.0	-.2	.2	-.1		
1993	97.0	97.1	97.3	97.7	-.7	.2	.2	.4	-.7	-.4	-.3	.0		
1994	97.3	97.9	97.6	97.7	-.4	.6	-.3	.1	.3	.8	.3	.0		
1995	97.1	97.1	97.4	97.5	-.7	.0	.3	.1	-.2	-.8	-.2	-.2		
1996	96.7	97.0	96.9	96.7	-.8	.3	-.1	-.2	-.4	-.1	-.5	-.8		
1997	96.3	97.1	97.5	97.8	-.5	.9	.4	.3	-.4	.1	.6	1.1		
1998	97.9	98.5	99.4	99.7	.1	.7	.9	.4	1.7	1.5	2.0	2.0		
1999	99.5	99.9	99.7	100.4	-.2	.4	-.2	.6	1.7	1.4	.3	.6		
2000	99.5	99.6	100.2	100.8	-.9	.2	.5	.6	-.1	-.3	.5	.4		
2001	100.3	100.5	101.1	102.7	-.5	.2	.6	1.6	.8	.9	1.0	2.0		
2002	102.2	102.5	102.8	103.7	-.6	.3	.3	.9	1.9	2.0	1.7	.9		
2003	102.7	104.0	103.7	104.6	-1.0	1.3	-.2	.9	.5	1.4	.9	.9		
2004	103.5	103.0	103.7	—	-1.1	-.5	.7	—	.8	-.9	.0	—		
Union workers, service-producing industries ⁴ :														
1975	—	—	101.8	102.6	—	—	—	.8	—	—	—	—		
1976	103.5	103.8	104.7	105.5	.8	.3	.9	.8	—	—	2.8	2.8		
1977	104.5	104.9	105.1	105.9	-1.0	.4	.2	.8	1.0	1.1	.4	.3		
1978	105.3	104.5	104.3	104.1	-.6	-.8	-.2	-.2	.8	-.4	-.7	-1.7		
1979	103.1	101.4	101.1	100.5	-1.0	-1.6	-.3	-.7	-2.1	-2.9	-3.0	-3.5		
1980	98.7	97.8	99.1	99.4	-1.8	-.9	1.3	.2	-4.3	-3.6	-2.0	-1.1		
1981	98.6	99.0	98.4	100.6	-.8	.5	-.6	2.2	-.1	1.2	-.7	1.2		
1982	101.6	100.7	101.8	103.8	1.0	-.9	1.1	1.9	3.1	1.7	3.4	3.1		
1983	105.2	105.0	106.1	106.2	1.4	-.2	1.0	.1	3.5	4.3	4.2	2.4		
1984	106.1	105.4	104.6	105.1	-.1	-.6	-.8	.5	.8	.4	-1.4	-1.0		
1985	104.6	104.7	105.2	104.8	-.5	.1	.4	-.4	-1.4	-.7	.6	-.3		

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union workers, service-producing industries⁴:													
1986	106.3	105.9	106.2	106.2	1.4	-0.4	0.3	0.0	1.6	1.1	1.0	1.4	
1987	105.4	104.4	103.6	103.8	-8	-9	-8	.2	-9	-1.4	-2.4	-2.3	
1988	103.4	102.9	102.3	101.8	-3	-6	-5	-6	-1.9	-1.5	-1.2	-1.9	
1989	101.1	100.0	100.0	100.1	-7	-1.1	.0	.1	-2.3	-2.8	-2.3	-1.6	
1990	99.2	98.5	97.6	97.6	-9	-7	-9	-1	-1.8	-1.5	-2.3	-2.5	
1991	97.5	97.6	98.0	98.3	.0	.1	.4	.2	-1.7	-9	.4	.7	
1992	98.1	98.7	98.8	98.9	-2	.6	.1	.1	.6	1.1	.8	.7	
1993	98.7	98.9	99.2	99.4	-2	.2	.3	.2	.6	.2	.4	.5	
1994	99.5	99.5	99.8	100.0	.1	.0	.2	.2	.8	.6	.6	.6	
1995	99.7	99.5	99.8	100.4	-3	-1	.3	.6	.2	.0	.0	.4	
1996	99.5	99.9	99.7	99.8	-9	.5	-2	.1	-2	.4	-1	-6	
1997	99.4	99.7	100.4	100.9	-4	.3	.7	.6	.0	-2	.7	1.1	
1998	100.8	100.7	101.7	102.1	-1	-2	1.1	.3	1.4	.9	1.3	1.1	
1999	101.8	101.4	101.1	101.2	-2	-4	-3	.1	1.0	.7	-6	-9	
2000	99.7	100.0	100.1	100.9	-1.4	.2	.1	.8	-2.1	-1.4	-1.0	-2	
2001	100.2	100.2	101.2	104.6	-8	.0	1.0	3.3	.4	.2	1.1	3.6	
2002	104.1	104.4	104.8	105.7	-4	.3	.4	.8	4.0	4.2	3.6	1.1	
2003	104.2	104.8	104.7	105.9	-1.5	.6	.0	1.1	.0	.3	-1	.2	
2004	105.0	104.9	105.7	-	-9	-1	.8	-	.8	.1	.9	-	
Union workers, manufacturing:													
1976	-	-	104.9	106.8	-	-	-	1.8	-	-	-	-	
1977	106.0	105.9	107.3	108.3	-8	.0	1.3	.9	-	-	2.3	1.4	
1978	107.9	106.6	107.1	108.0	-4	-1.2	.5	.8	1.8	.6	-2	-3	
1979	106.5	104.9	103.6	104.2	-1.4	-1.5	-1.2	.5	-1.3	-1.6	-3.2	-3.5	
1980	102.4	101.9	103.1	102.8	-1.7	-5	1.2	-3	-3.8	-2.8	-5	-1.3	
1981	101.9	101.9	101.6	102.8	-8	.0	-3	1.2	-5	.0	-1.5	.0	
1982	103.5	102.1	103.3	104.8	.6	-1.3	1.2	1.4	1.5	.2	1.7	1.9	
1983	105.1	104.3	104.3	104.6	.3	-8	.0	.3	1.5	2.1	.9	-1	
1984	104.5	104.2	103.9	104.8	-1	-3	-3	.8	-6	.0	-4	.1	
1985	104.5	104.5	104.7	104.1	-3	.0	.2	-6	.0	.2	.8	-6	
1986	105.4	105.1	104.7	104.9	1.2	-3	-3	.2	.9	.5	.0	.7	
1987	103.5	102.7	102.0	103.5	-1.3	-8	-7	1.4	-1.8	-2.3	-2.6	-1.4	
1988	102.7	102.0	101.0	101.2	-7	-7	-1.0	.2	-8	-6	-1.0	-2.1	
1989	100.5	100.0	99.8	100.1	-8	-5	-2	.3	-2.2	-2.0	-1.2	-1.1	
1990	98.9	99.2	97.5	97.9	-1.2	.2	-1.6	.3	-1.5	-8	-2.2	-2.2	
1991	98.1	98.1	98.0	98.5	.2	.0	-1	.5	-9	-1.1	.4	.6	
1992	98.4	98.2	98.1	98.4	-1	-2	-1	.3	.3	.1	.1	-1	
1993	97.8	97.9	98.0	98.7	-6	.1	.1	.6	-5	-3	-1	.3	
1994	98.3	98.8	98.4	98.8	-4	.5	-3	.4	.5	.9	.4	.2	
1995	98.2	98.1	98.3	98.6	-6	-1	.2	.4	-1	-7	-2	-2	
1996	98.0	98.1	97.9	98.0	-7	.2	-2	.1	-2	.1	-4	-7	
1997	97.4	97.9	98.4	98.9	-6	.5	.5	.6	-5	-2	.5	1.0	
1998	99.2	99.3	100.3	100.7	.2	.1	1.0	.4	1.8	1.4	1.9	1.8	
1999	100.5	100.6	100.4	101.4	-2	.1	-2	1.0	1.3	1.3	.1	.7	
2000	100.6	100.6	101.0	101.7	-8	-1	.5	.7	.1	.0	.6	.3	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, manufacturing:												
2001	101.4	101.4	102.1	103.9	-0.3	0.1	0.7	1.8	0.7	0.9	1.1	2.2
2002	103.4	103.6	103.9	105.0	-.5	.2	.3	1.0	2.0	2.1	1.8	1.0
2003	104.2	105.3	105.0	105.8	-.8	1.1	-.3	.7	.7	1.6	1.0	.7
2004	104.7	104.1	104.9	-	-1.0	-.5	.7	-	.5	-1.1	-.1	-
Union workers, manufacturing, blue-collar occupations:												
1987	-	102.6	101.9	103.5	-	-	-.7	1.6	-	-	-	-
1988	102.7	102.0	101.0	101.2	-.7	-.7	-1.0	.2	-	-.5	-.9	-2.1
1989	100.5	100.0	99.9	100.2	-.8	-.5	-.1	.3	-2.2	-2.0	-1.1	-1.0
1990	98.9	99.2	97.4	97.8	-1.3	.2	-1.7	.3	-1.5	-.8	-2.4	-2.4
1991	98.0	98.1	97.9	98.4	.2	.1	-.2	.5	-.9	-1.1	.4	.6
1992	98.3	98.1	98.0	98.3	-.1	-.2	-.1	.3	.3	.0	.1	-.1
1993	97.7	97.8	97.8	98.5	-.6	.1	.0	.7	-.5	-.3	-.2	.2
1994	98.1	98.6	98.3	98.6	-.4	.5	-.3	.3	.4	.8	.4	.1
1995	98.0	97.8	98.0	98.3	-.6	-.1	.2	.3	-.2	-.8	-.3	-.3
1996	97.6	97.8	97.7	97.8	-.8	.3	-.1	.1	-.4	.0	-.3	-.5
1997	97.3	97.7	98.2	98.8	-.6	.4	.5	.6	-.3	-.1	.6	1.0
1998	98.7	99.0	99.7	100.2	-.1	.3	.7	.6	1.5	1.3	1.5	1.5
1999	100.0	100.1	99.9	100.9	-.2	.1	-.3	1.0	1.4	1.2	.2	.6
2000	99.9	99.8	100.3	101.1	-1.0	.0	.5	.8	-.1	-.3	.5	.2
2001	100.7	100.6	101.5	103.2	-.3	-.1	.9	1.7	.8	.8	1.2	2.2
2002	102.6	102.8	103.1	104.1	-.6	.2	.3	1.1	1.9	2.2	1.5	.9
2003	103.3	104.3	104.0	104.9	-.8	1.0	-.3	.9	.7	1.5	.9	.7
2004	103.8	103.2	104.0	-	-1.1	-.5	.8	-	.5	-1.0	.0	-
Union workers, nonmanufacturing:												
1976	-	-	107.9	108.3	-	-	-	.4	-	-	-	-
1977	107.4	107.5	108.1	108.7	-.8	.1	.6	.5	-	-	.2	.4
1978	107.9	107.5	107.3	106.9	-.8	-.3	-.2	-.4	.4	.0	-.8	-1.7
1979	105.6	104.2	103.6	102.4	-1.2	-1.3	-.5	-1.2	-2.1	-3.1	-3.4	-4.2
1980	100.1	99.6	101.1	100.8	-2.3	-.4	1.4	-.2	-5.2	-4.4	-2.5	-1.6
1981	100.0	100.5	100.5	101.9	-.8	.6	.0	1.4	-.1	.9	-.5	1.1
1982	103.2	102.2	103.4	105.2	1.3	-1.0	1.2	1.7	3.2	1.7	2.9	3.2
1983	106.4	106.3	107.1	106.9	1.1	-.1	.8	-.1	3.0	4.0	3.5	1.7
1984	106.7	106.0	105.3	105.6	-.2	-.6	-.7	.3	.3	-.2	-1.7	-1.3
1985	105.2	105.1	105.4	104.9	-.4	-.1	.3	-.5	-1.4	-.9	.1	-.6
1986	106.3	106.0	106.2	106.1	1.3	-.3	.2	-.1	1.0	.9	.7	1.2
1987	105.3	104.4	103.6	103.8	-.8	-.8	-.8	.2	-1.0	-1.5	-2.4	-2.2
1988	103.3	103.0	102.3	101.8	-.4	-.4	-.6	-.6	-1.9	-1.4	-1.2	-1.9
1989	100.9	100.0	100.0	99.9	-.9	-.9	.0	-.1	-2.4	-2.9	-2.3	-1.8
1990	98.8	98.4	97.4	97.2	-1.1	-.4	-1.1	-.2	-2.0	-1.6	-2.6	-2.7
1991	97.3	97.4	97.6	97.7	.1	.1	.2	.1	-1.6	-1.1	.3	.5
1992	97.5	98.0	98.1	98.1	-.3	.5	.1	.0	.2	.6	.5	.4
1993	97.7	97.9	98.3	98.3	-.5	.2	.4	.0	.2	-.1	.2	.2
1994	98.1	98.4	98.5	98.6	-.2	.2	.2	.1	.5	.5	.2	.3
1995	98.3	98.1	98.5	98.9	-.4	-.1	.4	.4	.1	-.2	.0	.2
1996	97.9	98.4	98.2	98.2	-1.0	.6	-.2	.0	-.4	.3	-.3	-.7

