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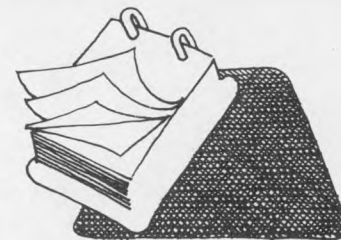
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Labor Month In Review



STATE OF THE UNIONS. Two seasoned observers of trade unions offered assessments of the U.S. labor movement during the year-end meeting of the Allied Social Science Associations in Atlanta.

A. H. Raskin, long a *New York Times* labor affairs writer and now associate director of the National News Council, was dismayed about labor's "stand-pattism:"

"The best thing the American trade union movement has going for it is the near-hopelessness of its current position. Organized labor is on the skids in economic, social and political power; and a strong argument can be made that that is exactly where it deserves to be, given the assiduousness with which labor has helped spread the banana peels that are speeding its downhill slide. . . .

"Familiar as the alarm signals must be to this sophisticated audience, bear with me for a bit as I tick off a few of the more menacing evidences of union decline. Foremost, of course, is the steady fall-off in the proportion of the nonfarm work force in union ranks, from one out of three at the time of the AFL-CIO merger in 1955 to one out of four today.

"Industry is moving out of the union heartland in the Northeast and Middle West to the right-to-work States of the Sunbelt and to low-wage sanctuaries in the Far East and Latin America. . . .

"The pursuit of more remains as solidly the centerpiece of unionism's design for living as it was when Samuel Gompers first enshrined it almost a century ago. Yet ingrained inflation makes a mockery of that chase by devouring union-negotiated wage increases before workers can get to the supermarket to spend them. In the

1970s, the average weekly wage for all employees nearly doubled, from \$114 to \$224; yet the average worker with three dependents wound up the decade with a 3.5-percent cut in what his pay envelope could buy after the bite of higher living costs and taxes.

"It is true that the entrenched unions in auto, steel, and other administered-price industries have stayed well ahead of the parade, but their insulated position has created its own compass of problems. Their industries are losing ground in world trade competition. The causes extend far beyond labor, yet the necessity for cost-cutting will force these industries to seek payroll relief in ways that will differ in character but not in effect from those that are making orphans of the storm of the construction crafts, once the undisputed champions in grab-with-both-hands unionism."

Jerome M. Rosow, a former U.S. Assistant Secretary of Labor, and current president of the Industrial Relations Research Association, cited three areas in which unions must be more responsive to the people they serve.

"Women have moved into the labor force in record-breaking numbers in recent years with the result that over 41 percent of the working population today is female. Yet only one in four union members is a woman. The discrepancy is not surprising, since labor union membership today continues to be concentrated in the traditionally male blue-collar occupations; women, on the other hand, predominate in the so-called "helping" occupations, which the labor movement has been slower to organize. If labor unions are to tap this new and growing pool of workers for membership, a twin agenda will be

required. First, unions will have to be responsive to the unique and growing role of women in the work force. . . . Second, unions should think in terms of opening up their membership to women.

"The interest of both blacks and Hispanics in unionization is evidenced by their higher participation rates: 29 percent of Hispanic workers and 33 percent of black workers are represented by labor unions as compared to 26 percent of white workers. . . . To counterbalance the requirements of its energy-hungry neighbor to the North, Mexico, it is believed, will demand an escape valve for its crushing overpopulation, forecast to almost double by the year 2000. Thus a new underclass of workers may well flood the labor markets as the energy/employment tradeoff grows in importance. Labor will have to decide whether to try to stem the tide—or to sign up the new workers, legal or illegal.

"Some unions, in industries with a predominantly immigrant work force, have already made the decision. It is reported that several of these unions—in garment making, food and services, and light manufacturing—are signing up aliens without regard to their legal status, to eliminate a source of cheap labor and to prevent the undercutting of union contract wage levels.

"Increasing education, changing values, and the strong urge to move up the socioeconomic ladder make it more difficult for unions to respond to the needs of white-collar office and professional workers. Many of these educated and upwardly mobile employees are difficult to organize because they tend to identify with management and feel that they would lose the esteem of others if they became card-carrying union members." □

Targeting worker safety programs: weighing incidence against expense

Case data for three States show that accidents selected for safety programs will be the same, whether chosen from the costliest or most frequent cases

NORMAN ROOT AND DAVID MCCAFFREY

Increasing costs associated with work-related injuries and illnesses—rising outlays for direct compensation and medical payments, and increasing premiums for workers' compensation insurance¹—have set many firms seeking effective, cost-reducing safety programs. In undertaking these efforts, safety professionals are faced with deciding how to plan programs that will best reduce these increasing costs. Two possible approaches emerge: sorting out the costliest cases, the "expensive case" approach, or targeting the most frequent, the "general frequency" approach.

Which approach is better? Analysis of case characteristics and costs can identify whether relatively few cases account for most of the expense and, if they do, whether the distribution of these few differs from the overall distribution of cases among certain descriptive categories.

This article presents the distribution of incidence and costs of indemnity compensation cases among kinds of occupational injuries and types of accidents for three States.² The data indicate that, although a small number of cases accounted for a large proportion of the costs and certain categories resulted in costlier cases, the targets selected for safety programs would essentially be the same, whether chosen from a list of the most expensive cases or a list of the most frequent. The data also

support the hypothesis that any type of accident can result in an expensive case.

Underlying logic

Proponents of the expensive case approach point out that a large percentage of the costs associated with occupational injuries over any period are accounted for by a relatively small number of cases.³ Thus, identification of these types of cases will pinpoint the costly areas and direct safety workers to specific accident prevention programs. For example, if a firm's workers have had amputations or serious falls in the recent past, the firm will concentrate prevention efforts based on the characteristics associated with these specific types of cases. Adherents claim this approach reduces major costs, marshals resources efficiently, and avoids diffusing safety efforts over many different, less expensive, or "trivial" problems.

Underlying the general frequency approach is the concept of a range of injury severity for any type of accident. That is, every accident has the potential for resulting in a serious (expensive) injury.⁴ For example, a falling hammer can result in a near miss (no injury), a glancing blow to the arm (minor injury), or a crushing blow to the head (major injury). This logic contrasts with the expensive case approach in an important respect: the general frequency approach accepts the fact that a small number of injuries account for a large proportion of the costs but does not accept the proposition that these cases can be singled out for accident preven-

Norman Root is a division chief in the Office of Occupational Safety and Health Statistics, Bureau of Labor Statistics. David McCaffrey is a statistician in the same office.

Table 1. Distribution and rank of the costliest work-related injury cases, and of all cases, in Arkansas, North Carolina, and Wisconsin, by type of accident, 1976¹

Accident type	Arkansas				North Carolina				Wisconsin			
	Costliest cases ²		All cases ³		Costliest cases ²		All cases ³		Costliest cases ²		All cases ³	
	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank
Total	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....
Struck against	1.9	9	4.8	7	3.4	7	7.7	6	6.8	7	10.6	3
Struck by	13.2	2	18.2	2	19.6	1	22.5	1	14.8	2	21.2	2
Fall from elevation	11.1	5	7.4	5	17.2	2	10.4	5	11.8	4	7.1	7
Fall on the same level	11.6	3	10.1	4	8.9	6	12.0	4	12.5	3	9.3	4
Caught in, under, or between	11.3	4	15.1	3	14.9	3	13.8	3	11.4	5	8.9	5
Rubbed or abraded	.1	13/14	1.6	11	.2	14	.2	13	1.2	11	1.7	11
Bodily reaction	4.9	7	6.4	6	3.2	8	5.1	7	10.0	6	8.0	6
Overexertion	33.4	1	26.7	1	13.6	4	18.1	2	20.3	1	23.5	1
Contact with electric current	1.0	11	.4	13	2.3	11	.6	11	.4	13	.2	13
Contact with temperature extremes	1.3	10	2.8	9	2.9	10	3.0	9	1.9	10	2.9	8
Contact with radiations, caustic, toxic, and noxious substances	.3	12	1.5	12	3.1	9	2.0	10	.7	12	1.5	12
Public transportation accidents	.1	13/14	.0	14	.3	13	.1	14	.1	14	.0	14
Motor vehicle accidents	6.1	6	3.1	8	9.5	5	4.1	8	5.0	8	2.6	9
Unclassified or not determined	3.6	8	1.9	10	.8	12	.5	12	3.1	9	2.4	10

¹ All closed cases for which indemnity payments were made in 1976, regardless of when cases occurred. "Accidents" also includes injuries, illnesses and exposure.
² The most expensive 10 percent of all accident cases.

³ Total cases equaled 9,003 in Arkansas, 25,035 in North Carolina, and 52,440 in Wisconsin.
 NOTE: Column percentages may not add to totals because of rounding.

tion efforts because, as noted above, any type of accident can conceivably result in an expensive case. Furthermore, over time, expensive cases will be spread proportionately among all types of cases. Adherents maintain that safety efforts should be sustained, overall programs directed at preventing *all* injuries or illnesses, with proportionate efforts in the largest identifiable areas of risk. By reducing the total number of events, these programs would reduce the chance of a serious injury occurring in any of the categories.

Data sources and methodology

Data in this article are from the Bureau of Labor Statistics' Supplementary Data System.⁵ This system obtains data from records of cases reported to State

workers' compensation agencies. The cases are coded for nature of injury or illness, part of body affected, source of injury or illness, type of accident or exposure, and, for some States, the indemnity compensation and medical payments associated with the case.⁶

The three States chosen for comparison were Arkansas, North Carolina, and Wisconsin. They were selected because data for them were available, and because geographic dispersion made them highly representative of the Nation. The data are from all closed cases for which indemnity payments were made during 1976, regardless of the year in which the cases occurred. Arkansas and North Carolina require 7 days of disability before awarding indemnity compensation. In Wisconsin, there is a 3-day waiting period for such benefits.

Table 2. Distribution and rank of the costliest work-related injury cases, and of all cases, in Arkansas, North Carolina, and Wisconsin, by part of body affected, 1976¹

Part of body	Arkansas				North Carolina				Wisconsin			
	Costliest cases ²		All cases ³		Costliest cases ²		All cases ³		Costliest cases ²		All cases ³	
	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank
Total	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....
Head, excluding eyes	2.2	10	2.9	8	5.1	8	4.5	8	2.6	8	2.7	8
Eyes	2.1	11	1.4	10	3.7	10	1.7	9	.9	11	1.6	9
Neck	2.8	8	1.8	9	1.5	11	1.2	10	.5	12	.9	11
Upper extremities, unknown, not elsewhere classified or multiple	.4	14	1.1	11	1.4	12	1.0	12	.3	14	.7	12
Arm, including hand	7.2	3	12.7	3	8.6	4	12.5	3	15.6	3	15.2	3
Fingers	5.2	6	14.8	2	7.7	5	16.9	2	13.0	4	16.5	2
Trunk, excluding back	7.1	4	10.0	6	6.9	6	9.8	6	5.8	7	9.6	6
Back	49.2	1	28.9	1	25.4	1	21.4	1	24.2	1	22.4	1
Lower extremities, unknown, not elsewhere classified, or multiple	.9	12/13	.6	13	.8	13	.7	13	.3	13	.4	14
Leg	9.6	2	10.2	5	9.5	3	10.6	5	19.4	2	10.5	5
Ankle, foot, or toes	2.9	7	10.7	4	5.4	7	11.6	4	8.9	5	12.3	4
Multiple parts	6.9	5	3.6	7	18.9	2	6.8	7	6.6	6	5.5	7
Body system	2.6	9	.9	12	4.8	9	1.2	11	1.0	10	.5	13
Not elsewhere classified or unclassified	.9	12/13	.4	14	.3	14	.1	14	1.0	9	1.1	10

¹ See table 1, footnote 1.
² See table 1, footnote 2.

³ See table 1, footnote 3.
 NOTE: Column percentages may not add to totals because of rounding.