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, nonmanufacturing:												
1997	97.8	98.4	99.0	99.3	-0.4	0.6	0.6	0.3	-0.1	0.0	0.8	1.1
1998	99.2	99.6	100.4	100.8	-2	.4	.9	.3	1.4	1.2	1.4	1.5
1999	100.6	100.5	100.2	100.2	-2	-1	-3	.0	1.4	.9	-2	-6
2000	98.9	99.2	99.5	100.1	-1.3	.3	.3	.7	-1.7	-1.3	-8	-1
2001	99.4	99.5	100.4	103.3	-.8	.1	1.0	2.9	.5	.3	1.0	3.2
2002	102.8	103.2	103.6	104.3	-5	.4	.4	.7	3.4	3.7	3.2	1.0
2003	102.7	103.7	103.6	104.8	-1.5	.9	-1	1.1	.0	.5	.0	.4
2004	103.7	103.6	104.3	-	-1.0	-1	.7	-	.9	-1	.7	-
Nonunion workers:												
1975	-	-	102.7	102.6	-	-	-	-.1	-	-	-	-
1976	103.9	104.0	103.6	104.5	1.2	.1	-.4	.8	-	-	.9	1.8
1977	103.7	103.5	104.1	104.3	-.8	-.2	.6	.2	-.2	-.5	.4	-.2
1978	104.3	103.9	103.6	103.0	.0	-.4	-.3	-.5	.6	.5	-.5	-1.2
1979	101.9	100.2	99.1	98.5	-1.1	-1.6	-1.1	-.6	-2.4	-3.5	-4.3	-4.4
1980	96.8	95.4	95.6	94.8	-1.7	-1.4	.2	-.9	-5.0	-4.8	-3.6	-3.8
1981	95.4	94.9	93.7	94.4	.6	-.5	-1.2	.7	-1.5	-.5	-1.9	-.4
1982	96.0	94.4	95.1	96.4	1.7	-1.6	.7	1.4	.7	-.5	1.4	2.1
1983	97.4	96.9	97.0	97.8	1.0	-.5	.1	.8	1.4	2.6	2.0	1.4
1984	97.7	97.7	97.3	98.3	.0	-.1	-.4	1.0	.4	.8	.3	.5
1985	98.7	98.6	99.3	99.0	.4	-.1	.7	-.3	1.0	1.0	2.1	.7
1986	100.6	100.9	100.9	101.3	1.6	.3	.0	.4	2.0	2.3	1.6	2.3
1987	101.1	100.6	100.4	100.5	-.2	-.5	-.2	.2	.5	-.3	-.5	-.7
1988	100.7	100.5	100.1	100.6	.1	-.1	-.5	.6	-.4	.0	-.3	.1
1989	100.5	100.0	100.6	100.5	-.2	-.5	.6	-.1	-.2	-.5	.5	-.1
1990	99.7	100.1	98.9	98.7	-.8	.4	-1.2	-.3	-.7	.1	-1.6	-1.8
1991	98.9	99.2	99.2	99.3	.2	.3	.0	.0	-.8	-.9	.3	.6
1992	99.1	99.0	98.7	98.9	-.2	-.1	-.2	.2	.2	-.2	-.5	-.4
1993	98.6	98.7	99.1	99.2	-.3	.1	.5	.1	-.5	-.3	.4	.3
1994	99.0	99.2	99.0	99.3	-.3	.2	-.2	.3	.4	.5	-.1	.1
1995	99.0	99.1	99.3	99.7	-.3	.1	.2	.4	.0	-.1	.3	.4
1996	99.5	99.7	99.8	99.9	-.2	.2	.1	.1	.5	.6	.5	.2
1997	100.1	100.9	101.3	102.3	.2	.7	.4	1.0	.7	1.2	1.5	2.4
1998	102.9	103.3	104.2	104.7	.6	.4	.9	.5	2.8	2.4	2.9	2.3
1999	104.5	105.1	105.0	105.7	-.2	.5	-.1	.7	1.6	1.7	.7	.9
2000	105.2	105.6	105.8	106.3	-.5	.4	.2	.4	.6	.5	.8	.6
2001	106.2	106.1	106.8	108.4	-.1	-.1	.6	1.6	1.0	.5	.9	2.0
2002	108.2	108.6	108.4	108.7	-.2	.4	-.2	.3	1.9	2.4	1.5	.3
2003	108.1	109.1	109.2	110.0	-.6	1.0	.1	.7	-.1	.4	.8	1.2
2004	109.0	108.3	109.1	-	-.9	-.6	.7	-	.9	-.7	-.1	-
Nonunion blue-collar workers:												
1987	-	101.2	101.1	101.3	-	-	-.1	.2	-	-	-	-
1988	101.5	101.4	100.5	100.7	.2	-.1	-.9	.2	-	.1	-.6	-.6
1989	100.3	100.0	100.5	100.1	-.5	-.3	.5	-.4	-1.2	-1.4	.0	-.6
1990	99.3	99.6	98.3	97.9	-.8	.3	-1.4	-.4	-.9	-.4	-2.2	-2.2
1991	98.2	98.3	98.1	98.3	.3	.1	-.1	.1	-1.1	-1.4	-.2	.4
1992	98.1	98.1	97.8	97.9	-.2	.0	-.3	.1	-.1	-.2	-.4	-.4
1993	97.5	97.6	97.8	97.9	-.4	.2	.2	.0	-.6	-.5	.1	.0

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion blue-collar workers:												
1994	97.7	97.9	97.8	98.1	-0.2	0.1	-0.1	0.3	0.2	0.2	-0.1	0.2
1995	98.0	98.2	98.3	98.7	-.1	.3	.1	.4	.2	.4	.6	.7
1996	98.5	98.8	98.5	98.8	-.2	.2	-.3	.4	.6	.5	.1	.1
1997	98.9	99.8	99.8	100.5	.1	.9	.1	.6	.4	1.0	1.4	1.7
1998	101.0	101.2	101.6	102.1	.5	.2	.5	.4	2.1	1.4	1.8	1.6
1999	102.4	102.7	102.5	103.0	.4	.2	-.1	.5	1.4	1.5	.9	.9
2000	102.5	102.9	103.0	103.3	-.5	.4	.1	.4	.1	.2	.4	.3
2001	103.6	103.3	104.4	105.7	.3	-.3	1.0	1.2	1.1	.4	1.4	2.3
2002	105.4	105.6	105.4	105.8	-.3	.2	-.2	.4	1.8	2.2	.9	.1
2003	104.8	105.7	105.5	106.3	-1.0	.9	-.2	.7	-.6	.1	.1	.4
2004	105.3	104.8	105.5	-	-.9	-.5	.6	-	.5	-.9	-.1	-
Nonunion workers, goods-producing industries³:												
1975	-	-	105.7	106.0	-	-	-	.3	-	-	-	-
1976	107.0	107.3	107.1	108.1	1.0	.3	-.2	1.0	-	-	1.3	2.0
1977	107.8	107.3	108.1	108.5	-.3	-.5	.7	.4	.8	.1	1.0	.4
1978	108.6	107.7	106.9	107.6	.1	-.8	-.7	.6	.7	.4	-1.1	-.8
1979	106.0	104.2	102.6	102.4	-1.5	-1.7	-1.5	-.2	-2.5	-3.3	-4.0	-4.8
1980	101.0	99.3	99.0	98.5	-1.4	-1.7	-.4	-.5	-4.7	-4.7	-3.6	-3.8
1981	98.4	98.2	96.9	97.8	-.1	-.2	-1.3	.9	-2.6	-1.1	-2.1	-.7
1982	99.5	97.9	98.2	99.3	1.8	-1.7	.4	1.1	1.1	-.3	1.3	1.5
1983	100.3	99.8	99.3	99.8	1.0	-.5	-.5	.5	.7	1.9	1.1	.5
1984	99.5	99.2	99.0	99.8	-.3	-.3	-.2	.8	-.7	-.6	-.3	.0
1985	100.5	100.3	100.5	100.1	.7	-.2	.2	-.4	1.0	1.1	1.5	.3
1986	101.7	102.5	102.5	102.9	1.6	.7	.0	.4	1.2	2.1	2.0	2.7
1987	102.2	101.6	101.4	101.8	-.7	-.6	-.1	.4	.4	-.9	-1.0	-1.0
1988	102.0	101.8	100.8	101.0	.2	-.2	-1.0	.2	-.1	.2	-.6	-.8
1989	100.6	100.0	100.4	100.5	-.5	-.6	.4	.1	-1.5	-1.8	-.4	-.5
1990	99.8	99.8	98.7	98.4	-.7	.0	-1.2	-.3	-.8	-.2	-1.7	-2.1
1991	98.6	98.8	98.8	99.1	.2	.2	-.1	.3	-1.2	-1.0	.1	.7
1992	99.1	99.0	98.9	99.1	.0	.0	-.2	.2	.4	.2	.1	.0
1993	98.9	99.0	99.2	99.3	-.2	.1	.2	.1	-.2	.0	.3	.2
1994	99.1	99.4	99.3	99.7	-.2	.3	-.2	.5	.3	.4	.1	.4
1995	99.4	99.4	99.6	100.1	-.3	.0	.1	.5	.3	.0	.3	.4
1996	99.6	99.9	100.1	100.2	-.5	.3	.2	.0	.1	.4	.6	.1
1997	100.0	100.8	101.0	101.6	-.2	.8	.2	.5	.4	.9	.9	1.4
1998	102.2	102.6	102.9	103.4	.7	.3	.4	.4	2.2	1.7	1.9	1.8
1999	103.6	103.6	103.5	104.0	.3	.0	-.2	.5	1.4	1.1	.5	.7
2000	103.6	104.2	104.2	104.7	-.4	.6	.0	.5	-.1	.5	.7	.6
2001	104.8	104.8	105.2	106.8	.1	.0	.4	1.6	1.2	.6	1.0	2.0
2002	106.5	106.8	106.6	107.4	-.3	.2	-.2	.8	1.7	1.9	1.4	.6
2003	106.3	107.3	107.0	107.8	-1.0	1.0	-.3	.7	-.2	.5	.4	.3
2004	106.9	106.2	107.0	-	-.9	-.6	.8	-	.5	-1.0	.0	-
Nonunion workers, service-producing industries⁴:												
1975	-	-	101.1	100.8	-	-	-	-.3	-	-	-	-