Table 3. Distribution and rank of the costliest work-related injury cases, and of all cases, in Arkansas, North Carolina, and Wisconsin, by source of injury, 1976¹

Source of injury	Arkansas				North Carolina				Wisconsin			
	Costliest cases ²		All cases ³		Costliest cases ²		All cases ³		Costliest cases ²		All cases ³	
	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank
Total	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....
Animals	.1	22	.9	17	.1	24	.3	23	.2	22	.3	21
Bodily motion	1.3	12	2.4	10	3.2	8	5.1	7	10.2	4	8.6	6
Boxes, containers	11.4	3	10.3	3	5.3	6	7.7	5	7.6	7	9.7	5
Buildings, structures	.7	19	.6	22	1.0	15	.9	17	2.2	11	1.9	12
Chemicals	.4	20	1.1	15	.7	19	1.1	14	.4	18	1.0	15
Coal and petroleum products	.8	17/18	.9	16	.7	18	.5	21	.4	19	.5	20
Cold	.0		.0		.0	25	.0	25	.1	24/25	.0	25
Drugs, medicine	.0	23	.0	23	.0	26	.0	26	.0	26	.0	26
Electrical apparatus	1.1	14/15	.8	19/20	2.8	9	1.7	12	1.1	13	1.1	14
Flame, fire, smoke					1.6	12/13	.7	18	.3	20	.3	22
Furniture, fixtures	1.8	9/10	1.7	13	1.9	10	2.8	10	1.2	12	1.7	13
Hand tools, not powered	1.0	16	3.3	9	1.0	16	3.1	9	2.8	9	5.1	8
Hand tools, powered	1.1	14/15	3.5	8	1.2	14	2.5	11	1.0	14	1.9	11
Liquids, not elsewhere classified	.3	21	.9	18	.4	22	1.0	15	.3	21	.7	18
Machines	8.6	5	9.8	4	14.3	3	14.4	2	12.2	2	10.6	3
Mechanical powered transmission apparatus	1.6	11	2.0	12	.6	20	.7	19	.7	15	.8	17
Metal items not elsewhere classified	14.6	2	16.8	2	6.0	5	7.6	6	9.4	5	13.4	2
Mineral items, nonmetallic	1.2	13	.8	19/20	1.6	12/13	.6	20	.5	17	.8	16
Plants, trees, vegetation	1.8	9/10	1.4	14	1.7	11	1.1	13	.6	16	.5	19
Steam					.1	23	.2	24	.1	24/25	.0	23
Textile items, not elsewhere classified	.8	17/18	.6	21	.8	17	.9	16	.2	23	.2	24
Vehicles	10.1	4	6.1	7	16.0	2	11.5	3	10.2	3	7.9	7
Wood items, not elsewhere classified	7.8	6	7.1	6	3.6	7	4.4	8	2.6	10	3.3	10
Working surfaces	23.1	1	18.5	1	24.0	1	19.4	1	21.8	1	14.1	1
Miscellaneous	6.2	7	8.2	5	10.6	4	11.2	4	8.6	6	10.1	4
Unknown, unclassified	4.2	8	2.2	11	.5	21	.5	22	5.3	8	5.1	9

¹ See table 1, footnote 1.

² See table 1, footnote 2.

³ See table 1, footnote 3.

NOTE: Column percentages may not add to totals because of rounding.

Case records, classified according to the American National Standards Institute's Z16.2 code system (see footnote 6) were sorted in descending order of total costs of indemnity compensation and medical payments and ranked by frequency. For each State, the most expensive 10 percent of all the cases were compiled (900 cases for Arkansas, 2,503 cases for North Carolina, and 5,244 cases for Wisconsin).

Analysis focused on the distribution of four case characteristics: nature of injury, part of body affected, source of injury, and type of accident. For each State, the categorical distributions of the most expensive 10 percent of cases were compared to the distributions of all State cases to determine whether the characteristics of the most expensive cases were different from those of all cases.

Although "unclassified," "unidentified," or "multiple category" cases were included in the tables, they were not included in the rankings unless *some* description of the case was given (for example, "metal items, not elsewhere classified"). This is because a safety program cannot target an "unclassified" or "unidentified" case.⁷

Examining accident characteristics

The data confirm that a small minority of cases accounted for a large percentage of costs. The most expensive 10 percent of cases accounted for 60 percent of

the cost in Arkansas, 58 percent in Wisconsin, and 55 percent in North Carolina. The most expensive groupings were examined by characteristics. Then the dispersion of each characteristic for the groupings was compared to the distribution for all cases in each State.

One of the most critical elements to identify for an accident prevention program is the type of accident. (See table 1.) This category describes how the person contacted the source of injury, thereby indicating the events that must be prevented.

In Arkansas's costliest 10 percent of all cases, the five most prevalent types were "overexertion," "struck by," "fall on the same level," "caught in, under, or between," and "fall from elevation." They made up 81 percent of the costliest cases. Of all cases, the same five types prevailed, accounting for 78 percent.

The leading five types among North Carolina's most costly cases were "struck by," "fall from elevation," "caught in, under, or between," "overexertion," and "motor vehicle accidents," making up 75 percent of the cases. All of these, with the exception of "motor vehicle accidents," are in the top five of the total cases ("fall on the same level" replaces "motor vehicle accidents"). The leading five accounted for 77 percent of all cases.

Wisconsin's most costly cases showed the same five most frequent types of Arkansas's—"overexertion,"

Table 4. Distribution and rank of the costliest work-related injury cases, and of all cases, in Arkansas, North Carolina, and Wisconsin, by nature of injury, 1976¹

Nature of injury	Arkansas				North Carolina				Wisconsin			
	Costliest cases ²		All cases ³		Costliest cases ²		All cases ³		Costliest cases ²		All cases ³	
	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank
Total	100.0	...	100.0	...	100.0	...	100.0	...	100.0	...	100.0	...
Amputation	3.1	9	3.4	6	6.3	6	4.1	6	6.8	5	3.3	7
Burn	1.8	10	2.9	7	3.9	9	3.4	7	2.4	8	3.5	6
Contusion, bruise	5.1	5/6	10.2	4	5.9	8	10.8	4	4.4	6	12.6	3
Cut, laceration	5.9	4	13.7	3	9.9	3	16.2	3	1.4	11	13.3	2
Dislocation	3.4	8	1.9	11	1.3	10	1.0	12	14.3	3	2.8	9
Fracture	19.1	2	17.1	2	27.9	1	22.0	2	20.3	2	12.3	4
Hernia	18.9	3	6.8	5	6.4	5	4.3	5	2.0	9	2.3	10
Inflammation	.8	12	2.5	9	.5	12	1.2	10	.7	12	2.0	11
Scratches, abrasions	.2	13	1.0	13	.4	13	1.2	11	.0	13	.1	13
Sprain, strains	30.6	1	33.7	1	20.9	2	29.4	1	11.9	4	32.1	1
Multiple injuries	4.9	7	1.6	12	9.8	4	2.8	9	4.3	7	1.9	12
Not elsewhere classified or unclassified	5.1	5/6	2.4	10	.8	11	.5	13	29.4	1	11.0	5
Miscellaneous	1.1	11	2.8	8	6.0	7	3.1	8	2.0	10	2.8	8

¹ See table 1, footnote 1.

² See table 1, footnote 2.

³ See table 1, footnote 3.

NOTE: Column percentages may not add to totals because of rounding.

Table 5. Distribution and rank of the costliest work-related injury cases, and of all cases in the construction industry, in Arkansas, North Carolina, and Wisconsin, by type of accident, 1976¹

Accident type	Arkansas				North Carolina				Wisconsin			
	Costliest cases ²		All cases ³		Costliest cases ²		All cases ³		Costliest cases ²		All cases ³	
	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank
Total	100.0	...	100.1	...	100.0	...	100.0	...	100.0	...	100.0	...
Struck against	1.9	10/11	5.1	7	2.6	9	5.5	6	5.4	7	9.7	4
Struck by	12.5	3	18.7	2	20.6	2	23.7	1	17.4	2	21.8	1
Fall from elevation	29.8	1	18.0	3	35.1	1	23.5	2	27.0	1	16.5	3
Fall on the same level	4.8	7	7.4	5	2.9	8	7.3	4	9.4	4	6.9	6
Caught in, under, or between	7.7	4	12.1	4	9.7	3	7.1	5	5.8	6	6.1	7
Rubbed or abraded	.0	12/13	2.2	9	.6	13	.5	13	.6	12	1.0	11
Bodily reaction	5.8	5/6	6.5	6	.9	12	4.9	7	9.0	5	9.2	5
Overexertion	24.0	2	21.0	1	9.1	4	16.7	3	13.3	3	21.0	2
Contact with electric current	2.9	8/9	1.1	13	7.4	5	1.6	11	.9	10/11	.5	13
Contact with temperature extremes	1.9	10/11	3.5	8	3.4	7	3.8	8	.9	10/11	2.4	8
Contact with radiations, caustic, toxic, and noxious substances	.0	12/13	1.2	11/12	1.4	10	1.7	10	.4	13	.7	12
Public transportation accidents					.3	14	.0	14	.2	14	.0	14
Motor vehicle accidents	5.8	5/6	2.1	10	4.9	6	3.0	9	4.9	8	2.1	9
Unclassified or not determined	2.9	8/9	1.2	11/12	1.1	11	.7	12	4.7	9	2.0	10

¹ See table 1, footnote 1.

² See table 1, footnote 2.

³ Total cases equaled 1,043 in Arkansas, 3,498 in North Carolina, and 4,660 in Wisconsin.

NOTE: Column percentages may not add to totals because of rounding.

“struck by,” “fall on the same level,” “fall from elevation,” and “caught in, under, or between.” They accounted for 71 percent of the most expensive cases. The same types, except for “fall from elevation” (which ranked seventh), were included in the top five of the State’s total cases.

“Falls from elevation” tended to be among the most expensive cases in all three States and in the leading five categories for total cases in Arkansas and North Carolina as well. Also, “motor vehicle accidents” tended to be an expensive type of accident. While the category is not one of the leading categories in two States, the costs suggest that motor vehicle safety should receive some special attention from safety specialists.

Comparisons of the 10 percent most expensive cases

with all cases for the categories “nature,” “body part,” and “source” in the three States indicated similar relationships, as shown in the following tabulation for Arkansas (details for all States are shown in tables 2, 3, and 4):

Category	Ranking of most costly	Ranking of all cases
Part of body:		
Back	1	1
Leg	2	5
Arm (including hand)	3	3
Trunk (excluding back)	4	6
Fingers	6	2
Multiple parts	5	7
Ankle, foot, or toes	7	4

Source of injury:		
Working surface	1	1
Metal item, not elsewhere classified	2	2
Boxes, containers	3	3
Vehicles	4	7
Machines	5	4
Miscellaneous	7	5
Nature of injury:		
Sprains and strains	1	1
Fracture	2	2
Hernia	3	5
Cut, laceration	4	3
Contusion, bruise	5	4

The rankings for the costliest and for all cases were similar in Wisconsin and in North Carolina. In North Carolina, 4 of 5 categories overlapped for the nature of injury. In Wisconsin, 3 of the top 5 overlapped. For "part of body," 4 of 5 overlapped in North Carolina, while the top five categories were the same in both groups of cases in Wisconsin. When the groups were examined by the source of injury, the top five categories were the same in North Carolina, and 4 of the top 5 matched in Wisconsin. Thus, while the frequency rankings varied by State, and, to some extent, by cost within States, they did not vary significantly.

Industrial distribution. The ultimate level of this analysis would be at the establishment level. However, because the Supplementary Data System does not identify cases by individual establishments, analysis was made at the intermediate level, industry.

Table 5 displays the distribution of accidents by type for the construction industry, for both the top 10 percent of its cases and its total cases. In Arkansas, "fall

from elevation," "overexertion," "struck by," "caught in, under, or between," and "bodily reaction" and "motor vehicle accidents" led the subset of costly cases. Five of these were in the leading six of all cases.

In North Carolina, among the costliest cases, the top five categories were "fall from elevation," "struck by," "caught in, under, or between," "overexertion," and "contact with electric current." Four of these were in the leading five of the total. In Wisconsin, 4 of the costliest leading 5 also appeared in the leading five of the total.

Generally, data for the construction industry showed the same patterns as those for all industries: there were but a few differences in the categorical distribution of the expensive compared to the total cases.

Rankings by cost

Tables 1 through 5 show that, for each State, expensive cases were distributed among categories in about the same way as total cases. This suggests that the severity of a case (in terms of cost) in a given category is quite random. If this is true, then the proportion of cases in a given category should be similar to the proportion of costs in that category: a category with 20 percent of the cases ought to have about 20 percent of the costs. In contrast, the expensive case perspective implies that there are a few categories, with a few easily targetable cases, which make up a large proportion of the cost: for example, a category with 2 percent of the cases would account for 20 percent of the costs.

Table 6 presents the percentage of costs contrasted with the percentage of cases among accident types for each State. In Arkansas and North Carolina, the five top categories are identical in both the cost and case columns; in Wisconsin, 4 of 5 are the same. Similar results were obtained in comparing cost and case propor-

Table 6. Distribution and rank of incidence and costs of work-related injury cases, in Arkansas, North Carolina, and Wisconsin, by type of accident, 1976¹

Accident type	Arkansas				North Carolina				Wisconsin			
	Costliest cases ²		All cases ³		Costliest cases ²		All cases ³		Costliest cases ²		All cases ³	
	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank	Percent of cases	Rank
Total	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....	100.0	....
Struck against	2.8	9	4.8	7	4.9	7	7.7	6	7.2	7	10.6	3
Struck by	15.0	2	18.2	2	20.3	1	22.5	1	17.5	2	21.2	2
Fall from elevation	9.7	5	7.4	5	14.5	3	10.4	5	10.2	4/5	7.1	7
Fall on the same level	10.5	4	10.1	4	9.7	5	12.0	4	10.2	4/5	9.3	4
Caught in, under, or between	13.2	3	15.1	3	15.7	2	13.8	3	10.5	3	8.9	5
Rubbed or abraded . . . . .	.5	13	1.6	11	.1	14	.2	13	1.3	12	1.7	11
Bodily reaction	5.2	7	6.4	6	3.4	8	5.1	7	8.2	6	8.0	6
Overexertion	29.6	1	26.7	1	14.0	4	18.1	2	20.6	1	23.5	1
Contact with electric current . . . . .	.9	11	.4	13	2.3	11	.6	11	.6	13	.2	13
Contact with temperature extremes	1.7	10	2.8	9	3.0	9	3.0	9	2.4	10	2.9	8
Contact with radiations, caustic, toxic, and noxious substances . . . . .	.7	12	1.5	12	2.5	10	2.0	10	1.5	11	1.5	12
Public transportation accidents . . . . .	.2	14	.0	14	.3	13	.1	14	.2	14	.0	14
Motor vehicle accidents	6.8	6	3.1	8	8.3	6	4.1	8	5.6	8	2.6	9
Unclassified or not determined	3.1	8	1.9	10	1.0	12	.5	12	3.9	9	2.4	10

¹ See table 1, footnote 1.
² See table 1, footnote 3.

NOTE: Column percentage may not add to totals because of rounding.

tions for the other three characteristics.⁸

The patterns are much the same as shown in earlier tables; there were few differences, with a slight variance in rankings. Generally, the distributions of cases and costs among the categories were similar, suggesting that the cost of a case in a given category is largely a matter of chance.

THERE WERE SLIGHT VARIATIONS in the leading categories, although differences did emerge among the most expensive and least expensive cases. Also, even when

the leading categories were identical, their ranking in the group of expensive cases varied. And, certain categories tended to result in costlier cases: for example, the data indicate that safety specialists should give some special attention to falls from elevations and to motor vehicle accidents. However, the basic similarities of the targets selected by the two approaches were more striking than the differences. Thus, use of the expensive case and general approaches to targeting safety programs will result in about the same accident prevention priorities. □

—FOOTNOTES—

¹ Daniel N. Price, *Workers' Compensation Program in the 1970's*, Social Security Bulletin, May 1979, pp. 3-24.

² The terms "injuries" and "accidents" also refer to "illnesses" and "exposures."

³ Marvin W. Pearson, "The Challenge of a Changing Safety Priority," presentation at the 39th Industrial Forestry Seminar, Yale School of Forestry and Environmental Studies, May 1974.

⁴ For this article, we are using costs as a shorthand measure of injury severity. The reader should be aware, however, that this approach has shortcomings. For example, a worker's compensation award for the death of a worker who has no dependents may amount to no more than funeral costs.

⁵ Norman Root and David McCaffrey, "Providing more information on work injury and illness," *Monthly Labor Review*, April 1978, pp. 16-21.

⁶ These categories are from the American National Standards Insti-

tute's (ANSI) *Method of Recording Basic Facts Relating to the Nature and Occurrence of Work Injuries*, ANSI Z16.2, 1962. According to the ANSI Z16.2 coding system, "nature of injury" identifies the injury by its principal physical characteristics. "Part of Body Affected" identifies the part of the person's body directly affected by the injury previously identified. "Source of Injury" identifies the object, substance, or bodily motion that directly produced or inflicted the previously identified injury. The "Accident Type" classification identifies the event that directly resulted in the injury; that is, it describes how the source of injury contacted the body.

⁷ Changes in coding structures and training are used in the Supplementary Data System to reduce the number of cases classified as "not elsewhere classified" or "unidentifiable."

⁸ A similar pattern was found for 1977 Arkansas data. See *Costs and Characteristics of Occupational Injuries and Illnesses in Arkansas, 1977* (Arkansas Department of Labor, August 1979).

The cost of safety incentives

The pain and suffering of a serious disability represent a substantial portion of the costs of an injury. It would be desirable for the legal system to assign liability for such losses so that the full cost of injuries is borne by the party in the best position to prevent the accident. The dilemma, however, is that if the awards routinely made in a workers' compensation system were to be so generous as to include pain and suffering there would be a strong incentive for employees to act with less than an optimal amount of care.

There is some evidence that even the more generous

States within the current system may fail to encourage an appropriate amount of careful employee behavior. Only a system that provides the opportunity for detailed examination of the circumstances and consequences of the injury could avoid such a distortion of incentives; but again, this would be very costly.

—JAMES ROBERT CHELIUS

Workplace Safety and Health: The Role of Workers' Compensation
(Washington, American Enterprise Institute for Public Policy Research, 1978), p. 62.

Scheduled wage increases and escalator provisions in 1980

For the third straight year, deferred increases will average 5.1 percent, and will be received by 4.9 million workers; 5.5 million workers will be covered by contracts with cost-of-living clauses

EDWARD WASILEWSKI

This year, at least 4.9 million workers in the private nonfarm sector are scheduled to receive wage increases under major collective bargaining agreements negotiated in earlier years. As in 1978 and 1979, the deferred increases will average 5.1 percent. In addition, approximately 5.5 million workers are under major agreements (covering 1,000 workers or more)¹ which have escalator clauses, many with multiple reviews in 1980.²

Of the 9.4 million workers in major collective bargaining units, the data exclude some 1.1 million workers whose contracts expired late in 1979 but had not been renegotiated or, if replaced, the terms were not available.³

Cost-of-living provisions

If the inflation rate continues to rise as it did during the first 9 months of 1979, cost-of-living escalator (COLA) reviews are likely to have a large impact on the total wage change effective in 1980. Fifty-nine percent of all workers are covered by major contracts that have clauses which provide for the periodic automatic adjustment of wage rates based on the movement of the Consumer Price Index. The number of workers having escalator clauses dropped to 5.5 million from 5.6 million a year ago.⁴ The slight decline was because of em-

ployment shrinkage in some bargaining units retaining their clauses, rather than from the termination of a significant number of clauses. The following are the number of workers (in millions) under cost-of-living reviews on January 1, 1971-80:

<i>Year</i>	<i>Workers</i>	<i>Year</i>	<i>Workers</i>
1971	3.0	1976	6.0
1972	4.3	1977	6.0
1973	4.1	1978	5.8
1974	4.0	1979	5.6
1975	5.3	1980	5.5

While only 40 percent of all major contracts have cost-of-living clauses, escalator provisions tend to be included most often in the contracts that cover the greatest number of workers. Large blocks of workers are covered under national contracts with large companies; for example, the Auto Workers with General Motors Corporation (460,000 workers); the Steelworkers and the nine companies that comprise the Steel Industry Coordinating Committee (280,000 workers); the Teamsters and Trucking Employers, Inc. (300,000 workers); and the Communications Workers and the American Telephone and Telegraph Co. (500,000 workers). (See table 1 for the industry breakdown.)

The Auto Workers represent the largest number of workers (1,093,000) under major agreements with escalator protection. They are followed by these unions:

Edward Wasilewski is an economist in the Division of Trends in Employee Compensation, Bureau of Labor Statistics.

Table 1. Prevalence of escalator clauses in major collective bargaining agreements, November 1979

[Workers in thousands]

Industry	2-digit standard industrial classification (SIC)	All contracts		Contracts with escalator clauses		Percent of workers covered by escalator clauses	Industry	2-digit standard industrial classification (SIC)	All contracts		Contracts with escalator clauses		Percent of workers covered by escalator clauses
		Workers covered	Number of contracts	Workers covered	Number of contracts				Workers covered	Number of contracts	Workers covered	Number of contracts	
Total		9,428	2,046	5,547	816	58.8	Fabricated metal products	34	115	56	86	38	76.8
Metal mining	10	56	14	55	13	97.6	Machinery, except electrical	35	290	97	266	82	91.2
Anthracite mining	11	2	1	2	1	100.0	Electrical equipment	36	456	102	416	80	91.4
Bituminous coal and lignite mining	12	160	1			0.0	Transportation equipment	37	1,170	115	1,100	95	94.0
Building construction general contractors	15	668	184	17	7	2.5	Instruments and related products	38	32	16	13	7	39.8
Construction other than building construction	16	480	119	60	9	12.6	Miscellaneous manufacturing industries	39	21	12	4	2	18.0
Construction—special trade contractors	17	462	205	73	24	15.8	Railroad transportation	40	437	20	437	20	100.0
Food and kindred products	20	334	108	120	42	35.8	Local and urban transit	41	16	4	15	3	93.8
Tobacco manufactures	21	29	8	28	7	96.2	Motor freight transportation	42	522	28	513	23	98.2
Textile mill products	22	54	19	14	3	25.8	Water transportation	44	99	17	36	7	36.3
Apparel and other textile products	23	497	55	186	11	37.5	Transportation by air	45	163	43	118	25	72.4
Lumber and wood products	24	58	20	1	1	2.0	Communications	48	762	46	727	33	95.4
Furniture and fixtures	25	32	19	13	9	4.1	Electric, gas, and sanitary services	49	206	76	45	12	21.8
Paper and allied products	26	102	70			0.0	Wholesale trade	50 & 51	87	34	44	14	50.9
Printing and publishing	27	65	37	19	10	28.8	Retail trade—general merchandise	53	89	23	30	6	33.8
Chemical and allied products	28	93	48	29	14	31.2	Food stores	54	537	104	380	64	70.6
Petroleum refining and related industries	29	40	21			0.0	Automotive dealers and service stations	55	19	11	2	1	0.8
Rubber and plastic products	30	84	16	74	11	88.5	Apparel and accessory stores	56	10	5	1	1	11.2
Leather and leather products	31	52	18	1	1	1.9	Eating and drinking places	58	73	24			0.0
Stone, clay, and glass products	32	95	37	32	15	33.8	Miscellaneous retail stores	59	18	7	8	3	43.5
Primary metal industries	33	558	120	535	106	95.8	Finance, insurance, and real estate	60-65	87	15	32	6	36.7
							Services	70-89	296	71	13	9	4.4

NOTE: Because of rounding, sums of individual items may not equal totals, and percentages may not reflect shown ratios.

Dashes indicate absence of cost-of-living coverage.

Communications Workers (616,000), Teamsters (583,000), Steelworkers (579,000), Food and Commercial Workers (417,000) and Machinists (250,000). All other unions have fewer than 200,000 workers under major agreements with COLA provisions.

Adjustment formulas. The rate of inflation is only one of several factors that determines the amount of any increase or decrease under the provisions of an escalator clause. Another is the presence of a "ceiling," or maximum limit on an increase. Of the 5.5 million workers under cost-of-living clauses as of November 1979, 1.2 million were under contracts with such limits. An additional 635,000 were guaranteed some minimum adjustment, regardless of the movement of the CPI.⁵

As of November 1979, the most popular formula used to calculate cost-of-living adjustments was a 1-cent hourly wage change for each 0.3-point movement in the CPI—covering a total of slightly more than 2.2 million workers, up from 2.1 million as of November 1978. The next most popular formula, covering 820,000 operating and manufacturing employees in the Bell Telephone

System, calls for adjustments of 50 cents a week plus 0.6 percent of each employee's weekly rate for each 1-percent movement in the CPI. About 512,000 workers have a formula that calls for a 1-cent wage change for each 0.4-point change in the CPI.

The number of workers whose escalator adjustments are based on a 1-cent wage change for each 0.3- or 0.4-percent CPI change is down to 149,000 from 370,000 last year. This drop can be attributed to recent General Electric Co. and Westinghouse Electric Corp. settlements, which provided for escalator adjustments of 1 cent an hour for each 0.2-percent movement in the CPI, instead of the previous 1 cent for each 0.3-percent movement.

The formulas become somewhat more diverse and complex when they are liberalized in steps during the course of the contract, are linked to a deferred wage increase, or have monies diverted from cash payments to offset fringe benefit costs. In the 1979 rubber industry contracts, for instance, the escalator formula changes from 1 cent for each 0.3-point change in the CPI to 1 cent for each 0.26-point change in the second contract

year; in the 1979 auto industry contracts the same change takes place, but not until the third year of the contract. Some contracts in the construction industry tie the cost-of-living increase with deferred increases by giving percent-for-percent increases based on any rise in the CPI above the percent amount of any deferred increase scheduled for the year. One example of a diversion of money is in the aerospace industry, where some contracts provide that 1 cent will be withheld from each quarterly adjustment to help defray the cost of improvements in early retirement provisions. Another example is in the automobile industry, where agreements provide for the diversion of a total of 14 cents an hour from escalator adjustments to help defray the cost of the settlements. The diversion will be 1 cent from each of the first eight quarterly adjustments and 2 cents from each of the last three adjustments.

In the first 9 months of 1979, all workers receiving COLA increases under major agreements recovered an average 56 percent of the rise in consumer prices. The proportion actually recovered under individual bargaining agreements depends on the type of COLA formula, the timing of COLA reviews, and a possible "cap" on the amount of COLA increase.