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, service-producing industries⁴:													
1976	102.3	102.3	101.7	102.6	1.5	-0.1	-0.5	0.9	-	-	0.5	1.7	
1977	101.4	101.2	101.7	102.1	-1.2	-.2	.5	.4	-1.0	-1.0	.0	-4	
1978	102.2	101.8	101.9	100.5	.1	-.3	.1	-1.4	.8	.6	.2	-1.6	
1979	99.7	98.2	97.2	96.6	-.7	-1.6	-1.0	-.6	-2.4	-3.6	-4.7	-3.8	
1980	94.5	93.3	93.8	92.8	-2.2	-1.2	.5	-1.1	-5.2	-4.9	-3.4	-4.0	
1981	93.7	93.0	92.0	92.5	1.0	-.7	-1.1	.6	-.9	-.4	-1.9	-.2	
1982	94.2	92.5	93.3	94.9	1.7	-1.8	.9	1.7	.5	-.5	1.4	2.5	
1983	95.8	95.4	95.8	96.5	1.0	-.4	.4	.8	1.8	3.2	2.6	1.8	
1984	96.8	96.7	96.3	97.3	.2	-.1	-.4	1.1	1.0	1.3	.6	.8	
1985	97.5	97.5	98.8	98.6	.2	-.1	1.4	-.2	.8	.8	2.5	1.2	
1986	99.9	100.0	100.1	100.5	1.4	.0	.2	.4	2.5	2.6	1.4	2.0	
1987	100.5	99.9	99.8	99.9	.0	-.6	-.1	.1	.6	.0	-.3	-.6	
1988	99.9	100.0	99.8	100.5	.0	.1	-.3	.8	-.6	.1	-.1	.6	
1989	100.4	100.0	100.7	100.6	-.2	-.4	.7	-.1	.4	.0	.9	.1	
1990	99.7	100.2	99.0	98.8	-.9	.5	-1.2	-.3	-.6	.2	-1.6	-1.8	
1991	99.1	99.4	99.4	99.4	.3	.3	.0	-.1	-.6	-.8	.4	.6	
1992	99.1	98.9	98.6	98.8	-.3	-.2	-.2	.2	.0	-.5	-.8	-.5	
1993	98.3	98.5	99.1	99.2	-.5	.1	.6	.1	-.7	-.4	.5	.4	
1994	98.8	99.0	98.8	99.1	-.4	.2	-.2	.2	.5	.5	-.3	-.2	
1995	98.8	98.9	99.2	99.4	-.3	.1	.3	.3	.0	-.2	.3	.4	
1996	99.3	99.5	99.6	99.8	-.1	.2	.0	.2	.5	.7	.4	.3	
1997	100.1	100.8	101.3	102.5	.4	.7	.5	1.2	.8	1.3	1.8	2.7	
1998	103.0	103.5	104.6	105.1	.5	.5	1.1	.5	2.8	2.6	3.2	2.6	
1999	104.8	105.5	105.4	106.1	-.3	.7	-.1	.7	1.7	2.0	.8	1.0	
2000	105.7	106.0	106.2	106.7	-.4	.3	.2	.4	.9	.5	.8	.6	
2001	106.6	106.5	107.3	108.9	-.1	-.2	.7	1.6	.9	.4	1.0	2.1	
2002	108.8	109.2	108.9	109.1	-.2	.4	-.2	.1	2.0	2.6	1.6	.1	
2003	108.6	109.6	109.9	110.8	-.4	1.0	.2	.8	-.1	.4	.9	1.6	
2004	109.7	109.0	109.8	-	-1.0	-.6	.7	-	1.0	-.6	-.1	-	
Nonunion workers, manufacturing:													
1976	-	-	106.0	106.4	-	-	-	.4	-	-	-	-	
1977	106.4	105.9	106.9	107.3	.0	-.4	1.0	.4	-	-	.9	.9	
1978	107.5	106.0	105.4	106.1	.1	-1.3	-.5	.7	1.0	.1	-1.4	-1.1	
1979	104.7	102.8	101.1	101.1	-1.3	-1.8	-1.6	.0	-2.6	-3.0	-4.1	-4.7	
1980	99.8	98.0	97.7	97.1	-1.3	-1.8	-.3	-.6	-4.7	-4.7	-3.4	-4.0	
1981	97.0	96.8	95.7	96.5	.0	-.2	-1.1	.8	-2.7	-1.2	-2.0	-.6	
1982	98.4	96.6	97.0	98.2	1.9	-1.8	.4	1.2	1.4	-.3	1.3	1.7	
1983	99.3	98.7	98.5	99.0	1.1	-.6	-.2	.5	.9	2.1	1.5	.8	
1984	98.7	98.6	98.6	99.6	-.3	-.1	.0	1.0	-.6	.0	.1	.6	
1985	100.2	100.1	100.3	99.9	.6	-.1	.2	-.3	1.5	1.5	1.7	.3	
1986	101.7	102.3	102.4	102.9	1.8	.6	.0	.5	1.6	2.2	2.1	3.0	
1987	102.3	101.7	101.5	101.8	-.6	-.6	-.1	.3	.5	-.6	-.8	-1.0	
1988	102.0	101.7	100.7	100.9	.2	-.3	-1.0	.2	-.2	.0	-.8	-.9	
1989	100.4	100.0	100.3	100.4	-.6	-.4	.3	.1	-1.7	-1.7	-.4	-.5	
1990	99.9	100.1	99.0	98.8	-.5	.2	-1.1	-.3	-.5	.1	-1.2	-1.6	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, manufacturing:													
1991	99.0	99.3	99.2	99.6	0.2	0.3	-0.1	0.4	-0.9	-0.8	0.2	0.9	
1992	99.7	99.8	99.6	99.9	.1	.1	-.2	.3	.7	.5	.4	.3	
1993	99.7	99.8	100.1	100.4	-.1	.0	.3	.3	.0	.0	.5	.5	
1994	100.0	100.2	100.1	100.7	-.4	.2	-.1	.6	.3	.4	.0	.4	
1995	100.6	100.7	100.7	101.2	-.1	.2	-.1	.5	.6	.5	.6	.5	
1996	100.7	101.0	101.3	101.4	-.5	.3	.3	.1	.1	.2	.6	.2	
1997	101.1	102.0	102.1	102.7	-.3	.9	.1	.6	.4	1.0	.8	1.3	
1998	103.4	103.7	104.1	104.6	.6	.3	.4	.5	2.3	1.7	2.0	1.9	
1999	104.8	104.9	104.7	105.4	.2	.1	-.2	.6	1.4	1.2	.6	.7	
2000	104.7	105.2	105.2	105.6	-.7	.5	.0	.4	-.2	.2	.4	.2	
2001	105.7	105.7	105.9	107.5	.2	.0	.2	1.5	1.0	.5	.7	1.9	
2002	107.4	107.7	107.5	108.3	-.1	.3	-.2	.7	1.6	1.9	1.5	.7	
2003	107.3	108.2	107.8	108.6	-.9	.8	-.4	.7	.0	.5	.3	.3	
2004	107.7	107.1	108.0	-	-.9	-.5	.8	-	.3	-1.0	.1	-	
Nonunion workers, manufacturing blue-collar occupations:													
1987	-	101.8	101.7	101.5	-	-	-.1	-.1	-	-	-	-	
1988	101.6	101.3	100.3	100.7	.1	-.3	-1.0	.4	-	-.5	-1.4	-.8	
1989	100.2	100.0	100.5	100.6	-.6	-.2	.5	.1	-1.4	-1.3	.2	-.1	
1990	99.9	100.3	99.1	99.0	-.7	.4	-1.2	-.2	-.3	.3	-1.3	-1.6	
1991	99.2	99.3	99.2	99.6	.2	.1	-.1	.4	-.7	-1.0	.1	.7	
1992	99.7	99.6	99.3	99.4	.1	-.1	-.2	.1	.5	.3	.1	-.2	
1993	99.0	99.0	99.2	99.3	-.4	.0	.2	.1	-.7	-.6	-.1	-.1	
1994	99.1	99.0	98.9	99.5	-.3	.0	-.1	.6	.0	.0	-.3	.1	
1995	99.3	99.8	99.7	100.4	-.1	.4	-.1	.7	.3	.7	.8	.9	
1996	99.9	100.3	100.5	100.8	-.5	.4	.2	.3	.6	.6	.8	.4	
1997	100.7	101.6	101.6	102.3	-.1	.9	.0	.7	.7	1.2	1.1	1.5	
1998	102.8	102.9	103.3	103.9	.5	.0	.4	.5	2.1	1.3	1.7	1.5	
1999	104.2	103.9	103.8	104.4	.3	-.2	-.1	.5	1.3	1.1	.5	.5	
2000	103.5	103.8	103.9	104.6	-.9	.3	.1	.7	-.6	-.1	.0	.1	
2001	104.7	104.6	105.3	107.2	.2	-.1	.6	1.8	1.2	.8	1.4	2.5	
2002	107.1	107.1	106.8	107.6	-.1	.0	-.4	.8	2.3	2.4	1.4	.4	
2003	106.7	107.2	107.1	108.0	-.9	.5	-.1	.9	-.4	.1	.3	.4	
2004	107.2	106.4	107.2	-	-.7	-.8	.8	-	.5	-.8	.1	-	
Nonunion workers, nonmanufacturing:													
1976	-	-	102.8	103.6	-	-	-	.8	-	-	-	-	
1977	102.6	102.4	102.7	103.1	-1.0	-.2	.2	.4	-	-	-.1	-.5	
1978	103.2	103.0	103.0	101.7	.0	-.2	.0	-1.2	.5	.5	.3	-1.3	
1979	100.8	99.4	98.3	97.7	-.9	-1.4	-1.1	-.6	-2.3	-3.5	-4.6	-3.9	
1980	95.6	94.2	94.7	93.8	-2.2	-1.4	.5	-1.0	-5.2	-5.2	-3.7	-4.1	
1981	94.7	94.1	92.9	93.6	1.0	-.6	-1.2	.7	-1.0	-.1	-1.9	-.2	
1982	95.2	93.5	94.3	95.7	1.7	-1.8	.8	1.5	.6	-.6	1.5	2.3	
1983	96.6	96.3	96.5	97.3	.9	-.3	.2	.8	1.5	3.0	2.3	1.6	
1984	97.4	97.2	96.8	97.7	.1	-.2	-.4	.9	.8	.9	.3	.4	
1985	98.0	97.9	99.1	98.8	.3	-.1	1.2	-.3	.6	.8	2.4	1.1	
1986	100.1	100.3	100.3	100.7	1.4	.2	.0	.4	2.2	2.4	1.2	2.0	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, nonmanufacturing:													
1987	100.6	100.2	100.0	100.0	-0.1	-0.5	-0.1	0.0	0.5	-0.1	-0.3	-0.7	
1988	100.1	100.2	99.9	100.6	.1	.1	-.4	.8	-.5	.1	-.2	.6	
1989	100.5	100.0	100.7	100.7	-.2	-.5	.7	.0	.3	-.2	.8	.1	
1990	99.6	100.1	98.8	98.6	-1.1	.5	-1.3	-.3	-.8	.1	-1.8	-2.1	
1991	98.9	99.2	99.1	99.1	.3	.3	-.1	-.1	-.7	-.9	.3	.5	
1992	98.8	98.6	98.4	98.6	-.3	-.2	-.2	.2	-.1	-.6	-.8	-.5	
1993	98.1	98.2	98.8	98.8	-.5	.1	.6	.0	-.7	-.4	.4	.3	
1994	98.6	98.8	98.6	98.7	-.3	.2	-.2	.1	.5	.6	-.2	-.1	
1995	98.4	98.5	98.7	99.1	-.4	.1	.3	.4	-.2	-.3	.1	.4	
1996	99.0	99.2	99.2	99.4	-.1	.2	.0	.2	.6	.7	.4	.3	
1997	99.7	100.4	100.9	102.0	.3	.7	.5	1.1	.7	1.3	1.8	2.7	
1998	102.5	103.0	104.0	104.5	.5	.5	1.0	.5	2.9	2.6	3.0	2.4	
1999	104.2	104.9	104.8	105.4	-.2	.6	-.1	.6	1.7	1.8	.8	.9	
2000	105.1	105.5	105.7	106.2	-.3	.4	.2	.4	.8	.6	.9	.7	
2001	106.1	106.0	106.7	108.4	-.1	-.2	.7	1.6	1.0	.4	.9	2.1	
2002	108.2	108.6	108.4	108.6	-.2	.4	-.2	.2	1.9	2.5	1.6	.1	
2003	108.1	109.1	109.3	110.2	-.5	1.0	.2	.9	-.1	.4	.8	1.5	
2004	109.1	108.4	109.2	-	-1.1	-.6	.7	-	.9	-.6	-.1	-	
Northeast:													
1975	-	-	99.7	99.5	-	-	-	-.2	-	-	-	-	
1976	99.5	99.5	100.9	101.8	.0	.0	1.4	.9	-	-	1.2	2.3	
1977	100.8	100.9	101.9	102.6	-1.0	.1	1.0	.7	1.3	1.4	1.0	.8	
1978	102.4	101.7	102.4	101.7	-.2	-.7	.7	-.7	1.6	.8	.5	-.9	
1979	100.2	99.3	99.1	97.6	-1.5	-.9	-.2	-1.5	-2.1	-2.4	-3.2	-4.0	
1980	96.3	95.4	95.3	94.2	-1.3	-.9	-.1	-1.2	-3.9	-3.9	-3.8	-3.5	
1981	93.8	93.3	92.9	93.9	-.4	-.5	-.4	1.1	-2.6	-2.2	-2.5	-.3	
1982	95.8	93.7	96.0	96.5	2.0	-2.2	2.5	.5	2.1	.4	3.3	2.8	
1983	96.1	96.5	97.3	96.9	-.4	.4	.8	-.4	.3	3.0	1.4	.4	
1984	95.9	96.5	97.0	97.2	-1.0	.6	.5	.2	-.2	.0	-.3	.3	
1985	96.9	97.4	98.7	97.9	-.3	.5	1.3	-.8	1.0	.9	1.8	.7	
1986	98.8	100.4	100.3	100.1	.9	1.6	-.1	-.2	2.0	3.1	1.6	2.2	
1987	100.3	99.8	99.5	99.8	.2	-.5	-.3	.3	1.5	-.6	-.8	-.3	
1988	99.6	99.5	98.6	100.0	-.2	-.1	-.9	1.4	-.7	-.3	-.9	.2	
1989	100.1	100.0	100.6	100.7	.1	-.1	.6	.1	.5	.5	2.0	.7	
1990	99.7	99.8	98.2	98.3	-1.0	.1	-1.6	.1	-.4	-.2	-2.4	-2.4	
1991	98.4	98.9	98.7	98.6	.1	.5	-.2	-.1	-1.3	-.9	.5	.3	
1992	98.2	98.1	97.8	98.1	-.4	-.1	-.3	.3	-.2	-.8	-.9	-.5	
1993	97.6	98.3	98.9	98.7	-.5	.7	.6	-.2	-.6	.2	1.1	.6	
1994	98.1	98.6	98.8	98.8	-.6	.5	.2	.0	.5	.3	-.1	.1	
1995	98.7	98.7	98.9	99.0	-.1	.0	.2	.1	.6	.1	.1	.2	
1996	98.6	99.3	99.1	99.0	-.4	.7	-.2	-.1	-.1	.6	.2	.0	
1997	98.9	99.9	99.7	100.4	-.1	1.0	-.2	.7	.3	.6	.6	1.4	
1998	100.6	101.4	102.0	102.4	.2	.8	.6	.4	1.7	1.5	2.3	2.0	
1999	102.5	102.6	103.3	103.2	.1	.1	.7	-.1	1.9	1.2	1.3	.8	
2000	102.4	103.2	103.3	103.5	-.8	.8	.1	.2	-.1	.6	.0	.3	
2001	103.0	103.5	104.5	105.8	-.5	.5	1.0	1.2	.6	.3	1.2	2.2	
2002	105.5	106.0	105.2	105.5	-.3	.5	-.8	.3	2.4	2.4	.7	-.3	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Northeast:													
2003	104.7	105.6	105.4	106.1	-0.8	0.9	-0.2	0.7	-0.8	-0.4	0.2	0.6	
2004	104.8	104.5	105.3	-	-1.2	-3	.8	-	.1	-1.0	-1	-	
South:													
1975	-	-	101.9	102.0	-	-	-	.1	-	-	-	-	
1976	103.7	103.5	103.8	104.1	1.7	-.2	.3	.3	-	-	1.9	2.1	
1977	103.1	103.3	103.5	103.9	-1.0	.2	.2	.4	-6	-2	-3	-2	
1978	104.7	103.7	104.5	103.2	.8	-1.0	.8	-1.2	1.6	.4	1.0	-7	
1979	103.0	101.0	100.7	99.5	-.2	-1.9	-.3	-1.2	-1.6	-2.6	-3.6	-3.6	
1980	98.1	96.7	98.0	96.2	-1.4	-1.4	1.3	-1.8	-4.8	-4.3	-2.7	-3.3	
1981	96.4	96.1	96.4	94.7	.2	-.3	.3	-1.8	-1.7	-6	-1.6	-1.6	
1982	96.8	96.2	96.9	97.6	2.2	-.6	.7	.7	.4	.1	.5	3.1	
1983	98.4	98.2	99.1	99.2	.8	-.2	.9	.1	1.7	2.1	2.3	1.6	
1984	99.8	99.9	99.2	99.3	.6	.1	-.7	.1	1.4	1.7	.1	.1	
1985	100.3	100.1	100.8	100.3	1.0	-.2	.7	-.5	.5	.2	1.6	1.0	
1986	101.4	102.2	102.5	102.5	1.1	.8	.3	.0	1.1	2.1	1.7	2.2	
1987	101.8	101.5	101.2	101.4	-.7	-.3	-.3	.2	.4	-.7	-1.3	-1.1	
1988	101.5	101.9	101.2	101.1	.1	.4	-.7	-.1	-.3	.4	.0	-.3	
1989	100.8	100.0	100.5	100.7	-.3	-.8	.5	.2	-.7	-1.9	-.7	-.4	
1990	100.0	100.6	99.2	98.6	-.7	.6	-1.4	-.6	-.8	.6	-1.3	-2.1	
1991	99.1	99.4	99.3	99.3	.5	.3	-.1	.0	-.9	-1.2	.1	.7	
1992	99.5	99.3	99.3	99.5	.2	-.2	.0	.2	.4	-.1	.0	.2	
1993	99.0	98.8	99.1	99.3	-.5	-.2	.3	.2	-.5	-.5	-.2	-.2	
1994	98.8	98.7	98.9	99.2	-.5	-.1	.2	.3	-.2	-.1	-.2	-.1	
1995	98.7	98.6	99.0	99.1	-.5	-.1	.4	.1	-.1	-.1	.1	-.1	
1996	99.1	98.9	99.3	99.7	.0	-.2	.4	.4	.4	.3	.3	.6	
1997	99.9	100.3	100.9	102.9	.2	.4	.6	2.0	.8	1.4	1.6	3.2	
1998	103.1	103.2	104.2	104.2	.2	.1	1.0	.0	3.2	2.9	3.3	1.3	
1999	104.5	104.9	104.9	105.3	.3	.4	.0	.4	1.4	1.6	.7	1.1	
2000	104.5	105.1	104.9	105.7	-.8	.6	-.2	.8	.0	.2	.0	.4	
2001	105.8	105.5	106.2	108.1	.1	-.3	.7	1.8	1.2	.4	1.2	2.3	
2002	107.8	107.7	108.1	107.8	-.3	-.1	.4	-.3	1.9	2.1	1.8	-.3	
2003	106.5	107.2	107.4	108.3	-1.2	.7	.2	.8	-1.2	-.5	-.6	.5	
2004	107.5	106.5	107.6	-	-.7	-.9	1.0	-	.9	-.7	.2	-	
Midwest:													
1975	-	-	105.7	106.4	-	-	-	.7	-	-	-	-	
1976	107.2	107.0	107.2	109.0	.8	-.2	.2	1.7	-	-	1.4	2.4	
1977	106.9	106.4	107.4	108.3	-1.9	-.5	.9	.8	-.3	-.6	.2	-.6	
1978	107.4	106.9	107.3	105.4	-.8	-.5	.4	-1.8	.5	.5	-.1	-2.7	
1979	104.0	102.9	102.8	101.4	-1.3	-1.1	-.1	-1.4	-3.2	-3.7	-4.2	-3.8	
1980	100.1	98.4	100.2	98.2	-1.3	-1.7	1.8	-2.0	-3.8	-4.4	-2.5	-3.2	
1981	99.4	98.5	98.4	99.5	1.2	-.9	-.1	1.1	-.7	.1	-1.8	1.3	
1982	99.0	97.4	97.1	98.4	-.5	-1.6	-.3	1.3	-.4	-1.1	-1.3	-1.1	
1983	99.3	99.2	99.8	99.6	.9	-.1	.6	-.2	.3	1.8	2.8	1.2	
1984	100.4	99.6	100.4	100.9	.8	-.8	.8	.5	1.1	.4	.6	1.3	
1985	100.7	100.6	101.8	101.1	-.2	-.1	1.2	-.7	.3	1.0	1.4	.2	
1986	102.1	102.3	102.7	103.2	1.0	.2	.4	.5	1.4	1.7	.9	2.1	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Midwest:													
1987	102.8	102.0	101.5	102.0	-0.4	-0.8	-0.5	0.5	0.7	-0.3	-1.2	-1.2	
1988	102.2	101.3	100.8	101.2	.2	-.9	-.5	.4	-.6	-.7	-.7	-.8	
1989	100.8	100.0	100.2	100.4	-.4	-.8	.2	.2	-1.4	-1.3	-.6	-.8	
1990	99.6	99.5	98.9	99.0	-.8	-.1	-.6	.1	-1.2	-.5	-1.3	-1.4	
1991	99.2	98.9	99.4	99.8	.2	-.3	.5	.4	-.4	-.6	.5	.8	
1992	100.0	99.7	99.3	99.5	.2	-.3	-.4	.2	.8	.8	-.1	-.3	
1993	99.5	99.7	99.6	100.5	.0	.2	-.1	.9	-.5	.0	.3	1.0	
1994	100.4	100.1	100.0	100.4	-.1	-.3	-.1	.4	.9	.4	.4	-.1	
1995	100.0	100.1	100.3	100.7	-.4	.1	.2	.4	-.4	.0	.3	.3	
1996	100.4	100.5	100.4	100.2	-.3	.1	-.1	-.2	.4	.4	.1	-.5	
1997	100.8	101.4	102.2	103.0	.6	.6	.8	.8	.4	.9	1.8	2.8	
1998	103.6	103.9	104.7	105.2	.6	.3	.8	.5	2.8	2.5	2.4	2.1	
1999	105.1	105.7	106.3	106.4	-.1	.6	.6	.1	1.4	1.7	1.5	1.1	
2000	105.9	105.6	106.5	107.1	-.5	-.3	.9	.6	.8	-.1	.2	.7	
2001	107.0	106.7	107.2	109.6	-.1	-.3	.5	2.2	1.0	1.0	.7	2.3	
2002	110.2	110.1	110.0	111.2	.5	-.1	-.1	1.1	3.0	3.2	2.6	1.5	
2003	111.9	112.7	112.7	113.7	.6	.7	.0	.9	1.5	2.4	2.5	2.2	
2004	112.3	111.4	112.2	-	-1.2	-.8	.7	-	.4	-1.2	-.4	-	
West:													
1975	-	-	102.2	102.6	-	-	-	.4	-	-	-	-	
1976	105.5	106.2	105.0	105.2	2.8	.7	-1.1	.2	-	-	2.7	2.5	
1977	105.7	105.0	105.1	105.1	.5	-.7	.1	.0	.2	-1.1	.1	-.1	
1978	104.9	104.1	104.9	104.5	-.2	-.8	.8	-.4	-.8	-.9	-.2	-.6	
1979	102.9	101.1	101.3	98.4	-1.5	-1.7	.2	-2.9	-1.9	-2.9	-3.4	-5.8	
1980	96.3	95.6	98.8	97.1	-2.1	-.7	3.3	-1.7	-6.4	-5.4	-2.5	-1.3	
1981	97.4	97.2	98.0	97.6	.3	-.2	.8	-.4	1.1	1.7	-.8	.5	
1982	98.7	98.1	99.7	102.7	1.1	-.6	1.6	3.0	1.3	.9	1.7	5.2	
1983	103.7	102.7	103.3	104.2	1.0	-1.0	.6	.9	5.1	4.7	3.6	1.5	
1984	103.0	102.2	102.0	103.1	-1.2	-.8	-.2	1.1	-.7	-.5	-1.3	-1.1	
1985	103.1	102.6	103.1	102.7	.0	-.5	.5	-.4	.1	.4	1.1	-.4	
1986	103.0	103.2	103.3	103.7	.3	.2	.1	.4	-.1	.6	.2	1.0	
1987	102.8	101.7	102.1	101.8	-.9	-1.1	.4	-.3	-.2	-1.5	-1.2	-1.8	
1988	101.7	101.5	101.3	101.2	-.1	-.2	-.2	-.1	-1.1	-.2	-.8	-.6	
1989	100.3	100.0	100.0	99.6	-.9	-.3	.0	-.4	-1.4	-1.5	-1.3	-1.6	
1990	98.5	99.1	97.8	97.3	-1.1	.6	-1.3	-.5	-1.8	-.9	-2.2	-2.3	
1991	97.6	98.0	97.6	98.1	.3	.4	-.4	.5	-.9	-1.1	-.2	.8	
1992	97.3	97.8	97.8	97.7	-.8	.5	.0	-.1	-.3	-.2	.2	-.4	
1993	97.5	97.0	98.0	97.5	-.2	-.5	1.0	-.5	.2	-.8	.2	-.2	
1994	97.5	98.7	97.7	98.1	.0	1.2	-1.0	.4	.0	1.8	-.3	.6	
1995	97.8	98.1	98.2	99.1	-.3	.3	.1	.9	.3	-.6	.5	1.0	
1996	98.2	98.7	98.8	99.3	-.9	.5	.1	.5	.4	.6	.6	.2	
1997	99.0	99.8	100.1	100.4	-.3	.8	.3	.3	.8	1.1	1.3	1.1	
1998	101.4	102.1	103.2	104.0	1.0	.7	1.1	.8	2.4	2.3	3.1	3.6	
1999	102.9	103.8	103.9	104.2	-1.1	.9	.1	.3	1.5	1.7	.7	.2	
2000	103.9	104.6	104.6	105.0	-.3	.7	.0	.4	1.0	.8	.7	.8	
2001	104.7	104.7	105.3	107.0	-.3	.0	.6	1.6	.8	.1	.7	1.9	
2002	105.9	107.2	106.9	107.5	-1.0	1.2	-.3	.6	1.1	2.4	1.5	.5	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
West:													
2003	106.2	108.0	108.2	109.3	-1.2	1.7	0.2	1.0	0.3	0.7	1.2	1.7	
2004	108.1	108.2	108.7	-	-1.1	.1	.5	-	1.8	.2	.5	-	
Metropolitan areas:													
1975	-	-	101.6	101.7	-	-	-	.1	-	-	-	-	
1976	103.0	102.9	103.2	104.1	1.2	-.1	.3	.8	-	-	1.6	2.3	
1977	103.0	102.8	103.5	104.3	-1.0	-.2	.6	.8	.0	-.1	.3	.2	
1978	103.9	103.2	103.0	102.8	-.4	-.7	-.1	-.2	-.9	-.3	-.5	-1.4	
1979	101.7	100.1	99.1	98.9	-1.1	-1.6	-.9	-.3	-2.2	-3.0	-3.8	-3.9	
1980	96.5	95.6	96.3	95.6	-2.4	-1.0	.8	-.7	-5.1	-4.5	-2.8	-3.3	
1981	95.8	95.5	94.8	95.7	.2	-.3	-.7	1.0	-.8	-.1	-1.6	.1	
1982	96.9	95.6	96.5	98.0	1.3	-1.4	.9	1.6	1.2	.1	1.8	2.4	
1983	98.9	98.4	98.7	99.2	.9	-.5	.3	.5	2.0	3.0	2.3	1.2	
1984	99.2	99.0	98.5	99.5	.0	-.2	-.5	1.0	.3	.6	-.3	.2	
1985	99.6	99.5	100.3	100.0	.1	-.1	.7	-.2	.4	.6	1.8	.6	
1986	101.3	101.5	101.6	102.0	1.3	.3	.0	.4	1.7	2.0	1.3	1.9	
1987	101.6	100.9	100.6	101.0	-.3	-.7	-.3	.4	.3	-.6	-1.0	-1.0	
1988	100.9	100.6	100.2	100.7	-.1	-.2	-.5	.6	-.7	-.3	-.4	-.3	
1989	100.5	100.0	100.6	100.5	-.3	-.5	.6	-.1	-.4	-.6	-.4	-.2	
1990	99.6	99.7	98.6	98.4	-.9	.1	-1.2	-.2	-.8	-.3	-2.0	-2.1	
1991	98.6	98.9	98.9	99.1	.2	.3	-.1	.2	-1.0	-.8	.3	.7	
1992	98.8	98.8	98.6	98.7	-.3	.0	-.2	.1	.2	-.1	-.2	-.3	
1993	98.4	98.6	99.0	99.2	-.3	.1	.5	.1	-.4	-.2	.4	.4	
1994	98.8	99.0	98.9	99.2	-.4	.2	-.1	.3	.4	.5	-.1	.1	
1995	98.9	99.0	99.2	99.6	-.4	.1	.2	.5	.0	-.1	.2	.4	
1996	99.3	99.6	99.6	99.7	-.3	.3	.0	.0	.5	.7	.5	.1	
1997	99.8	100.6	100.9	101.8	.1	.7	.4	.9	.5	.9	1.3	2.1	
1998	102.4	102.9	103.8	104.3	.6	.5	1.0	.4	2.6	2.3	2.9	2.4	
1999	104.0	104.5	104.4	105.1	-.2	.4	-.1	.7	1.6	1.6	.5	.8	
2000	104.5	104.9	105.1	105.6	-.6	.4	.2	.4	.4	.4	.7	.5	
2001	105.5	105.4	106.1	107.9	.0	-.1	.6	1.8	1.0	.5	.9	2.3	
2002	107.7	108.1	107.9	108.3	-.3	.4	-.2	.4	2.0	2.5	1.7	.3	
2003	107.5	108.6	108.7	109.6	-.7	1.0	.1	.8	-.1	.4	.7	1.1	
2004	108.5	107.9	108.7	-	-1.0	-.5	.7	-	.9	-.6	.0	-	
Other areas:													
1975	-	-	106.8	106.9	-	-	-	.1	-	-	-	-	
1976	108.3	109.0	108.6	109.4	1.4	.6	-.4	.7	-	-	1.6	2.3	
1977	108.7	108.8	109.3	109.3	-.7	.1	.5	.0	.3	-.2	.7	-.1	
1978	110.8	110.0	109.9	109.3	1.4	-.7	-.1	-.6	2.0	1.1	.5	-.1	
1979	108.3	106.6	105.1	104.0	-.9	-1.6	-1.4	-1.0	-2.3	-3.1	-4.4	-4.8	
1980	103.2	101.6	101.5	101.1	-.8	-1.5	-.1	-.4	-4.7	-4.7	-3.5	-2.8	
1981	101.9	101.4	100.3	100.7	.8	-.6	-1.1	.5	-1.2	-.2	-1.2	-.4	
1982	103.0	101.1	101.5	102.4	2.2	-1.8	.5	.8	1.0	-.3	1.3	1.6	
1983	103.2	102.8	102.4	102.8	.8	-.4	-.4	.4	.2	1.7	.9	.4	
1984	102.9	102.7	102.7	103.1	.1	-.2	.0	.4	-.2	-.1	.3	.3	
1985	103.2	102.9	103.4	102.4	.1	-.3	.5	-.9	.3	.2	.6	-.7	
1986	104.3	104.4	104.2	104.3	1.8	.1	-.2	.2	1.0	1.5	.8	1.9	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION² AND AREA SIZE