Review timing and indexes. The timing of reviews has an impact on the size of individual changes under an escalator clause. As table 2 shows, approximately 50 percent of the workers covered by 1980 COLA reviews are under formulas providing quarterly reviews, 35 percent have semiannual reviews, and 13 percent annual re-

views. Of course, the frequency of review in any year is also affected if the particular agreement expires during the year.

The year 1967 is the most common CPI base year for escalator formulas and is specified in contracts for over 3.7 million workers. The 1957-59 base is second most common, occurring in 87 contracts covering nearly 900,000 workers. A very small group, some 6,400 workers, still uses the 1947-49 = 100 base.

The national all-cities index continues to be the most prevalent trigger in escalator provisions: Nearly 80 percent of the clauses designate that index. One unusual clause is in the automobile industry, where a composite index is used that is derived from the official U.S. and Canadian indexes. This is done because the contracts cover workers in both countries. Specific city indexes are used in the remaining clauses.

Deferred increases

The 5.1-percent average deferred wage increase scheduled for 1980 amounts to an hourly rise of 45.0 cents. (See table 3.) Of the 4.9 million workers affected, 1.7 million will receive an average increase of 5.5 percent in 1980 as a result of 1978 negotiations. About 2.9 million workers whose new contracts were settled in the first 10 months of 1979 will receive an average increase of 5.0 percent. The average 1980 deferred increase for nearly 216,000 workers whose agreements were negotiated in 1977 is 4.2 percent. For 7,000 workers whose agreements were negotiated prior to that year, the average is also 4.2 percent.

Table 2. Timing of 1980 cost-of-living reviews in major contracts, by year of contract expiration and frequency of review

[Workers in thousands]

Type of contract, by expiration and frequency of escalator review	First quarter		Second quarter		Third quarter		Fourth quarter		Full year ¹	
	Number of contracts	Workers covered	Number of contracts	Workers covered	Number of contracts	Workers covered	Number of contracts	Workers covered	Number of contracts	Workers covered
All contracts										
Total	372	2,534	331	2,475	210	1,860	153	1,760	521	3,591
Quarterly	288	1,777	241	1,642	143	1,207	97	1,057	291	1,781
Semiannual	60	601	48	659	49	585	43	638	108	1,260
Annual	24	155	42	173	18	68	13	65	99	472
Other ² .....	.....	.....	.....	.....	.....	.....	.....	.....	23	77
Contracts expiring in 1980 ³										
Total	226	809	162	628	58	174	6	11	248	884
Quarterly	199	732	151	595	53	161	6	11	199	732
Semiannual	13	23	5	21	2	7	.....	.....	18	45
Annual	14	54	6	12	3	6	.....	.....	23	72
Other ² .....	.....	.....	.....	.....	.....	.....	.....	.....	8	36
Contracts expiring in later years										
Total	146	1,724	169	1,846	152	1,686	147	1,750	273	2,707
Quarterly	89	1,046	90	1,047	90	1,046	91	1,047	92	1,049
Semiannual	47	578	43	638	47	578	43	638	90	1,216
Annual	10	101	36	162	15	62	13	65	76	400
Other ² .....	.....	.....	.....	.....	.....	.....	.....	.....	15	42

¹ Contracts that have at least one review in the year.

² Includes monthly, combinations of annual and quarterly, combinations of annual and semiannual, other, and reviews dependent upon levels of the Consumer Price Index.

³ Includes only those reviews through the termination of the present agreements, it does not

assume the continuation of existing reviews after contract expiration dates.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that there is no coverage for a particular review in the quarter.

Table 3. Workers receiving deferred wage increases in 1980, by major industry group and size of increase

[Workers in thousands]

Average hourly increases	Number of contracts	All private non-agricultural industries	Manufacturing					Nonmanufacturing					
			Total ¹	Food and kindred products	Apparel	Paper and allied products	Metal working	Total ²	Contract construction	Transportation	Communications, gas, and electric utilities	Warehousing, wholesale and retail trade	Services
Total	865	4,865	2,175	222	360	37	1,326	2,691	834	1,010	60	406	146
CENTS PER HOUR													
Under 15 cents	25	75	49	2	3	1	30	26	3	...	...	20	2
15 and under 20	44	260	204	4	1	...	193	56	2	...	4	11	40
20 and under 25	70	298	241	45	9	...	173	57	...	1	17	23	15
25 and under 30	78	931	783	20	16	2	722	148	16	4	...	69	20
30 and under 35	65	278	175	6	90	...	47	104	19	17	...	24	40
35 and under 40	68	779	161	6	42	2	43	619	11	567	...	23	17
40 and under 45	73	484	186	72	67	...	32	298	57	170	2	39	5
45 and under 50	39	253	104	7	70	1	14	149	12	120	3	11	4
50 and under 60	128	496	142	19	60	14	27	354	120	50	19	161	2
60 and under 70	68	247	68	25	...	6	16	179	113	39	12	15	...
70 and under 80	60	337	36	1	3	4	25	301	123	5	...	11	1
80 and under 90	45	130	17	8	...	6	...	113	102	8	1	...	...
90 and over	102	297	9	6	...	...	3	288	256	30	2	...	...
Mean increase	...	45.0	32.7	41.2	40.8	59.6	27.6	54.9	80.0	43.7	46.8	40.0	28.8
With escalators	...	34.1	26.8	23.7	28.7	...	26.0	42.6	78.0	41.6	22.3	42.9	38.6
Without escalators	...	59.2	45.2	48.7	43.8	59.6	48.3	66.1	80.1	113.2	58.6	37.1	28.3
Median increase	...	37.5	27.1	40.0	44.0	56.2	27.1	48.2	75.0	37.8	51.2	42.0	28.7
PERCENT³													
Under 3 percent	98	1,142	1,073	52	5	1	996	68	26	1	8	30	3
3 and under 4	104	812	183	11	1	...	152	628	76	449	13	50	37
4 and under 5	90	590	106	2	...	...	42	484	102	308	...	30	8
5 and under 6	96	487	155	84	11	...	19	333	97	134	...	62	34
6 and under 7	155	613	162	13	83	3	15	451	164	50	15	153	44
7 and under 8	127	496	112	14	13	5	58	384	110	41	14	47	11
8 and under 9	109	474	303	18	232	20	20	172	110	26	...	28	7
9 and under 10	38	101	51	25	2	4	17	51	43	...	1	4	1
10 and under 11	20	38	6	1	...	5	...	32	24	1	7	...	...
11 and over	28	112	24	1	14	...	9	88	82	1	2	...	...
Mean increase	...	5.1	4.5	5.6	7.7	8.0	3.2	5.6	6.9	4.3	6.1	5.7	5.4
With escalators	...	3.8	3.3	3.0	6.5	...	2.9	4.5	6.0	4.2	6.3	5.5	5.8
Without escalators	...	6.8	7.2	6.7	7.9	8.0	7.1	6.7	7.0	8.4	7.7	6.0	5.4
Median increase	...	4.7	3.0	5.8	8.0	8.0	2.8	5.1	6.6	4.1	6.4	6.1	5.9

¹ Includes workers in the following industry groups for which separate data are not shown: Tobacco (1,000); textiles (11,000); lumber (4,000); furniture (12,000); printing (30,000); chemicals (31,000); petroleum refining (6,000); rubber (65,000); leather (30,000); stone, clay, and glass products (19,000); instruments (4,000); and miscellaneous manufacturing (16,000).

² Includes 164,000 workers in mining and 70,000 in finance, insurance and real estate for which separate data are not shown.

³ Percent of straight-time average hourly earnings.

NOTE: Workers are distributed according to the average adjustment for all workers in each

bargaining unit considered. Deferred wage increases include guaranteed minimum adjustments under cost-of-living escalator clauses. The number of workers affected in each industry is based on data available in early November 1979 and, thus, may understate the number of workers receiving deferred wage increases. Only bargaining units in the private, nonagricultural economy covering 1,000 workers or more are considered in this table. Because of rounding, sums of individual items may not equal totals. Dashes indicate there are no workers having wage increases that fall within that stated range.

Approximately 213,000 workers will receive a deferred increase in 1980 before their contracts expire later in the year. Nearly 260,000 workers, whose contracts were negotiated prior to 1980 have neither a deferred wage increase nor a cost-of-living review scheduled for 1980. Another 34,000 with post-1980 expirations will have an escalator review but no deferred increase in 1980.

As table 3 shows, out of a total 2.2 million workers receiving deferred wage increases in 1980 in the manufacturing sector, the largest single block of workers (1.3 million) is in the metalworking industries. The average gain in these industries—3.2 percent—is smaller than in 1979. In the nonmanufacturing sector, over 800,000 construction industry workers will receive an average gain of 6.9 percent, about the same as in 1979.⁶ The nonmanufacturing sector as a whole continues to have a

higher average deferred increase than the manufacturing industries. This is true whether the increase is considered in percentage or cents per hour terms: nonmanufacturing averages 5.6 percent and 54.9 cents, and manufacturing averages 4.5 percent and 32.7 cents. A possible explanation is that escalator clauses are more prevalent in manufacturing industries (70 percent of workers) than in nonmanufacturing industries (50 percent).

Workers in the paper industry will have the largest percent deferred wage gains of any group, an average of 8.0 percent. Construction workers will receive the largest hourly raise, 80.0 cents. Workers in the transportation industries, a group that accounts for a substantial portion of all those receiving deferred increases in 1980, will receive an average 4.3 percent or 43.7 cents. Work-

ers in transportation equipment manufacturing will receive an average wage-rate increase of about 3 percent.

Table 4 shows when in 1980 workers will receive deferred wage increases. The heavy concentration of increases in July largely reflects changes scheduled for 432,000 workers in the railroad industry, and the September concentration is primarily made up of increases scheduled for 650,000 Auto Workers at General Motors Corp. and Ford Motor Co.

For contracts covering 5,000 workers or more, the 1980 average increase in the cost of both deferred wages and benefits is 5.4 percent. (See table 5.) This is an increase from the 1979 average of 4.7 percent and the 1978 average of 5.3 percent.

An important influence on the negotiation of deferred increases implemented over the term of a contract is the possibility of any additional wage gains under escalator provisions. The likelihood of wage changes based on the

Table 4. Workers receiving deferred increases in 1980 in bargaining units covering 1,000 workers or more, by month

[Workers in thousands]

Effective month	Principal industries affected	Workers covered
Total ¹		4,865
January	Construction; transportation	380
February	Food stores	117
March	Mining; cans; Chrysler	456
April	Construction; rubber; trucking	696
May	Construction	468
June	Construction; apparel; General Electric	828
July	Construction; Westinghouse; railroads	948
August		176
September	Meatpacking; General Motors and Ford	864
October	Farm equipment	135
November		86
December		62

¹ This total is smaller than the sum of individual items because 350,000 workers will receive more than one increase. This total is based on data available as of Nov. 1, 1979 and, thus, may understate the number of workers receiving deferred increases for the entire year.

Table 5. Workers receiving deferred wage and benefit increases in 1980 in bargaining units covering 5,000 workers or more, by size of increase

[Workers in thousands]

Percentage increase	Workers covered
All settlements providing deferred changes ¹	3,124
Under 3 percent	82
3 and under 4	451
4 and under 5	1,225
5 and under 6	355
6 and under 7	383
7 and under 8	254
8 and under 9	249
9 and under 10	76
10 and under 11	42
11 percent and over	6
Mean increase (percent)	5.4
Median increase (percent)	4.6

¹ This total excludes workers covered by contracts expiring in 1980 who receive a deferred benefit change only.

NOTE: Only bargaining units in the private, nonagricultural economy are considered in this table. Because of rounding, sums of individual items may not equal totals.

inflation rate tends to hold down the amount of the guaranteed deferred increases. This tendency is evident in 1980, as in previous years, in an average 6.8 percent deferred wage rate increase for contracts without a cost-of-living clause versus only a 3.8 percent gain in contracts with such provisions.

The total of 4.9 million workers scheduled for deferred wage increases in 1980 is fairly close to the number of workers who received such increases in 1979, but substantially lower than the number who received deferred increases in 1978.⁷ This difference in coverage is attributable to the cyclical nature of collective bargaining negotiations. Eighty percent of the workers in major bargaining units are under 3-year contracts; therefore, a pattern has emerged in which two years of heavy bargaining are followed by a third year with substantially fewer expirations and wage reopenings. In the pattern's lighter bargaining years, such as 1978 and 1981, a maximum number of deferred wage changes is put into effect. □

— FOOTNOTES —

¹ They include multiplant or multifirm agreements covering 1,000 workers or more, even though individual units may be smaller. About 1 in 10 members of the civilian labor force is covered by a major bargaining agreement.

² For an analysis of the bargaining schedule for 1980, see Mary A. Andrews and Winston Tillery, "Heavy bargaining again in 1980," *Monthly Labor Review*, December 1979, pp. 20-28.

³ Information was not available for 60 agreements that expired between November 1, 1979, and December 31, 1979, covering 221,000 workers; 243 agreements that expired earlier in the year but for which negotiations were continuing or terms of the new agreement were not yet available, covering 892,000 workers; and 12 agreements with no specified expiration date, covering 42,000 workers.

⁴ The 5.5 million workers in major contracts include those under expired contracts containing such clauses, in which new agreements had not been negotiated at the time this article was prepared. This discussion excludes workers whose contracts provide for possi-

ble reopeners based on increases in the Consumer Price Index. Virtually all of these workers are represented by the Ladies Garment Workers Union.

⁵ The guaranteed minimum portion of a cost-of-living increase is treated as a scheduled wage increase and is included in the tabulations for deferred increases in 1980. Some 431,000 workers are covered by clauses that have both minimum and maximum limits.

⁶ About 304,000 of these are construction workers who will receive deferred increases under settlements in which the parties agreed to a total wage and benefit package, with the ultimate allocation between wages and benefits to be determined by the union. Because the final division was not known at the time this article was prepared, the entire amount has been treated as a wage increase and may be expected to change as the data become available.

⁷ For an analysis of the 1979 data, see Beth A. Levin, "Scheduled wage increases and escalator provisions in 1979," *Monthly Labor Review*, January 1979, pp. 20-25.

Labor and the Supreme Court: significant decisions of 1978–79

The Court approved voluntary efforts to eliminate the effects of discrimination, rejected NLRB attempts at balancing conflicting interests in the workplace, and amplified public employers' constitutional rights to set hiring policies and work restrictions

GREGORY J. MOUNTS

Significant labor cases decided by the Supreme Court during its 1978–79 term were highlighted by discrimination issues, but the broad range of the remaining topics prevented the emergence of a dominant theme or direction. Some decisions forged new statutory interpretations that protected existing policies threatened by new claims of individual or institutional rights.¹ At other times, the Court elevated individual rights to block existing policies.² Another important group of cases further reduced constitutional restrictions on the employment practices of governments.³

In the year's most celebrated case, the Court endorsed the right of employers and unions to jointly eliminate a work force's racial imbalance through voluntary affirmative action programs.⁴ The Court's permissive interpretation of Title VII of the 1964 Civil Rights Act in this case was a marked change from the more restrictive readings of the law it has made in recent years.⁵ The Court also expanded individuals' rights to file discrimination suits under both the 1964 law and the Constitution,⁶ but it found that, where it applied, Title VII was the sole remedy for proven acts of job discrimination.⁷

The Court rejected the position of the National Labor Relations Board in three of four cases involving traditional labor law issues—a considerable shift from the

clean sweep the Board achieved a year earlier. In a pair of cases, the Court ruled that the Board had given too much weight to the interests of unions in soliciting new members among hospital employees and in obtaining information from an employer.⁸ The interests of hospital patients for a quiet environment and those of workers for the privacy of psychological test information place limits on union activities, the Court concluded. The Court also restricted the Board's claimed jurisdiction over religious schools,⁹ but it agreed that in-plant food prices and food services are mandatory subjects of bargaining.¹⁰

Public employment cases decided by the Court last term suggest that there are few constitutional restrictions on the hiring decisions of public employers. Excluding aliens from public teaching positions,¹¹ barring persons involved in methadone programs from transit system jobs,¹² and preferring veterans over all other job applicants (despite the acknowledged disparate impact upon women)¹³ are all permissible public employment practices, the Court ruled. Another ruling extended public employers' constitutional authority to impose mandatory retirement on certain groups of workers.¹⁴ The Constitution was held to protect workers whenever and wherever they voice their views to their employer;¹⁵ but the Court also made clear that workers have no constitutional right to compel their employers to respond to their remarks or even listen to what they have to say.¹⁶

In other cases, the Court ruled that the status of cer-

Gregory J. Mounts, an economist on the staff of the *Monthly Labor Review*, writes "Significant Decisions in Labor Cases."

tain pension benefits prevented any significant enforcement of workers' pre-1974 rights to benefits;¹⁷ that future Federal pension benefits cannot be divided under State community property laws;¹⁸ and that the Social Security Act cannot constitutionally deny benefits to unemployed mothers when it permits benefits for unemployed fathers,¹⁹ but can constitutionally deny benefits to the mother of a wage earner's illegitimate children, providing those benefits only to the worker's spouse or former spouses who care for their children.²⁰

Employment discrimination

Discrimination cases decided by the Supreme Court in recent years, including the 1978 *Bakke* decision,²¹ offered no clue as to how the Court would rule on the issue of voluntary affirmative action programs in employment. The Court's approval of such plans under Title VII of the 1964 Civil Rights Act rejected the argument of 'reverse' discrimination and should identify *Weber*²² as perhaps the single most important interpretation of the job bias law for a long time to come.

The Court specifically ruled in *Weber* that Congress did not intend to forbid all private, race-conscious affirmative action programs; the law does not *require* preferential treatment of minorities, but neither does it prohibit such treatment. Thus, the Court concluded that private parties could voluntarily agree to correct racial imbalances resulting from "traditionally segregated job categories." This holding rested on the recognition that a racially imbalanced workforce can be the result of general societal discrimination, and it allows employers to correct such imbalances without incurring any liability for discriminatory practices that may have dictated their hiring decisions. One important aspect of this approach is that it permits the correction of racial imbalances created before 1964 and, therefore, outside the possible reach of the law's prohibitions. Another result is that a guilty employer need not admit guilt to correct the effects of past violations.

There were several significant qualifications laid out by the Court concerning what kind of voluntary affirmative action programs are permissible. Specifically, the Court required that such preferential plans be temporary, that incumbent employees not be displaced, and that the advancement of white employees not be "unduly impeded." However, the Court's only comment about the contours of these criteria was that the plan in *Weber* fell within them. Thus, questions about how long a plan may operate, when it "unduly" impedes the advancement of whites, and which "traditionally segregated job categories" it may address will likely be the subjects of future court challenges. Some preliminary answers may be found within the framework of court-imposed preference schemes; Equal Employment Opportunity Commission guidelines may also provide

some answers to these difficult questions.

Untouched by *Weber* is the separate issue of whether courts may impose racial quotas or goals to remedy proven violations of Federal civil rights laws. *Los Angeles v. Davis*,²³ decided just prior to *Weber*, involved this issue, but the Court found that the underlying question of alleged discrimination had become moot. Because the imposed quotas had eliminated the discriminatory effect of earlier hiring practices and because those practices were unlikely to be repeated, the Court refused to consider whether the judicial imposition of quotas was permissible under these or any other circumstances. Interestingly, two pairs of dissenting justices who would have ruled on the merits of the case indicated that the lower court had probably gone too far in imposing the quotas; it is unlikely that the five-justice majority would have been unanimous on the same issue.

In another Title VII case last term, the Court issued a brief *per curiam* opinion on the nature of an employer's burden in rebutting a *prima facie* case of discrimination. Earlier Supreme Court cases specified that an employer must "prove an absence of discriminatory intent" in such circumstances.²⁴ However, in the same cases, the Court also identified the requirement as the need to "articulate some legitimate nondiscriminatory reason" for the apparent violation. *Sweeney* pointedly required only the latter, possibly less demanding, standard to be used in such cases.

In its 1978 *Furnco* decision,²⁵ the Court indicated for the first time that an employer could use statistics on the racial composition of its work force to help defend an alleged discriminatory hiring practice. *Sweeney's* clarification of an employer's burden in such a defense may therefore be a necessary element in a Court formula allowing employers greater leeway in hiring decisions.

In three separate cases, the Court considered important questions about how individuals may seek in Federal courts to redress alleged acts of discrimination.

*Novotny*²⁶ established that Title VII provides the sole statutory protection against employment discrimination for all private workers, extending an earlier ruling that had the same result for Federal workers.²⁷ The Court rejected a claim that an alleged victim of job bias could seek relief under the Civil Rights Act of 1871, reasoning that to allow such a bypass of Title VII would defeat the important administrative framework for resolving such claims established by that law.

In two other cases, however, the Court broadened the opportunities for individuals to bring discrimination suits in Federal courts. In *Cannon*,²⁸ the Court interpreted Title IX of the 1964 Civil Rights Act to provide a private right of action for alleged acts of sex discrimination by educational institutions that receive Federal funds. In *Passman*,²⁹ the Court found similar private rights to redress alleged acts of job discrimina-

tion under the Constitution. Although Congress exempted its members when it outlawed discrimination in employment, the Court extended the reasoning of earlier cases³⁰ and found that congressional employees may sue their employers directly under the due process clause of the Fifth Amendment. In cases like *Passman*, where the defendant is no longer a member of Congress, the Court also ruled that money damages would be an appropriate remedy instead of reinstatement. However, the question of whether the constitutional protection of congressmen's "speech and debate" shields them from such liability remains to be sorted out by the lower court. The Court's ruling in *Passman* would also seem to apply to all Federal judicial branch employees, who are similarly unprotected by Title VII.

Traditional labor law

Of the four Supreme Court cases involving the National Labor Relations Board during the 1978-79 term, the Court rejected the Board's position in three. Two of these three involved the Board's policymaking and remedial authority under the National Labor Relations Act to balance competing interests in the workplace. In both, the Court substituted its judgment for that of the specialized labor agency. In the third, the Court denied the Board jurisdiction over church-operated schools, based on a new interpretation of the act.

In *Detroit Edison*,³¹ the Court ruled, contrary to the Board's view, that the privacy rights of employees who were denied promotion consideration based on psychological tests outweighed the interests of their union in obtaining the test materials for use in a grievance against the employer. Although the relevance of the test information to the union's needs was not an issue in the case,³² the fact that other competing interests may outweigh those of a union in such cases was a significant modification of the High Court's earlier rulings in this area.³³ The Court suggested that the employer's willingness to supply the test materials only with the consent of the employees satisfied its statutory obligations under the NLRA. The fact that employers may now cite their employees' substantial and overriding interests in not releasing some information may result in more tests of unions' informational rights under Section 8(a)(5) of the act.

The Board's basic prescription for balancing the organizing interests of unions with the interests of employers and patients in medical care institutions was seriously questioned by the Court in *Baptist Hospital*.³⁴ The decision reaffirmed a 1978 case invalidating a hospital's no-solicitation rule in first floor eating or concession areas not frequented by patients.³⁵ However, the Court refused to endorse the Board's view that such rules were also invalid when applied to hospital corri-

dors above the first floor and in sitting rooms adjacent to patient rooms as well. The Board had wanted to limit no-solicitation rules to "immediate patient care areas," which it defined as treatment and operating rooms and patient rooms. But the Court made clear that the narrowness of the Board's interpretation was completely unsatisfactory for the special circumstances of health care environments.

The Court has generally taken a limited role in reviewing Board policies. But in *Baptist Hospital*, the Court cited the inadequacy of the Board's policy formulation in this area—and essentially required the Board to perform a more sophisticated factual analysis of the potential effects of its decisions. The questions that the Board must confront in this area are complex, and, as suggested by the Court, may not lend themselves to line drawing. Rather, each case may have to be examined on its specific merits, using a more analytical framework.

In *Catholic Bishop of Chicago*,³⁶ the Court interpreted the NLRA as not covering lay teachers in parochial schools. The act is silent on the issue, but the Court refused to permit representational activity in church-operated schools, stating that it would invariably raise First Amendment questions on the separation of church and state. The decision replaces the Board's previous standard for claiming jurisdiction in this area. In the past, it had asserted jurisdiction over schools that were "merely religiously associated"—those offering some secular subjects. Now, however, the Board is barred from claiming jurisdiction over all "church-operated" schools. As was the case in *Catholic Bishop*, church-operated schools may offer both religious and secular subjects.

*Ford Motor Co.*³⁷ was the single case last term in which the Court agreed—unanimously—with the Board's position. The Board has long held that in-plant food prices and services are mandatory subjects of bargaining, but Federal appeals courts had never enforced such a Board bargaining order until recently. The High Court expanded the 7th Circuit's approval of the specific facts of this case into a general rule applicable to all employers with existing food services, noting that the Board was authorized to define the "terms and conditions of employment" subject to mandatory bargaining under the act.

Some aspects of the Court's opinion appear to require employers with existing food services to consider major changes at the bargaining table. For example, the Court compared food services with other employee benefits contracted for by the employer, where the terms of such services can be altered through subsidies. In addition, an employer may also be required to change suppliers as a means of exercising "leverage" over food prices and services.

A union's duty to fairly represent the grievances of its members is based on judicial interpretation of the national labor laws. When workers have won suits against their unions for violations of this implied responsibility, some lower courts have allowed punitive damages—in excess of the amount of injury sustained—when the union or its officers acted in a particularly inappropriate manner.³⁸ Last term, however, the Supreme Court ruled in *IBEW v. Foust*³⁹ that under no circumstances could a union be held liable for such excess damages in fair-representation cases.

The Court recognized that a union's decisions in handling grievances often involve judgments that reflect its collective responsibility. The threat of substantial monetary penalties under such circumstances, the Court concluded, could "disrupt responsible decisionmaking essential to peaceful labor relations." Although *Foust* was based on implied rights under the Railway Labor Act, the Court made clear that its ruling should extend to the NLRA. However, some question remains as to whether it goes even further.