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Other areas:													
1987	103.6	103.3	103.1	103.2	-0.7	-0.3	-0.3	0.2	-0.6	-1.0	-1.1	-1.1	-1.1
1988	103.1	103.5	102.2	101.9	-.1	.4	-1.2	-.4	-.5	.2	-.8	-1.3	-1.3
1989	101.1	100.0	100.0	100.3	-.8	-1.1	.0	.3	-2.0	-3.4	-2.2	-1.5	-1.5
1990	99.3	99.9	98.5	98.3	-1.0	.6	-1.5	-.2	-1.7	-.1	-1.5	-2.0	-2.0
1991	98.5	98.9	98.6	98.5	.2	.4	-.3	-.1	-.8	-1.0	.1	.1	.1
1992	98.6	98.4	98.4	98.7	.2	-.2	-.1	.3	.1	-.5	-.2	.2	.2
1993	98.1	98.3	98.4	98.6	-.6	.2	.0	.2	-.5	-.1	.0	-.1	-.1
1994	98.6	99.0	98.5	98.6	.1	.4	-.5	.1	.6	.7	.2	.1	.1
1995	98.8	98.7	98.9	99.0	.1	-.1	.2	.0	.1	-.3	.4	.3	.3
1996	98.4	98.4	98.3	99.0	-.6	.0	-.1	.7	-.4	-.4	-.6	.0	.0
1997	99.0	99.7	100.4	101.6	.1	.7	.7	1.2	.7	1.4	2.1	2.6	2.6
1998	101.4	101.6	102.2	103.0	-.2	.2	.6	.8	2.4	1.9	1.8	1.4	1.4
1999	103.1	103.3	103.3	103.4	.1	.2	.0	.0	1.7	1.8	1.1	.4	.4
2000	103.1	103.4	103.4	104.1	-.3	.4	-.1	.7	.0	.1	.0	.7	.7
2001	103.8	103.7	104.2	105.7	-.3	-.1	.4	1.4	.7	.3	.8	1.5	1.5
2002	105.3	105.3	105.5	106.2	-.4	.0	.2	.7	1.4	1.5	1.2	.5	.5
2003	105.6	106.7	106.5	107.4	-.5	1.0	-.2	.9	.3	1.4	1.0	1.1	1.1
2004	106.5	106.0	106.7	-	-.9	-.4	.6	-	.8	-.7	.2	-	-