Punitive damages have been imposed under the Landrum-Griffin Act when a union violated its statutory obligations to its members. The law specifically provides "such relief as may be appropriate" for violations of those rights. Although the majority in *Foust* wrote that its decision involved only judicially created remedies for judicially implied rights, four justices who concurred in the result felt that the Court's rationale concerning the financial threat to unions could also act to bar punitive damages under Landrum-Griffin.

Although it is well established that Federal labor laws prevail over State laws where they conflict, it has been less clear what State regulations are permissible in areas left unregulated by Federal law. Last term, the Court found that the National Labor Relations Act did not preempt a New York law providing unemployment benefits to strikers.⁴⁰ The NLRA is silent on the issue, and the result appeared to conflict with a pair of earlier rulings barring State actions not specifically preempted by the act because they would have altered the economic balance of power between labor and management.⁴¹ The Court acknowledged that this balance was disturbed by the New York law, but a majority ruled that the legislative history of the NLRA in conjunction with the nearly concurrent history of the Social Security Act left the States free to shape their own unemployment compensation statutes.

John Paul Stevens, who was joined by only two other justices, wrote the main opinion for the split majority, offering a potential cutting edge for deciding similar preemption cases. He suggested that where a State law (as in this case) was designed to assist all workers in the State rather than to interfere in labor disputes, it should be preempted only if Congress clearly intended to forbid the

challenged activity. The limited support for this approach among other members of the Court means that these kinds of preemption issues will continue to be decided on a case-by-case basis.

Public employment

Several Supreme Court decisions broadened the constitutional authority of public employers to deny jobs to certain groups, while permitting them to prefer other groups of jobseekers for public employment.

*Ambach*⁴² marked the second time in 2 years that the Court has broadened the scope of permissible State restrictions on the employment of aliens. In 1978, *Foley*⁴³ upheld a citizenship requirement for State police officers because of their important governmental responsibilities. This decision paved the way for a similar requirement for public schoolteachers a year later, when the Court upheld a New York law barring aliens who have not applied for citizenship. *Ambach* permitted States to limit alien participation "when exercising the functions of government," a somewhat broader area than the "important nonelective . . . officers" covered by *Foley*. In both cases, the Court ruled that State laws imposing such qualifications on public employment must be "rationally related" to some legitimate interest to pass the constitutional test—a less restrictive measure than the "strict scrutiny" standard that had long been used to test classifications based on alienage. Also in its 1978–79 term, the Court let stand a Federal appeals court ruling that upheld the constitutionality of Executive Order 11935 barring aliens from Federal civil service positions.⁴⁴

Another restriction on public employment held constitutional by the Court last term was the exclusion of persons involved in methadone programs from jobs with a city transit authority.⁴⁵ The excluded workers claimed that the line drawn by the transit authority grouped a disproportionately high percentage of minority workers and violated Title VII as well as the Constitution. Based on statistical evidence, however, the Court found no Title VII violation; it also ruled that the Fourteenth Amendment's equal protection clause does not prevent a public employer from drawing such a line to exclude persons from employment for the legitimate interests of safety and efficiency in operating public transportation. However, the Rehabilitation Act of 1973 (enacted after this case began) may prohibit such discrimination in federally funded programs.

A third public employment practice held constitutional by the Court last term was a State's authority to grant absolute hiring preference to veterans. In *Feeney*,⁴⁶ the Court recognized that such laws have a tremendous disparate effect on women, but upheld the classification in Massachusetts because the State's lawmakers had not granted veterans preference for the *purpose* of discriminating against women. This standard for measuring

whether a governmental classification is discriminatory under the Constitution was first established in the Court's 1976 *Washington v. Davis* decision.⁴⁷ But in that case, a test that had a discriminatory effect was approved partly because it was found predictive of subsequent success in a job training program. Thus, the tool of discrimination in *Davis* was upheld on two grounds: it did not purposefully discriminate and it was job related.

In this respect, *Feeney* appears to expand the dimensions of *Davis* by permitting States to establish selection criteria—veteran status—not related to job performance, as long as any disparate effect on an identifiable group of workers was not a purposeful act. But some have suggested that the Court's treatment of veterans recognizes their important contribution to the Nation's well being, and that certain exceptions involving their status may not be easily adapted in other cases.

In a pair of cases decided during its 1978–79 term, the Court also added to the wide range of restrictions that public employers may constitutionally impose upon their employees.⁴⁸ In 1976, the Court found no equal protection violation in a State law requiring mandatory retirement at age 50 for uniformed State police.⁴⁹ Such a restriction was found to be rationally related to the State's legitimate interest in maintaining the physical condition of its police. Last term, the Court used essentially the same rationale in upholding a Federal law requiring mandatory retirement of Foreign Service Officers at age 60.⁵⁰ The age restriction was rationally related to the Government's legitimate interest of maintaining the "professional competence" of this important group of public servants, the Court ruled.

In *Martin*,⁵¹ the Court also found no equal protection violation for a school board to enforce a continuing education requirement for its employees by not renewing their contracts. Before the legislature made annual salary increases mandatory, the board had denied raises to noncomplying teachers. The greater penalty of contract nonrenewal, the Court ruled, was rationally related to the board's legitimate objective of enforcing the education requirement.

The theme that appears to unite most of last term's public employment decisions is the substantial constitutional freedom the Court has approved for public employers to make hiring decisions and impose restrictions based on legitimate objectives. This freedom should, perhaps, be viewed as balanced by the expression of the electorate in the political process. Organized groups of citizens can often exercise some influence over the employment decisions of public agencies.

First Amendment issues

Even though Court decisions involving public employment in 1979 appeared to emphasize employers' broad freedoms under the Constitution, the Court also

extended Constitutional protections afforded public employees. In *Givhan*,⁵² the Court ruled that the First Amendment protects a public employee from discharge or other discipline for expressing critical remarks in a private conversation with a superior. Earlier rulings in *Pickering* and *Mt. Healthy*⁵³ recognized this free speech protection for public employees' comments to the public about their employers. In extending this rationale to private conversations, the Court also imposed its *Mt. Healthy* test for a worker's reinstatement: a discharged employee must be reinstated if the employer fails to show that the worker would have been terminated "but for" the protected speech.

Thus, the Court has found that the Constitution guarantees workers the right individually or collectively to voice their views to their employer; but the Court also made clear in a pair of cases last term that the First Amendment does not afford workers the right to compel either public or private employers to engage in a dialogue or even listen to their comments.

In *Babbitt*,⁵⁴ Arizona's agricultural labor relations statute was challenged for allegedly curtailing workers' First Amendment freedom of association by requiring representation elections not coincident with seasonal employment peaks and by restricting those employees eligible to vote. The Court ruled, however, that Arizona was under no constitutional obligation to provide a law that required employers to negotiate with worker representatives. Its enactment of such a law with a poorly written provision for representation elections does not raise any constitutional problems, the Court concluded. Several other provisions of the law were also challenged on constitutional grounds. On those, the Court ruled that provisions limiting consumer publicity and imposing criminal penalties must first be interpreted by State courts before any constitutional claims could be considered; provisions concerning union access to workers on farms and the arbitration of disputes also should not be ruled on, the Court said, because of insufficient experience in their operation.

In *Smith*,⁵⁵ the Court resolved a conflict between circuit courts of appeals by ruling that the First Amendment's neutral effect on private employers' responsibility to listen to their employees applies to public employers as well. The First Amendment is not a substitute for a labor relations statute, the Court reasoned; it does not impose any affirmative obligation on the government to respond to its employees' legally elected bargaining agent. The Court indicated that the same action by a private employer might constitute an unfair labor practice. But for public employers not under statutory constraints as well as for private employers not covered by Federal labor laws, as in *Babbitt*, representational efforts by unions may only be successful based on voluntary recognition.

Pensions and other benefits

Two pension questions were resolved by the Court during 1978–79. In *Daniel*,⁵⁶ the Court refused to include compulsory, noncontributory pensions as investments under the securities laws. A worker made ineligible for benefits under such a plan because of a break in employer contributions had sought relief under the antifraud provisions of the securities statutes. He had hoped to charge the union with fraud for not making known that any break in contributions invalidated his benefits. Although the Employee Retirement Income Security Act of 1974 offers greater protection of workers' pension benefits, it provides no coverage to those who retired prior to 1974, as in *Daniel*.

The Court's ruling, however, was limited to those plans where the employer alone makes contributions. The Court may be more likely to consider plans where employees have made some monetary contribution as a form of investment under the securities laws.

In a case involving Federal pension benefits, the Court ruled that expected payments to the retired worker cannot be divided based on State community property laws. *Hisquierdo*⁵⁷ reversed a California Supreme Court ruling splitting the expected benefits of a retired railroad employee with his former spouse. The High Court interpreted the language of the Railroad Retirement Act to require that benefits be distributed only to the retired worker and that no benefits be "anticipated." This latter provision was apparently meant to protect beneficiaries from creditors, but was constructed in broad enough terms to apply to all those—including a spouse—who may seek to claim a worker's earned benefits.

Benefits available under the Social Security Act were the subject of a pair of decisions by the Court during 1978–79. In *Califano v. Westcott*,⁵⁸ the Court ruled that a program providing benefits to unemployed fathers with dependent children but not to unemployed mothers violated the Fifth Amendment's due process clause. Instead of cutting off all benefits to the unemployed fathers of some 300,000 children, the Court chose to require that unemployed mothers receive payments for their dependent children. In *Califano v. Boles*,⁵⁹ the Court ruled that a program providing mothers' insurance benefits was not unconstitutional for denying benefits to mothers of illegitimate children which had been earned by their fathers. The Court found that restricting a worker's benefits to legal dependents defined by a marriage contract was rationally related to the legitimate interests of the state. Any impact on illegitimate children as a class, the Court said, was speculative and incidental to the operation of the law.

In another case involving the Social Security Act, the Court limited the ability of individuals to file suits in Federal court challenging provisions of the law. In

Chapman,⁶⁰ the Court ruled that Federal court jurisdiction under Sec. 1983 of the 1871 Civil Rights Act is limited to rights secured by the Constitution or by Federal laws providing for equal rights or civil rights. Because the jurisdictional statute creates no substantive rights itself and because the Social Security Act does not provide the rights specified, claims that State welfare regulations conflict with the Federal law cannot be brought in Federal courts under the 1871 law.

Other Federal laws

The Supreme Court resolved an important procedural question of the Age Discrimination in Employment Act last term which had created a conflict among the circuit courts of appeals. In *Oscar Mayer v. Evans*,⁶¹ the Court ruled that alleged victims of discrimination under the act must first resort to State administrative agencies, where available, before filing a claim at the Federal level. Such Federal claims can only be filed after 60 days following the commencement of State proceedings, the Court ruled. The Court also resolved the issue—for the sake of expediency—of what rights a claimant has if State jurisdictional requirements (such as a time limit) cannot be met. In such a case, the Court ruled, an individual's Federal rights remain intact, but the individual must first make the potentially futile act of filing a State claim.

In its first interpretation of some of the requirements of the Rehabilitation Act of 1973, the Court ruled that the law does not require institutions receiving Federal funds to accept as a student (nor presumably as an employee) a person whose handicap prevents him or her from meeting the requirements of a particular program (occupation).⁶² Such an institution is also not required to provide "extensive modifications" that would make the student's (worker's) participation physically possible. The Court's ruling was an extremely narrow interpretation of the law's requirement that "no otherwise qualified handicapped individual" can be excluded "solely by reason of his handicap" from participation in any program receiving Federal funds. The Court appeared to focus on the financial and administrative burdens of institutions in meeting the needs of handicapped persons. Thus, in situations where such burdens are less significant, institutions may be required to make greater accommodations.

Another case of great significance for both business and labor in 1979 involved a challenge to the President's authority to deny Government contracts to companies that do not comply with voluntary wage and price guidelines. The Supreme Court refused to review a Federal appeals court ruling that Presidential authority for such action rested in the Federal Property and Administrative Services Act of 1949.⁶³ The act authorizes the

President to secure "economy" and "efficiency" in Federal procurement, and the court reasoned that this language, coupled with the intent of Congress in enacting the law, permitted the President to maintain a restrictive procurement policy that could hold down current and future costs. The appeals court also noted that no one has a right to a Government contract and that those wishing to do business with the Government must do so on its terms. This reasoning would also appear to support the Government's practice of denying contracts to those companies not in compliance with Federal requirements barring employment discrimination.

In 1979, a question involving the political influence and employee leave policies of public employers arose under the Voting Rights Act of 1965. A county school board in Alabama required employees who also were candidates for political office to take unpaid leave of ab-

sence regardless of whether they campaigned during work hours. In *White*,⁶⁴ the first black in many years to run for State office from the county challenged the board's leave policy.