¹ Excludes farm and household workers.

² 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.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 8a. EMPLOYMENT COST INDEX (BENEFITS), CIVILIAN¹ AND STATE AND LOCAL GOVERNMENT WORKERS

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Civilian workers¹:												
1981	-	85.6	85.4	86.5	-	-	-0.3	1.3	-	-	-	-
1982	87.1	86.4	88.0	89.5	0.7	-0.8	1.9	1.8	-	0.9	3.1	3.5
1983	91.6	91.4	92.1	92.7	2.4	-2	.7	.7	5.3	5.9	4.6	3.6
1984	94.1	94.1	94.3	95.3	1.5	.0	.3	1.1	2.7	2.9	2.5	2.8
1985	96.0	95.0	95.8	95.5	.7	-1.0	.8	-3	2.0	1.0	1.6	.2
1986	97.3	97.1	97.5	98.0	1.9	-2	.4	.5	1.4	2.2	1.8	2.7
1987	97.4	96.9	96.7	97.3	-.6	-.6	-.2	.7	.1	-.3	-.9	-.7
1988	99.3	99.2	99.1	99.7	2.0	-.1	.0	.6	1.9	2.4	2.5	2.4
1989	100.1	100.0	101.2	101.6	.4	-.1	1.2	.4	.8	.8	2.0	1.9
1990	102.1	102.4	101.8	102.1	.5	.3	-.6	.3	2.1	2.4	.7	.5
1991	103.1	103.7	104.4	104.7	1.0	.5	.7	.3	1.0	1.2	2.5	2.5
1992	105.7	105.9	106.6	107.1	1.0	.2	.7	.5	2.4	2.1	2.1	2.4
1993	108.0	108.5	109.0	109.0	.8	.4	.5	.1	2.2	2.4	2.2	1.8
1994	109.7	109.8	109.9	109.8	.6	.1	.0	.0	1.5	1.3	.9	.7
1995	109.7	109.5	109.5	109.5	-.2	-.2	.1	.0	.0	-.4	-.3	-.3
1996	108.6	108.4	108.3	108.1	-.9	-.1	-.1	-.1	-1.0	-.9	-1.1	-1.3
1997	107.7	108.1	108.0	108.6	-.4	.3	-.1	.5	-.8	-.3	-.3	.4
1998	108.6	108.9	109.2	109.6	.1	.2	.3	.3	.8	.7	1.1	.9
1999	109.3	109.5	109.3	110.2	-.3	.2	-.1	.8	.6	.5	.1	.6
2000	110.6	111.1	111.3	111.9	.3	.4	.2	.5	1.2	1.5	1.8	1.5
2001	112.5	112.5	113.9	116.0	.5	.0	1.3	1.8	1.7	1.2	2.4	3.6
2002	116.3	116.9	117.7	118.9	.3	.5	.7	1.0	3.4	3.9	3.3	2.5
2003	119.8	121.6	122.5	124.1	.8	1.5	.7	1.3	3.0	4.1	4.1	4.4
2004	125.8	126.2	127.6	-	1.4	.3	1.1	-	5.0	3.8	4.1	-
State and local government workers:												
1989	-	100.0	103.2	103.6	-	-	3.2	.5	-	-	-	-
1990	103.7	103.5	104.1	104.5	.0	-.2	.6	.4	-	3.5	.9	.9
1991	105.3	104.4	105.3	105.4	.8	-.9	.9	.1	1.6	.9	1.2	.8
1992	105.6	105.6	107.4	107.9	.2	.0	1.7	.5	.2	1.2	2.0	2.4
1993	107.3	107.0	107.9	108.1	-.5	-.3	.9	.2	1.7	1.3	.5	.2
1994	107.8	107.7	108.2	108.2	-.2	-.1	.5	.0	.5	.7	.3	.1
1995	107.5	107.6	108.2	108.3	-.7	.1	.6	.0	-.3	-.2	.0	.1
1996	107.4	107.0	107.0	107.0	-.8	-.3	.0	.0	-.1	-.5	-1.1	-1.1
1997	106.6	106.4	106.4	106.6	-.4	-.2	.0	.2	-.7	-.6	-.6	-.4
1998	106.9	106.8	107.8	108.0	.2	-.1	.9	.2	.3	.4	1.3	1.3
1999	108.0	107.5	107.2	108.2	.0	-.4	-.3	.9	1.0	.7	-.6	.1
2000	107.4	106.9	106.5	107.1	-.7	-.5	-.4	.6	-.5	-.6	-.7	-1.0
2001	107.3	107.0	109.5	111.2	.1	-.2	2.3	1.6	-.1	.1	2.8	3.8
2002	111.0	110.8	113.7	115.4	-.2	-.2	2.6	1.5	3.5	3.5	3.8	3.7
2003	114.9	115.9	118.5	120.2	-.4	.9	2.3	1.4	3.5	4.6	4.3	4.2
2004	119.9	119.7	123.1	-	-.2	-.2	2.8	-	4.4	3.3	3.8	-

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

NOTE: Dashes indicate data not available.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Private industry workers¹:													
1979	-	-	-	86.1	-	-	-	-	-	-	-	-	-
1980	85.2	85.1	85.8	85.4	-1.0	-0.2	0.9	-0.5	-	-	-	-	-0.8
1981	88.2	87.5	86.8	87.9	3.3	-.8	-.8	1.3	3.5	2.9	1.1	2.9	
1982	88.4	87.8	89.2	90.8	.5	-.7	1.7	1.7	.2	.3	2.8	3.3	
1983	93.0	92.9	93.3	94.0	2.5	-.1	.4	.7	5.3	5.9	4.5	3.5	
1984	95.4	95.6	95.3	96.3	1.6	.2	-.4	1.1	2.6	2.9	2.1	2.5	
1985	96.9	96.0	96.5	96.1	.7	-1.0	.5	-.4	1.6	.4	1.3	-.2	
1986	97.9	97.6	98.0	98.3	1.9	-.3	.4	.3	1.0	1.7	1.5	2.3	
1987	97.6	97.3	96.7	97.3	-.6	-.3	-.6	.7	-.2	-.3	-1.3	-1.0	
1988	99.5	99.6	99.1	99.6	2.2	.1	-.5	.5	1.9	2.3	2.5	2.3	
1989	99.8	100.0	100.7	101.0	.3	.2	.7	.3	.4	.4	1.5	1.4	
1990	101.7	102.1	101.3	101.5	.7	.4	-.8	.2	1.9	2.1	.6	.5	
1991	102.6	103.6	104.2	104.6	1.1	1.0	.6	.4	.8	1.4	2.9	3.1	
1992	105.7	106.0	106.4	106.9	1.0	.3	.5	.4	3.0	2.3	2.2	2.2	
1993	108.2	108.9	109.2	109.2	1.2	.6	.3	.0	2.4	2.8	2.6	2.2	
1994	110.2	110.4	110.3	110.3	.9	.2	-.1	-.1	1.8	1.4	1.0	1.0	
1995	110.2	109.9	109.8	109.9	.0	-.3	-.1	.0	.1	-.4	-.4	-.3	
1996	108.9	108.8	108.6	108.5	-.9	-.1	-.2	-.1	-1.2	-1.0	-1.1	-1.3	
1997	108.1	108.5	108.4	109.1	-.3	.3	-.1	.6	-.7	-.3	-.2	.6	
1998	109.1	109.4	109.6	109.9	.0	.3	.2	.3	.9	.9	1.1	.8	
1999	109.7	110.0	109.8	110.8	-.3	.3	-.1	.8	.5	.5	.2	.7	
2000	111.5	112.1	112.5	113.1	.7	.5	.4	.5	1.7	1.9	2.5	2.1	
2001	113.7	113.8	115.0	117.1	.6	.0	1.1	1.8	2.0	1.5	2.2	3.5	
2002	117.5	118.4	118.7	119.8	.4	.7	.3	.9	3.3	4.0	3.2	2.3	
2003	121.0	123.0	123.5	125.1	1.0	1.6	.4	1.3	3.0	3.9	4.1	4.5	
2004	127.3	127.8	128.7	-	1.7	.4	.7	-	5.2	3.9	4.2	-	
White-collar occupations:													
1979	-	-	-	84.3	-	-	-	-	-	-	-	-	-
1980	84.0	84.2	84.5	84.0	-.4	.3	.4	-.6	-	-	-	-.4	
1981	87.2	86.3	85.5	86.7	3.9	-1.1	-.9	1.5	3.9	2.5	1.2	3.3	
1982	86.7	86.2	87.8	89.3	-.1	-.5	1.9	1.6	-.6	-.1	2.8	2.9	
1983	91.1	91.0	91.8	92.5	2.1	-.1	.8	.7	5.2	5.6	4.5	3.6	
1984	94.1	94.5	94.2	95.3	1.7	.5	-.4	1.2	3.2	3.8	2.6	3.1	
1985	96.0	95.4	96.0	95.7	.7	-.6	.7	-.3	2.0	.9	1.9	.4	
1986	97.5	97.5	97.5	98.0	1.9	-.1	.1	.5	1.6	2.2	1.6	2.4	
1987	97.6	97.2	96.8	97.3	-.4	-.4	-.4	.5	.1	-.3	-.7	-.7	
1988	98.9	98.9	98.4	99.1	1.6	.0	-.5	.7	1.2	1.7	1.7	1.8	
1989	99.7	100.0	100.7	101.0	.7	.3	.7	.3	.9	1.2	2.3	1.9	
1990	101.8	102.3	101.6	101.7	.8	.5	-.7	.2	2.1	2.3	.9	.8	
1991	103.0	103.8	104.3	104.8	1.3	.8	.4	.4	1.2	1.5	2.7	3.0	
1992	105.5	105.7	106.3	106.7	.7	.2	.6	.4	2.4	1.8	1.9	1.9	
1993	107.8	108.2	108.4	108.6	1.0	.4	.2	.1	2.2	2.4	2.0	1.8	
1994	110.0	110.3	110.3	110.5	1.3	.3	.0	.2	2.1	2.0	1.7	1.7	
1995	110.8	110.7	110.7	110.5	.3	-.1	.0	-.1	.7	.3	.3	.0	
1996	109.8	109.6	109.7	109.3	-.7	-.1	.1	-.4	-1.0	-1.0	-.9	-1.1	
1997	109.2	109.5	109.3	110.3	-.1	.3	-.2	.9	-.5	-.1	-.4	.9	
1998	110.7	110.9	111.2	111.6	.3	.1	.3	.4	1.4	1.2	1.7	1.2	
1999	111.2	111.6	111.6	112.4	-.3	.3	.0	.8	.5	.6	.4	.8	
2000	113.3	114.1	114.6	115.2	.8	.7	.4	.5	1.9	2.3	2.7	2.4	

See footnotes at end of table.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
White-collar occupations:												
2001	116.4	116.7	118.0	120.2	1.0	0.3	1.1	1.9	2.7	2.3	2.9	4.4
2002	120.4	121.5	121.5	122.5	.2	.9	.0	.8	3.5	4.1	3.0	1.8
2003	123.7	125.3	125.8	127.4	1.0	1.3	.4	1.3	2.7	3.2	3.5	4.0
2004	128.7	129.1	130.1	-	1.0	.3	.8	-	4.1	3.0	3.4	-
Blue-collar occupations:												
1979	-	-	-	88.7	-	-	-	-	-	-	-	-
1980	87.2	86.6	88.1	87.6	-1.6	-7	1.7	-5	-	-	-	-1.2
1981	90.0	89.6	88.9	89.9	2.8	-5	-7	1.1	3.2	3.5	1.0	2.7
1982	91.0	90.2	91.4	92.9	1.2	-9	1.3	1.7	1.1	.7	2.8	3.4
1983	95.8	95.7	95.6	96.0	3.1	-2	.0	.4	5.3	6.1	4.6	3.3
1984	97.4	97.2	96.8	97.8	1.4	-2	-4	1.1	1.6	1.6	1.2	1.8
1985	98.1	97.0	97.1	96.6	.3	-1.1	.1	-4	.7	-2	.3	-1.2
1986	98.4	98.0	98.4	98.5	1.9	-4	.4	.1	.4	1.1	1.4	1.9
1987	97.6	97.4	96.9	97.5	-9	-2	-5	.7	-8	-6	-1.5	-1.0
1988	100.3	100.6	100.0	100.3	2.9	.3	-7	.3	2.8	3.3	3.2	2.8
1989	100.1	100.0	100.7	101.0	-3	-1	.7	.3	-3	-6	.7	.7
1990	101.4	101.8	100.9	101.1	.5	.4	-9	.2	1.4	1.8	.2	.1
1991	102.0	102.9	103.9	104.1	.9	.9	1.0	.2	.6	1.1	3.0	3.0
1992	105.7	106.0	106.4	106.9	1.6	.2	.5	.4	3.6	2.9	2.4	2.6
1993	108.5	109.4	109.8	109.7	1.5	.9	.4	-1	2.6	3.3	3.2	2.7
1994	110.0	110.3	110.2	109.8	.3	.2	.0	-4	1.4	.8	.4	.1
1995	109.3	108.7	108.6	108.9	-5	-5	-1	.3	-7	-1.4	-1.5	-9
1996	107.8	107.8	107.1	107.2	-1.0	.0	-6	.1	-1.4	-9	-1.4	-1.6
1997	106.4	106.8	106.9	106.9	-7	.4	.0	.1	-1.2	-9	-2	-2
1998	106.4	106.9	107.0	107.2	-5	.4	.1	.2	.0	.1	.1	.3
1999	107.0	107.2	107.0	107.8	-2	.3	-2	.7	.5	.3	.1	.5
2000	108.7	109.1	109.4	109.9	.9	.4	.2	.5	1.7	1.8	2.2	2.0
2001	109.7	108.9	110.2	111.8	-2	-7	1.2	1.5	.9	-2	.7	1.7
2002	112.6	113.1	114.0	115.1	.7	.5	.7	1.0	2.7	3.9	3.4	3.0
2003	116.4	119.0	119.5	121.1	1.1	2.2	.5	1.3	3.4	5.2	4.9	5.2
2004	124.7	125.5	126.3	-	2.9	.6	.7	-	7.2	5.5	5.7	-
Service occupations:												
1985	-	-	94.8	95.4	-	-	-	.6	-	-	-	-
1986	96.8	96.8	97.5	98.4	1.5	-1	.8	.9	-	-	2.9	3.2
1987	97.6	96.7	95.7	96.5	-8	-1.0	-1.0	.8	.8	-1	-1.9	-2.0
1988	98.1	98.2	98.5	99.7	1.7	.1	.3	1.2	.5	1.6	2.9	3.3
1989	100.2	100.0	100.9	101.4	.5	-2	.9	.5	2.1	1.8	2.4	1.7
1990	102.2	102.2	101.1	101.9	.8	.0	-1.1	.8	2.1	2.2	.2	.6
1991	103.2	104.5	105.4	106.0	1.3	1.2	.9	.6	1.0	2.2	4.2	4.0
1992	106.9	107.6	108.6	109.0	.8	.7	.9	.3	3.6	3.0	3.1	2.8
1993	110.4	111.1	111.6	111.9	1.3	.7	.4	.3	3.2	3.2	2.7	2.7
1994	112.0	111.6	111.5	111.7	.1	-4	-1	.2	1.5	.4	-1	-2
1995	110.7	110.3	109.9	110.0	-9	-3	-4	.0	-1.2	-1.1	-1.4	-1.5
1996	108.2	107.9	107.1	107.5	-1.6	-2	-8	.4	-2.3	-2.2	-2.6	-2.2
1997	107.3	108.1	108.9	109.3	-2	.8	.7	.4	-8	.1	1.6	1.6
1998	109.6	109.4	109.8	109.6	.4	-2	.3	-1	2.2	1.2	.8	.4
1999	110.0	110.2	109.7	110.5	.4	.2	-5	.8	.4	.7	-1	.8
2000	109.3	109.9	110.3	111.5	-1.1	.6	.4	1.1	-7	-3	.6	.9