Extending the reasoning of earlier cases,⁶⁵ the Court found that the board qualified as a political subdivision under the act because it had the power to impose disabling qualifications on citizens' right to vote for the candidate of their choice. Based on this classification, the Court ruled that the board's leave policy was a "standard, practice, or procedure with respect to voting" subject to preclearance by the Department of Justice for any discriminatory impact. The Court may have broadened its definition of a political subdivision in order to fulfill the congressional purpose of eliminating the possibilities for subtle forms of voting discrimination in areas with a history of restrictive practices. □

— FOOTNOTES —

¹ *Steelworkers v. Weber*, 47 U.S.L.W. 4851 (U.S., June 27, 1979, Justices Lewis Powell and John Paul Stevens took no part in the consideration or decision of the case), see *Monthly Labor Review*, August 1979, pp. 56-57; and *NLRB v. Catholic Bishop of Chicago*, 47 U.S.L.W. 4283 (U.S., Mar. 21, 1979), see *Monthly Labor Review*, May 1979, pp. 52-53.

² *Detroit Edison Co. v. NLRB*, 47 U.S.L.W. 4233 (U.S., Mar. 5, 1979), see *Monthly Labor Review*, June 1979, pp. 44; and *NLRB v. Baptist Hospital*, 47 U.S.L.W. 4789 (U.S., June 20, 1979), see *Monthly Labor Review*, November 1979, p. 54.

³ *Ambach v. Norwich*, 47 U.S.L.W. 4387 (U.S., Apr. 17, 1979), see *Monthly Labor Review*, July 1979, pp. 40-41; *New York City Transit Authority v. Beazer*, 47 U.S.L.W. 4291 (U.S., Mar. 21, 1979), see *Monthly Labor Review*, May 1979, pp. 53-54; *Personnel Administrator of Massachusetts v. Feeney*, 47 U.S.L.W. 4650 (U.S., June 5, 1979), see *Monthly Labor Review*, August 1979, pp. 57-58; *Vance v. Bradley*, 47 U.S.L.W. 4176 (U.S., Feb. 22, 1979), see *Monthly Labor Review*, May 1979, p. 53; and *Harrah Ind. Sch. Dist. v. Martin*, 1979 DAILY LAB. REP. 39, D-1 (U.S., Feb. 26, 1979, *per curiam*), see *Monthly Labor Review*, May 1979, p. 54.

⁴ *Steelworkers v. Weber*, 47 U.S.L.W. 4851 (U.S., June 27, 1979), see *Monthly Labor Review*, August 1979, pp. 56-57.

⁵ *General Electric Co. v. Gilbert*, 45 U.S.L.W. 4031 (U.S., Dec. 7, 1976), see *Monthly Labor Review*, March 1977, pp. 73-74, and January 1978, pp. 12-17; *Teamsters v. United States*, 45 U.S.L.W. 4506 (U.S., May 31, 1977), see *Monthly Labor Review*, August 1977, pp. 48-49, and January 1978, pp. 12-17; *Trans World Airlines v. Hardison*, 45 U.S.L.W. 4672 (U.S., June 16, 1977), see *Monthly Labor Review*, September 1977, pp. 39-40, and January 1978, pp. 12-17.

⁶ *Cannon v. University of Chicago*, 47 U.S.L.W. 4549 (U.S., May 14, 1979); and *Davis v. Passman*, 47 U.S.L.W. 4643 (U.S., June 5, 1979), see *Monthly Labor Review*, August 1979, p. 58.

⁷ *Novotny v. Great American Savings and Loan Assn.*, 47 U.S.L.W. 4681 (U.S., June 11, 1979), see *Monthly Labor Review*, November 1979, pp. 55-56.

⁸ *NLRB v. Baptist Hospital*, 47 U.S.L.W. 4789 (U.S., June 20, 1979), see *Monthly Labor Review*, November 1979, pp. 54; and *Detroit Edison Co. v. NLRB*, 47 U.S.L.W. 4233 (U.S., Mar. 5, 1979), see *Monthly Labor Review*, June 1979, p. 44.

⁹ *NLRB v. Catholic Bishop of Chicago*, 47 U.S.L.W. 4283 (U.S., Mar. 21, 1979), see *Monthly Labor Review*, May 1979, pp. 52-53.

¹⁰ *Ford Motor Co. v. NLRB*, 47 U.S.L.W. 4498 (U.S., May 14, 1979), see *Monthly Labor Review*, September 1979, p. 58.

¹¹ *Ambach v. Norwich*, 47 U.S.L.W. 4387 (U.S., Apr. 17, 1979), see *Monthly Labor Review*, July 1979, pp. 40-41.

¹² *New York Transit Authority v. Beazer*, 47 U.S.L.W. 4291 (U.S., Mar. 1, 1979), see *Monthly Labor Review*, May 1979, pp. 53-54.

¹³ *Personnel Administrator of Massachusetts v. Feeney*, 47 U.S.L.W. 4650 (U.S., June 5, 1979), see *Monthly Labor Review*, August 1979, pp. 57-58.

¹⁴ *Vance v. Bradley*, 47 U.S.L.W. 4176 (U.S., Feb. 22, 1979), see *Monthly Labor Review*, May 1979, p. 53.

¹⁵ *Givhan v. Western Line Consolidated Sch. Dist.*, 47 U.S.L.W. 4102 (U.S., Jan. 9, 1979), see *Monthly Labor Review*, April 1979, pp. 60-61.

¹⁶ *Babbitt v. United Farm Workers National Union*, 47 U.S.L.W. 4659 (U.S., June 5, 1979), see *Monthly Labor Review*, November 1979, pp. 54-55; and *Smith v. Arkansas State Highway Employees, Local 1315*, 1979 DAILY LAB. REP. 84, E-1 (U.S., Apr. 30, 1979, *per curiam*), see *Monthly Labor Review*, July 1979, p. 41.

¹⁷ *Teamsters v. Daniel*, 47 U.S.L.W. 4135 (U.S., Jan. 16, 1979), see *Monthly Labor Review*, March 1979, pp. 62-63.

¹⁸ *Hisquierdo v. Hisquierdo*, 47 U.S.L.W. 4141 (U.S., Jan. 22, 1979), see *Monthly Labor Review*, April 1979, p. 60.

¹⁹ *Califano v. Westcott*, 47 U.S.L.W. 4817 (U.S., June 25, 1979), see *Monthly Labor Review*, October 1979, p. 69.

²⁰ *Califano v. Boles*, 47 U.S.L.W. 4874 (U.S., June 27, 1979), see *Monthly Labor Review*, October 1979, p. 70.

²¹ *Regents of the University of California v. Bakke*, 438 U.S. 265 (1978), see *Monthly Labor Review*, July 1978, p. 46, and January 1979, pp. 51-57.

²² *Steelworkers v. Weber*, 47 U.S.L.W. 4851 (U.S., June 27, 1979), see *Monthly Labor Review*, August 1979, pp. 56-57.

²³ 47 U.S.L.W. 4317 (U.S., Mar. 27, 1979), see *Monthly Labor Review*, June 1979, p. 43.

²⁴ *Keene St. College v. Sweeney*, 1978 DAILY LAB. REP. 219, D-1 (U.S., Nov. 13, 1978), see *Monthly Labor Review*, March 1979, pp. 61-62.

²⁵ *Furnco Construction Co. v. Waters*, 46 U.S.L.W. 4966 (U.S., June 29, 1978), see *Monthly Labor Review*, January 1979, pp. 51-57.

²⁶ *Novotny v. Great American Savings and Loan Assn.*, 47 U.S.L.W. 4681 (U.S., June 11, 1979), see *Monthly Labor Review*, November 1979, pp. 55-56.

²⁷ *Brown v. GSA*, 425 U.S. 820 (1976), see *Monthly Labor Review*,

August 1976, pp. 42-43, and January 1977, pp. 36-41.

²⁸ *Cannon v. University of Chicago*, 47 U.S.L.W. 4549 (U.S., May 14, 1979).

²⁹ *Davis v. Passman*, 47 U.S.L.W. 4643 (U.S., June 5, 1979), see *Monthly Labor Review*, August 1979, p. 58.

³⁰ *Bivens v. Six Unknown Named Agents of the Federal Bureau of Narcotics*, 403 U.S. 388 (1971), finding a private right to sue under the Fourth Amendment, was the basis for similar findings by lower courts for at least six other Amendments; see *Monthly Labor Review*, August 1979, p. 58.

³¹ *Detroit Edison Co. v. NLRB*, 47 U.S.L.W. 4233 (U.S., Mar. 5, 1979), see *Monthly Labor Review*, June 1979, p. 44.

³² In earlier proceedings before the Board, the employer did not contest the issue of whether the test materials were relevant to the union in filing its grievance; therefore, the Court dealt only with whether the Board's remedy—requiring the employer to turn over the materials—was correct.

³³ *NLRB v. Acme Industrial Co.*, 385 U.S. 482 (1967), had established that a union was entitled to a broad range of information, based on the probability that it was relevant and useful in carrying out the union's statutory duties; see *Monthly Labor Review*, March 1967, pp. 53-54.

³⁴ *NLRB v. Baptist Hospital*, 47 U.S.L.W. 4789 (U.S., June 20, 1979), see *Monthly Labor Review*, November 1979, p. 54.

³⁵ *Beth Israel v. NLRB*, 437 U.S. 483 (1978), see *Monthly Labor Review*, November 1978, p. 40, and January 1979, p. 51-57.

³⁶ *NLRB v. Catholic Bishop of Chicago*, 47 U.S.L.W. 4283 (U.S., Mar. 21, 1979), see *Monthly Labor Review*, May 1979, pp. 52-53.

³⁷ *Ford Motor Co. v. NLRB*, 47 U.S.L.W. 4498 (U.S., May 14, 1979), see *Monthly Labor Review*, September 1979, p. 58.

³⁸ *Harrison v. United Transportation Union*, 530 F.2d 558 (4th Cir., 1975), cert. denied, 425 U.S. 958 (1976); and *Butler v. Local Union 823, Int'l Brotherhood of Teamsters*, 514 F.2d 442 (1975), cert. denied, 423 U.S. 924 (1975).

³⁹ 47 U.S.L.W. 4600 (U.S., May 29, 1979), see *Monthly Labor Review*, September 1979, p. 59.

⁴⁰ *New York Telephone Co. v. New York Dept. of Labor*, 47 U.S.L.W. 4303 (U.S., Mar. 21, 1979), see *Monthly Labor Review*, May 1979, p. 52.

⁴¹ *Teamsters v. Morton*, 377 U.S. 252 (1964); and *Lodge 76 v. Wisconsin Employment Relations Commission*, 427 U.S. 132 (1976), see *Monthly Labor Review*, January 1977, pp. 36-41.

⁴² *Ambach v. Norwick*, 47 U.S.L.W. 4387 (U.S., Apr. 17, 1979), see *Monthly Labor Review*, July 1979, pp. 40-41.

⁴³ *Foley v. Connelie*, 435 U.S. 291 (1978), see *Monthly Labor Review*, June 1978, p. 53, and January 1979, pp. 51-57.

⁴⁴ *Vergara v. Chariman, Merit Systems Protection Board*, 47 U.S.L.W. 3680 (U.S., Apr. 17, 1979, Review Denied), see *Monthly Labor Review*, July 1979, p. 41.

⁴⁵ *New York City Transit Authority v. Beazer*, 47 U.S.L.W. 4291 (U.S., Mar. 1, 1979), see *Monthly Labor Review*, May 1979, pp. 53-54.

⁴⁶ *Personnel Administrator of Massachusetts v. Feeney*, 47 U.S.L.W. 4650 (U.S., June 5, 1979), see *Monthly Labor Review*, August 1979, pp. 57-58.

⁴⁷ 426 U.S. 229 (1976), see *Monthly Labor Review*, August 1976, pp. 41-42.

⁴⁸ In earlier cases, the Court has ruled that States are free under the Constitution to set pay scales and overtime compensation for their employees, *National League of Cities v. Usery*, 44 U.S.L.W. 4974 (1976), see *Monthly Labor Review*, September 1976, pp. 50-51; the Court has also upheld a regulation limiting the hair length of police (*Kelly v. Johnson*, 425 U.S. 238 (1976), see *Monthly Labor Review*, June 1976, pp. 53-54) and an ordinance requiring city employees to live within city limits (*McCarthy v. Philadelphia Civil Service Comm'n*, 44 U.S.L.W. 3530 (1976), see *Monthly Labor Review*, June 1976, p. 54).

⁴⁹ *Massachusetts Board of Retirement v. Murgia*, 44 U.S.L.W. 5077 (1976), see *Monthly Labor Review*, October 1976, p. 44, and January 1977, pp. 36-41.

⁵⁰ *Vance v. Bradley*, 47 U.S.L.W. 4176 (U.S., Feb. 22, 1979), see *Monthly Labor Review*, May 1979, p. 53.

⁵¹ *Harrah Ind. Sch. Dist. v. Martin*, 1979 DAILY LAB. REP. 39, D-1 (U.S., Feb. 26, 1979, *per curiam*), see *Monthly Labor Review*, May 1979, p. 54.