See footnotes at end of table.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service occupations:													
2001	112.3	112.3	113.6	116.6	0.7	0.0	1.1	2.6	2.8	2.2	3.0	4.5	
2002	117.2	117.5	118.9	120.0	.6	.3	1.1	.9	4.4	4.7	4.7	2.9	
2003	121.4	123.0	123.4	125.5	1.2	1.3	.3	1.7	3.6	4.7	3.8	4.6	
2004	128.1	128.3	129.1	-	2.0	.2	.6	-	5.5	4.3	4.6	-	
Goods-producing industries²:													
1979	-	-	-	88.3	-	-	-	-	-	-	-	-	
1980	87.1	86.3	87.6	87.0	-1.4	-9	1.5	-7	-	-	-	-1.5	
1981	90.0	89.7	89.2	90.0	3.5	-3	-6	.9	3.4	4.0	1.8	3.5	
1982	91.3	90.6	91.9	93.1	1.4	-8	1.5	1.3	1.4	1.0	3.0	3.4	
1983	96.1	95.7	95.9	95.9	3.2	-4	.2	.0	5.3	5.6	4.3	3.1	
1984	97.2	97.3	97.0	98.1	1.4	.0	-3	1.1	1.2	1.7	1.2	2.2	
1985	99.0	97.7	97.6	97.3	1.0	-1.3	-1	-3	1.8	.4	.6	-8	
1986	99.0	99.1	99.0	99.2	1.7	.0	-1	.2	.0	1.4	1.4	1.9	
1987	98.2	97.7	97.1	97.8	-1.0	-5	-6	.6	-8	-1.3	-1.9	-1.4	
1988	100.6	100.6	100.0	100.2	2.9	.1	-7	.2	2.4	3.0	2.9	2.5	
1989	100.2	100.0	100.8	101.0	-1	-2	.8	.2	-4	-6	.8	.8	
1990	101.9	102.4	101.7	101.9	.9	.5	-7	.3	1.8	2.4	.9	1.0	
1991	102.9	103.9	104.7	105.0	.9	1.0	.8	.3	.9	1.5	3.0	3.0	
1992	106.6	106.8	107.4	107.9	1.5	.1	.6	.5	3.7	2.7	2.5	2.8	
1993	110.0	110.9	111.2	110.9	1.9	.8	.3	-3	3.2	3.9	3.5	2.8	
1994	111.9	112.3	112.0	111.7	.9	.4	-3	-2	1.7	1.3	.7	.8	
1995	111.4	110.6	110.3	110.8	-3	-7	-2	.5	-4	-1.5	-1.5	-8	
1996	109.8	109.8	109.2	109.3	-1.0	.0	-6	.1	-1.5	-7	-1.1	-1.4	
1997	108.5	109.1	108.9	108.9	-7	.5	-1	-1	-1.1	-6	-2	-4	
1998	108.3	108.5	108.5	108.4	-6	.2	.0	.0	-2	-5	-4	-4	
1999	108.5	108.4	108.1	109.3	.1	-1	-3	1.1	.2	-1	-3	.8	
2000	110.4	111.0	111.2	111.4	1.0	.5	.2	.1	1.7	2.4	2.9	1.9	
2001	111.6	111.3	111.9	114.2	.2	-3	.6	2.0	1.1	.2	.6	2.5	
2002	115.1	115.5	115.7	117.3	.8	.3	.2	1.4	3.1	3.8	3.4	2.7	
2003	119.9	121.7	122.2	123.8	2.2	1.5	.3	1.3	4.2	5.4	5.5	5.5	
2004	128.3	128.4	129.5	-	3.6	.1	.9	-	7.0	5.4	6.0	-	
Manufacturing:													
1979	-	-	-	87.7	-	-	-	-	-	-	-	-	
1980	86.5	85.4	86.6	86.1	-1.4	-1.2	1.4	-5	-	-	-	-1.8	
1981	89.3	88.9	88.1	89.1	3.7	-5	-8	1.1	3.3	4.1	1.8	3.5	
1982	90.4	89.4	90.9	92.1	1.4	-1.0	1.6	1.3	1.1	.6	3.1	3.3	
1983	95.3	94.5	94.9	94.9	3.5	-8	.4	.1	5.5	5.7	4.4	3.1	
1984	96.3	96.5	96.3	97.5	1.4	.2	-1	1.2	1.0	2.0	1.5	2.7	
1985	98.7	97.1	96.9	96.5	1.2	-1.6	-2	-4	2.5	.7	.6	-1.0	
1986	98.4	98.1	98.0	98.3	2.0	-3	-2	.3	-2	1.1	1.1	1.8	
1987	96.9	96.4	95.8	96.6	-1.4	-4	-6	.8	-1.6	-1.7	-2.2	-1.7	
1988	99.8	99.8	99.2	99.5	3.4	.0	-6	.2	3.0	3.5	3.6	3.0	
1989	100.3	100.0	100.9	100.7	.8	-3	.9	-2	.4	.2	1.6	1.2	
1990	101.7	102.1	101.4	101.6	1.0	.4	-7	.2	1.5	2.1	.5	.9	
1991	102.2	103.4	104.3	104.5	.6	1.1	.9	.2	.5	1.2	2.9	2.9	
1992	106.3	106.3	106.7	107.2	1.7	.0	.4	.5	4.0	2.8	2.3	2.6	
1993	109.6	110.5	110.9	110.7	2.2	.9	.4	-2	3.1	4.0	4.0	3.2	
1994	111.3	111.5	111.2	111.3	.6	.2	-3	.1	1.6	.9	.3	.6	

See footnotes at end of table.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1995	111.0	110.0	109.8	110.5	-0.3	-0.9	-0.2	0.7	-0.3	-1.3	-1.3	-0.7	
1996	109.6	109.7	109.2	109.4	-.8	.1	-.5	.2	-1.3	-.3	-.6	-1.0	
1997	108.5	109.2	108.9	109.0	-.8	.6	-.3	.2	-1.0	-.5	-.3	-.3	
1998	108.4	108.4	108.2	108.0	-.6	.0	-.2	-.1	-.1	-.7	-.6	-.9	
1999	108.0	107.9	107.7	109.0	.0	-.1	-.2	1.2	-.4	-.5	-.4	.9	
2000	110.4	110.8	110.7	110.4	1.3	.3	-.1	-.2	2.2	2.7	2.8	1.3	
2001	110.6	110.1	110.3	112.7	.2	-.5	.2	2.1	.2	-.6	-.3	2.0	
2002	113.6	114.2	114.4	115.9	.9	.5	.2	1.3	2.7	3.7	3.7	2.9	
2003	119.2	120.9	121.4	122.8	2.9	1.5	.4	1.2	4.9	5.9	6.1	5.9	
2004	128.7	128.8	130.2	-	4.9	.1	1.1	-	8.0	6.5	7.3	-	
Aircraft manufacturing (SIC 3721):													
1988	-	-	-	102.0	-	-	-	-	-	-	-	-	
1989	100.6	100.0	101.3	104.8	-1.4	-.6	1.3	3.5	-	-	-	2.8	
1990	106.2	106.4	107.1	103.8	1.3	.2	.6	-3.1	5.6	6.4	5.7	-1.0	
1991	105.0	105.9	106.5	107.7	1.1	.8	.6	1.2	-1.1	-.5	-.6	3.8	
1992	110.6	112.7	113.2	118.2	2.6	1.9	.5	4.4	5.3	6.5	6.3	9.7	
1993	118.9	117.7	119.8	113.3	.6	-1.0	1.8	-5.5	7.6	4.5	5.8	-4.1	
1994	113.3	113.5	115.2	114.7	.0	.1	1.6	-.4	-4.7	-3.6	-3.8	1.3	
1995	115.6	114.6	113.8	118.1	.7	-.9	-.7	3.8	2.0	1.0	-1.2	3.0	
1996	122.9	123.1	121.7	118.6	4.1	.1	-1.1	-2.6	6.3	7.4	7.0	.4	
1997	115.3	115.2	113.6	110.0	-2.8	-.1	-1.4	-3.2	-6.2	-6.4	-6.7	-7.3	
1998	108.4	108.9	109.1	110.0	-1.5	.5	.1	.9	-5.9	-5.4	-4.0	.0	
1999	107.3	107.7	107.6	113.5	-2.5	.5	-.1	5.4	-1.1	-1.1	-1.3	3.1	
2000	117.4	119.9	120.5	116.3	3.4	2.2	.5	-3.5	9.4	11.3	12.0	2.5	
2001	120.7	119.7	117.1	122.5	3.8	-.8	-2.2	4.6	2.9	-.2	-2.9	5.3	
2002	125.4	126.0	125.2	132.0	2.4	.4	-.6	5.4	3.9	5.2	6.9	7.8	
2003	148.5	148.8	148.4	143.7	12.5	.2	-.3	-3.1	18.4	18.2	18.5	8.9	
2004	172.6	172.7	173.3	-	20.1	.1	.3	-	16.2	16.0	16.8	-	
Aircraft manufacturing (SIC 3721), white-collar occupations:													
1988	-	-	-	102.1	-	-	-	-	-	-	-	-	
1989	100.4	100.0	101.0	104.0	-1.7	-.4	1.0	3.0	-	-	-	1.9	
1990	106.0	105.9	106.9	103.1	1.9	.0	.9	-3.5	5.6	5.9	5.9	-.9	
1991	104.0	105.0	105.3	107.3	.8	1.0	.2	1.9	-1.9	-.9	-1.5	4.0	
1992	110.5	112.9	112.8	116.3	3.0	2.2	-.1	3.1	6.3	7.5	7.1	8.4	
1993	117.7	116.4	118.6	112.8	1.2	-1.1	1.9	-4.9	6.5	3.1	5.2	-3.0	
1994	112.5	112.9	114.6	113.8	-.2	.4	1.5	-.7	-4.4	-2.9	-3.4	.9	
1995	114.8	114.1	113.3	115.2	.9	-.7	-.7	1.7	2.0	1.0	-1.1	1.2	
1996	121.2	121.1	119.6	118.1	5.2	.0	-1.2	-1.3	5.5	6.1	5.6	2.5	
1997	113.9	114.0	113.0	111.4	-3.6	.2	-.9	-1.4	-6.0	-5.8	-5.5	-5.6	
1998	109.3	110.4	110.4	109.0	-1.9	1.0	.0	-1.3	-4.0	-3.2	-2.3	-2.2	
1999	106.3	106.6	105.6	108.8	-2.5	.3	-.9	3.0	-2.8	-3.5	-4.3	-.1	
2000	113.7	117.8	118.2	116.1	4.4	3.6	.3	-1.7	7.0	10.5	11.9	6.7	
2001	123.3	121.5	117.6	122.9	6.2	-1.5	-3.2	4.5	8.4	3.1	-.5	5.9	
2002	125.4	126.0	124.9	128.3	2.0	.4	-.8	2.7	1.8	3.7	6.3	4.4	
2003	148.0	147.5	146.5	145.6	15.4	-.4	-.6	-.6	18.0	17.1	17.3	13.5	
2004	174.8	173.6	173.8	-	20.0	-.7	.1	-	18.1	17.7	18.6	-	

See footnotes at end of table.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Aircraft manufacturing (SIC 3721), blue-collar occupations:												
1988	—	—	—	101.8	—	—	—	—	—	—	—	—
1989	100.7	100.0	101.6	105.7	-1.1	-0.7	1.6	4.1	—	—	—	3.9
1990	106.6	107.2	107.2	104.6	.8	.6	.0	-2.4	5.9	7.2	5.5	-1.0
1991	106.2	106.9	107.9	108.4	1.5	.6	1.0	.4	-4	-3	.7	3.6
1992	110.6	112.6	113.7	120.4	2.1	1.8	1.0	5.9	4.2	5.4	5.4	11.1
1993	120.4	119.5	121.4	113.6	.0	-.8	1.6	-6.4	8.8	6.1	6.7	-5.6
1994	113.8	113.7	115.5	115.4	.2	-.1	1.5	-.1	-5.5	-4.8	-4.9	1.6
1995	116.1	114.7	113.9	121.9	.6	-1.2	-.7	7.0	2.0	.8	-1.4	5.7
1996	124.9	125.4	124.6	119.1	2.4	.4	-.7	-4.4	7.6	9.4	9.4	-2.3
1997	117.0	116.4	114.1	107.4	-1.7	-.5	-2.0	-5.9	-6.3	-7.2	-8.4	-9.8
1998	106.3	106.2	106.7	111.0	-1.0	-.1	.5	4.0	-9.1	-8.8	-6.5	3.3
1999	108.5	109.2	110.5	120.2	-2.3	.7	1.2	8.8	2.0	2.9	3.5	8.3
2000	122.7	122.7	123.8	116.0	2.0	.1	.9	-6.3	13.1	12.4	12.0	-3.5
2001	116.2	116.2	115.6	121.1	.1	.0	-.5	4.7	-5.2	-5.3	-6.6	4.3
2002	124.6	125.1	124.6	136.7	2.9	.4	-.4	9.7	7.2	7.7	7.8	12.9
2003	148.3	149.8	150.1	139.7	8.5	1.0	.2	-6.9	19.0	19.7	20.4	2.2
2004	167.6	170.0	171.8	—	20.0	1.4	1.0	—	13.0	13.5	14.5	—
Service-producing industries³:												
1979	—	—	—	84.0	—	—	—	—	—	—	—	—
1980	83.7	84.0	84.5	84.0	-.4	.4	.6	-6	—	—	—	.0
1981	86.7	85.6	84.7	85.9	3.2	-1.2	-1.1	1.5	3.6	1.9	.2	2.3
1982	85.8	85.2	86.8	88.5	-.2	-.6	1.9	1.9	-1.0	-.5	2.5	3.0
1983	90.4	90.4	90.9	92.1	2.1	.0	.6	1.3	5.4	6.1	4.7	4.1
1984	93.9	94.1	93.6	94.8	1.9	.2	-.5	1.2	3.9	4.0	2.9	2.9
1985	94.9	94.5	95.3	94.9	.2	-.5	.9	-.4	1.2	.4	1.8	.2
1986	96.8	96.4	97.0	97.5	2.0	-.4	.5	.5	2.0	2.1	1.7	2.7
1987	97.2	96.9	96.5	97.0	-.3	-.3	-.4	.5	.4	.4	-.5	-.5
1988	98.5	98.6	98.3	99.0	1.6	.1	-.3	.7	1.4	1.8	1.9	2.0
1989	99.6	100.0	100.7	101.0	.7	.4	.7	.3	1.1	1.4	2.4	2.0
1990	101.5	101.8	100.9	101.1	.6	.3	-.9	.2	1.9	1.8	.2	.1
1991	102.4	103.1	103.7	104.1	1.3	.7	.5	.4	.9	1.2	2.7	3.0
1992	104.9	105.2	105.7	106.0	.7	.3	.6	.2	2.4	2.0	2.0	1.8
1993	106.6	107.1	107.5	107.8	.6	.4	.4	.3	1.7	1.8	1.7	1.7
1994	108.7	108.8	109.0	109.0	.8	.1	.2	.0	1.9	1.6	1.4	1.1
1995	109.2	109.1	109.2	108.9	.2	-.1	.1	-.3	.5	.3	.2	-.1
1996	108.0	107.9	107.9	107.5	-.8	-.1	.0	-.4	-1.1	-1.2	-1.2	-1.3
1997	107.4	107.8	107.6	108.8	-.1	.3	-.1	1.1	-.5	-.1	-.3	1.2
1998	109.2	109.5	109.9	110.3	.4	.3	.4	.4	1.6	1.6	2.1	1.4
1999	109.9	110.4	110.4	111.1	-.4	.5	.0	.6	.6	.9	.5	.7
2000	111.6	112.3	112.8	113.7	.5	.6	.5	.8	1.6	1.7	2.2	2.3
2001	114.5	114.8	116.3	118.3	.7	.2	1.3	1.7	2.6	2.2	3.1	4.0
2002	118.5	119.5	119.9	120.7	.2	.9	.3	.6	3.5	4.2	3.1	2.0
2003	121.2	123.2	123.8	125.4	.4	1.6	.5	1.3	2.3	3.0	3.2	3.9
2004	126.2	127.0	127.8	—	.7	.6	.6	—	4.1	3.1	3.2	—
Nonmanufacturing:												
1979	—	—	—	84.9	—	—	—	—	—	—	—	—
1980	84.6	84.8	85.4	85.0	-.4	.2	.7	-.5	—	—	—	.0

See footnotes at end of table.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonmanufacturing:												
1981	87.5	86.7	86.0	87.3	3.0	-0.9	-0.8	1.5	3.4	2.3	0.7	2.7
1982	87.2	86.7	88.2	89.8	-1	-5	1.7	1.7	-3	.0	2.6	2.9
1983	91.6	91.9	92.3	93.4	2.1	.3	.4	1.1	5.1	6.0	4.6	4.0
1984	94.9	95.0	94.6	95.6	1.7	.1	-5	1.1	3.6	3.4	2.4	2.4
1985	95.6	95.3	96.1	95.8	.1	-4	.9	-3	.7	.3	1.7	.3
1986	97.5	97.4	97.9	98.3	1.8	-2	.5	.4	2.0	2.2	1.8	2.5
1987	98.2	97.9	97.4	97.9	-1	-3	-4	.4	.7	.5	-4	-4
1988	99.3	99.4	98.9	99.7	1.5	.1	-5	.8	1.1	1.6	1.5	1.9
1989	99.6	100.0	100.7	101.2	.0	.4	.7	.5	.4	.6	1.8	1.5
1990	101.6	102.1	101.2	101.4	.5	.5	-9	.2	2.0	2.1	.5	.2
1991	102.9	103.6	104.1	104.6	1.5	.7	.5	.4	1.2	1.4	2.9	3.2
1992	105.3	105.7	106.3	106.7	.7	.4	.6	.4	2.4	2.0	2.1	2.0
1993	107.3	107.9	108.2	108.4	.6	.5	.3	.2	1.9	2.1	1.8	1.6
1994	109.5	109.7	109.8	109.7	1.0	.1	.1	-1	2.0	1.7	1.5	1.1
1995	109.8	109.6	109.7	109.4	.1	-1	.1	-3	.2	-1	-1	-3
1996	108.4	108.3	108.1	107.9	-9	-1	-1	-2	-1.2	-1.2	-1.4	-1.4
1997	107.7	108.0	107.9	108.9	-2	.2	-1	.9	-6	-2	-2	.9
1998	109.2	109.6	110.0	110.4	.3	.3	.4	.4	1.3	1.4	1.9	1.4
1999	110.0	110.5	110.4	111.1	-3	.4	-1	.6	.8	.9	.4	.7
2000	111.6	112.4	113.0	113.9	.5	.7	.5	.8	1.5	1.7	2.3	2.5
2001	114.7	115.0	116.5	118.6	.7	.2	1.3	1.7	2.8	2.3	3.2	4.1
2002	118.8	119.7	120.1	120.9	.2	.8	.4	.7	3.5	4.1	3.1	2.0
2003	121.5	123.5	124.0	125.7	.4	1.7	.4	1.4	2.3	3.2	3.3	3.9
2004	126.4	127.1	127.9	-	.6	.5	.6	-	4.1	2.9	3.1	-
Union workers:												
1979	-	-	-	87.5	-	-	-	-	-	-	-	-
1980	86.1	85.5	87.0	86.7	-1.6	-7	1.7	-4	-	-	-	-9
1981	89.6	89.3	88.7	89.8	3.3	-3	-7	1.2	4.0	4.4	1.9	3.5
1982	91.3	90.8	92.0	94.1	1.7	-5	1.3	2.2	1.9	1.7	3.8	4.8
1983	97.5	97.4	97.6	98.1	3.6	-1	.2	.5	6.8	7.2	6.1	4.3
1984	99.3	99.3	99.2	100.1	1.2	.0	-2	.9	1.9	2.0	1.6	2.0
1985	100.0	98.4	98.3	98.1	-1	-1.6	-1	-2	.7	-1.0	-9	-2.0
1986	99.9	99.3	99.1	99.2	1.9	-6	-2	.1	.0	.9	.8	1.1
1987	98.5	98.1	97.3	98.0	-6	-5	-8	.6	-1.4	-1.2	-1.8	-1.2
1988	101.1	101.1	100.4	100.4	3.2	.0	-7	.0	2.6	3.0	3.1	2.5
1989	100.1	100.0	100.6	100.5	-4	-1	.6	-1	-1.0	-1.1	.2	.1
1990	100.9	100.9	99.8	100.4	.4	.0	-1.1	.6	.8	.9	-8	-1
1991	101.2	102.3	103.0	103.7	.9	1.1	.7	.6	.3	1.4	3.2	3.3
1992	106.2	106.2	106.9	107.1	2.4	.0	.6	.2	4.9	3.8	3.7	3.3
1993	109.4	110.4	110.9	111.2	2.1	.9	.4	.2	3.0	4.0	3.8	3.8
1994	111.2	111.4	110.7	110.8	.0	.2	-6	.1	1.6	.9	-2	-3
1995	110.5	110.3	110.7	111.6	-3	-2	.4	.8	-6	-1.1	-1	.7
1996	110.9	110.9	110.0	110.1	-6	.0	-8	.1	.3	.6	-6	-1.3
1997	108.7	109.1	109.5	109.3	-1.2	.3	.4	-2	-1.9	-1.6	-5	-8
1998	108.7	109.5	110.0	110.2	-5	.7	.5	.2	.0	.4	.5	.8
1999	109.7	109.7	109.6	110.4	-5	.0	-1	.7	.9	.2	-3	.2
2000	111.4	111.9	112.5	112.3	.9	.5	.5	-1	1.6	2.0	2.6	1.8
2001	111.6	111.6	112.7	114.8	-6	.0	1.0	1.8	.2	-3	.2	2.2

See footnotes at end of table.

TABLE 8b. EMPLOYMENT COST INDEX (BENEFITS), PRIVATE INDUSTRY WORKERS¹

(Constant dollars, not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent Changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended--				12 months ended--			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers:												
2002	115.6	116.0	117.1	118.5	0.7	0.3	1.0	1.2	3.5	3.9	3.9	3.2
2003	120.4	123.4	124.2	126.0	1.6	2.5	.7	1.4	4.2	6.4	6.1	6.3
2004	131.6	133.0	134.0	-	4.5	1.0	.7	-	9.3	7.8	7.8	-
Nonunion workers:												
1979	-	-	-	85.6	-	-	-	-	-	-	-	-
1980	84.9	84.9	85.4	84.8	-8	.0	.5	-6	-	-	-	-9
1981	87.6	86.8	86.2	87.3	3.3	-9	-8	1.3	3.2	2.2	.9	2.9
1982	87.1	86.4	87.8	89.0	-2	-8	1.7	1.3	-7	-6	2.0	2.0
1983	90.9	90.4	91.1	91.8	2.1	-5	.7	.8	4.4	4.7	3.7	3.1
1984	93.5	93.6	93.3	94.4	1.9	.1	-4	1.2	2.9	3.5	2.4	2.9
1985	95.3	94.8	95.6	95.1	.9	-5	.8	-4	1.9	1.3	2.5	.8
1986	97.0	96.9	97.4	97.8	1.9	-1	.5	.4	1.7	2.2	1.9	2.8
1987	97.4	97.0	96.6	97.1	-4	-4	-4	.5	.5	.1	-9	-7
1988	98.6	98.9	98.5	99.2	1.6	.2	-3	.7	1.3	1.9	2.0	2.1
1989	99.8	100.0	100.8	101.3	.7	.2	.8	.5	1.2	1.2	2.3	2.1
1990	102.0	102.6	101.8	101.9	.7	.6	-7	.1	2.2	2.6	1.1	.7
1991	103.2	104.0	104.7	104.9	1.3	.8	.6	.3	1.2	1.4	2.8	2.9
1992	105.5	105.8	106.3	106.8	.5	.3	.5	.5	2.2	1.7	1.5	1.8
1993	107.7	108.2	108.5	108.4	.8	.5	.3	-1	2.1	2.3	2.1	1.5
1994	109.7	109.9	110.1	110.0	1.1	.2	.2	-1	1.9	1.6	1.5	1.4
1995	110.0	109.7	109.5	109.2	.0	-3	-2	-3	.3	-2	-6	-7
1996	108.2	108.1	108.1	107.8	-9	-1	.0	-2	-1.6	-1.5	-1.3	-1.3
1997	107.7	108.2	107.9	108.9	-1	.4	-2	.9	-5	.0	-1	1.0
1998	109.0	109.2	109.4	109.7	.1	.1	.2	.3	1.2	.9	1.3	.8
1999	109.5	109.8	109.8	110.6	-2	.3	-1	.8	.4	.6	.3	.8
2000	111.3	111.9	112.4	113.1	.7	.5	.4	.7	1.7	1.9	2.4	2.3
2001	114.1	114.1	115.4	117.4	.9	.0	1.1	1.8	2.5	2.0	2.7	3.8
2002	117.8	118.7	118.9	119.8	.3	.8	.1	.8	3.2	4.0	3.0	2.1
2003	120.9	122.6	123.1	124.6	.9	1.4	.4	1.3	2.7	3.3	3.5	4.0
2004	126.0	126.3	127.2	-	1.1	.2	.7	-	4.2	3.0	3.3	-

¹ Excludes farm and household workers.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail

trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.