⁵² *Givhan v. Western Line Consolidated Sch. Dist.*, 47 U.S.L.W. 4102 (U.S., Jan. 9, 1979), see *Monthly Labor Review*, April 1979, pp. 60-61.

⁵³ *Pickering v. Board of Ed.*, 391 U.S. 563 (1968); *Mt. Healthy Sch. Dist. v. Doyle*, 429 U.S. 274 (1977), see *Monthly Labor Review*, March 1977, pp. 75-76, and January 1978, pp. 12-17.

⁵⁴ *Babbitt v. United Farm Workers National Union*, 47 U.S.L.W. 4659 (U.S., June 5, 1979), see *Monthly Labor Review*, November 1979, pp. 60-61.

⁵⁵ *Smith v. Arkansas State Highway Employees, Local 1315*, 1979 DAILY LAB. REP. 84, E-1 (U.S., Apr. 30, 1979, *per curiam*) see *Monthly Labor Review*, July 1979, p. 41.

⁵⁶ *Teamsters v. Daniel*, 47 U.S.L.W. 4135 (U.S., Jan. 1979), see *Monthly Labor Review*, March 1979, pp. 62-63.

⁵⁷ *Hisquierdo v. Hisquierdo*, 47 U.S.L.W. 4141 (U.S., June 25, 1979), see *Monthly Labor Review*, April 1979, p. 60.

⁵⁸ 47 U.S.L.W. 4817 (U.S., June 25, 1979), see *Monthly Labor Review*, October 1979, p. 69.

⁵⁹ 47 U.S.L.W. 4874 (U.S., June 27, 1979), see *Monthly Labor Review*, October 1979, p. 70.

⁶⁰ *Chapman v. Texas Dept. of Human Resources*, 47 U.S.L.W. 4528 (U.S., May 14, 1979), see *Monthly Labor Review*, November 1979, pp. 55-56.

⁶¹ 47 U.S.L.W. 4569 (U.S., May 21, 1979), see *Monthly Labor Review*, September 1979, p. 59.

⁶² *Southeastern Community College v. Davis*, 47 U.S.L.W. 4689 (U.S., June 11, 1979), see *Monthly Labor Review*, October 1979, p. 70.

⁶³ *AFL-CIO v. Kahn*, 47 U.S.L.W. 3838 (U.S., July 2, 1979, Review Denied), see *Monthly Labor Review*, August 1979, p. 57.

⁶⁴ *Dougherty County Board of Education v. White*, 47 U.S.L.W. 4001 (U.S., Nov. 28, 1978), see *Monthly Labor Review*, April 1979, p. 61.

⁶⁵ *Allen v. State Board of Elections*, 393 U.S. 544 (1969); and *United States v. Board of Commissioners Sheffield, Alabama*, 435 U.S. 110 (1978).

State labor legislation enacted in 1979

During a heavy legislative year, States banned most types of employment discrimination, eased child labor and mandatory retirement requirements, called for flexible work hours, and provided for other improvements in working conditions

RICHARD R. NELSON

In 1979, a large volume of State labor legislation was enacted, involving minimum wage rates, flexible work hours, child labor restrictions, mandatory retirement requirements, and employee privacy.¹

The subject of minimum wage once again received much attention. Rates were increased by legislation or wage order in nine jurisdictions this year—Arkansas, District of Columbia, Minnesota, New Jersey, New Mexico, North Carolina, North Dakota, Oregon and Rhode Island—and in 15 States and Guam by prior law, wage order, or administrative action. Sixteen jurisdictions now have a minimum rate for some or all occupations equal to or greater than the \$2.90-an-hour Federal standard. In addition, provision was made in the laws of 23 jurisdictions for an automatic rate increase in 1980, though not necessarily to the Federal \$3.10 rate. In more than half of the jurisdictions, the minimum wage established for tipped employees was at least equal to that payable under the Fair Labor Standards Act.

In North Carolina, the minimum wage, maximum hours, child labor, and wage payment laws were consolidated into a single wage and hour act. Among its provisions were an increase in the minimum wage rate, a requirement for payment of overtime after 45 hours

(previously 50 hours), and extension of minimum wage coverage to public employees. Coverage of the minimum wage law also was extended in other States, including to school district employees in Arkansas and to all public employees in Maine.

Prevailing wage legislation came under attack in several States. While most attempts to repeal or weaken existing laws failed, the law in Florida was repealed and the Alabama law will be repealed at the close of the 1980 session, unless it is continued by legislative action. In Colorado, State highway construction is no longer subject to the law, and dollar thresholds governing coverage were increased in Connecticut, New Mexico, and Wyoming.

Wage garnishment or assignment was another area of legislative interest, with laws enacted in 11 States. Most of the laws involved either the amount of earnings that may be garnished, or court-ordered assignment of wages for delinquent child support payments. As a result of the January 1 increase in the Federal minimum wage rate, the amount of employee earnings protected from wage garnishment automatically increased under both State and Federal law which link the limit on garnishment to the Fair Labor Standards Act.

Resolutions in Alaska and California and laws in Colorado and Illinois called for the establishment of flexible working hours or flexible positions in State government. Under another California law, State employees in agencies that plan to reduce personnel by at

Richard R. Nelson is a labor standards adviser in the Division of State Employment Standards, Employment Standards Administration, U.S. Department of Labor.

least 1 percent or more now may voluntarily reduce their worktime (and corresponding compensation) to preserve jobs through a redistribution of work.

Child labor legislation continued the trend towards easing employment restrictions. Most common this year were provisions permitting employment in places where alcoholic beverages are sold, as long as the jobs do not directly involve serving drinks. Restrictions concerning night work and maximum hours were eliminated for 16- and 17-year-old minors in North Carolina and Virginia. In Maryland, the labor commissioner was authorized to grant individual exceptions to the hours and nightwork restrictions of minors under age 16, if such exceptions do not endanger their health and welfare or interfere with their schooling.

Compulsory retirement based solely upon age, a subject examined in recent years at both the Federal and State level was addressed by legislation in 23 jurisdictions. Mandatory retirement of most State employees was eliminated in Iowa and Tennessee; it was extended to include private employment in Maine; and was abolished for both private and public sector employees in New Hampshire. Several other States raised the mandatory retirement age from 65 to 70 for various categories of workers—most frequently public employees. In some instances, employees are permitted to continue working beyond the established mandatory retirement age with periodic employer approval and upon submission of proof of fitness.

A majority of the States enacted legislation addressing one or more forms of employment discrimination. Most notable were new comprehensive human rights laws in North Dakota prohibiting employment discrimination by both public and private sector employers and in South Carolina, replacing a law formerly applicable to public sector employees only. In Nebraska, the State was prohibited from discriminating on the basis of religion, sex, disability, marital status, or national origin, as well as race and color as before. Other laws prohibited employment discrimination on the basis of a physical or mental handicap and some established affirmative action programs and policies to eliminate sex and age discrimination. Refusal to reinstate a worker disabled on the job to his or her former position or other suitable employment was made an unlawful employment practice in Oregon, and in Iowa, a proposed equal rights amendment to the State constitution was adopted, subject to approval in the November 1980 general election.

Help for displaced homemakers continued to attract considerable legislative attention. During 1979, an additional eight States—Arkansas, Nevada, New Hampshire, New Jersey, North Carolina, North Dakota, South Dakota and Washington—passed laws to provide for employment services and other aids to help homemakers displaced because of dissolution of mar-

riage or other loss of family income. In addition, Maryland continued its displaced homemaker program and in Oregon, coverage was extended to include certain persons on public assistance or underemployed. Indiana established opportunities industrialization centers to provide job training and other services for all economically disadvantaged, unemployed, and underemployed persons.

“Right-to-work” measures were proposed but defeated in 13 jurisdictions. Ten of the measures were attempts to enact legislation where none currently exists and three were attempts to supplement existing statutes with a constitutional amendment.

Among other labor standards areas receiving attention in 1979, a law prohibiting the employment or referral of illegal aliens was enacted in Louisiana, and prohibitions on the use of lie detector or stress evaluation tests as conditions of employment were enacted for the first time or amended in five jurisdictions. Additional laws restricted employers’ access to employees’ criminal records, guaranteed employees the right to review their personnel files, protected employees against retaliation because of required jury service, and regulated the transportation and handling of nuclear and other hazardous wastes. A new provision in Maine required employers to furnish employees with information on the identities and hazards of chemicals in the workplace.

No additional States ratified the proposed Equal Rights Amendment to the U.S. Constitution. Approval by three additional States is necessary by June 30, 1982, for adoption. Resolutions in Arizona and Utah opposed the 3-year time extension granted in 1978.

The following is a summary by jurisdiction of labor legislation during 1979.

Alabama

Wages. The prevailing wage law automatically will be repealed at the end of the 1980 legislative session unless continued by the legislature.

Other laws. The director of the State department of public safety may collect “reasonable” fees from employers for searching criminal records of employees or applicants for employment in a nuclear powered electric-generating facility licensed by the U.S. Nuclear Regulatory Commission.

Alaska

Wages. By prior law (which sets the minimum wage at 50 cents above the Federal rate), the State rate rose to \$3.40 an hour in 1979 and will increase each year, reaching \$3.85 on January 1, 1981.

Hours. A concurrent resolution requested the Governor to pursue a policy of granting State employees the option of flexible working hours if such hours show promise of providing better and more efficient service.

Occupational safety and health. The labor department is directed to perform elevator inspections in accordance with the

American National Standards Institute Inspector's Manual, establish inspection fees, and maintain records of inspections and fees collected.

Arizona

Wages. The section of the prevailing wage act establishing the method for rate determination (use of collectively-bargained rates) was declared unconstitutional by the State court of appeals as an unlawful delegation of legislative power to private persons over whom the legislature has no supervision. Earlier in the year, the Governor had vetoed a bill to repeal the law.

Equal employment opportunity. A concurrent resolution requested the attorney general to institute legal action challenging the legality of the extension of the deadline for ratification of the Equal Rights Amendment.

Other laws. Elected or appointed officials were prohibited from using their political influence or position to cause the firing, promotion, or demotion of any public employee or the hiring of or failure to hire an applicant for public employment.

Arkansas

Wages. The minimum wage rate will rise from \$2.30 an hour to \$2.55 on January 1, 1980, and to \$2.70 on January 1, 1981. Tip allowances will increase to \$1.25 an hour on January 1, 1980, and to \$1.35 on January 1, 1981. Coverage of the minimum wage law was extended to employees of public schools and school districts.

Court-ordered assignment of wages for delinquent child support payments was authorized.

Equal employment opportunity. Age discrimination in State and local public employment against persons at least 40 years of age but under 70 is now prohibited, with certain exceptions. Employees over age 70 may continue in employment with annual written authorization from their employers.

The State policy of providing public employment for visually or otherwise handicapped persons, who are able to perform the job, on the same terms as nonhandicapped persons was amended to specifically include persons with hearing impairments.

Labor relations. A new law to assure the impartiality and integrity of the State mediation and conciliation service required that all information and materials prepared or received be held confidential and prohibited disclosure without prior written consent of both parties to the dispute.

By amendment to the teacher fair dismissal law, teachers now are protected against "arbitrary, capricious, and discriminatory" firings and may inspect their personnel files and comment on any material included in them. Formerly, teachers had only the right to know the reason for their firing and to have a hearing before the school board. Procedures now include the board's decision and appeal to the circuit court, if desired. Also, a distinction was made between the rights of probationary and nonprobationary teachers.

Occupational safety and health. A State Fire Prevention Commission was created with responsibilities including the development and maintenance of a Statewide fire prevention program and the coordination of activities with other State and Federal agencies involved in fire prevention.

Displaced homemakers. A displaced homemakers act required the local services department to establish a pilot multipurpose

service center to develop job counseling, training, placement, and other services for homemakers displaced by dissolution of marriage, death of spouse, or other loss of family income. Whenever possible, staff positions will be filled by displaced homemakers.

Other laws. The legislature provided for the continuation of a number of boards, commissions, and agencies, including the labor department, formerly scheduled to terminate on June 30, 1979, under a sunset law.

California

Wages. A previous wage order provided for an increase in the minimum wage rate from \$2.65 an hour to \$2.90 on January 1, 1979.

A minimum wage provision, due to expire on January 1, 1980, set a subminimum weekly salary for student employees in organized camps at 85 percent of the minimum rate for a 40-hour week, regardless of the weekly hours worked.

Appeals of an order, decision, or award of the labor commissioner relating to wage recovery previously heard by the Superior Court, now may be heard by a municipal court as well.

Employers who pay wages in cash must keep adequate written records of all deductions and give a statement listing the deductions to each employee semimonthly or at the time of payment. An employer's records must be kept for 3 years and be available for inspection by the employee upon reasonable request. Employers in violation now are subject to civil penalties.

Hours. State employees in agencies planning a reduction in personnel of 1 percent or more may voluntarily reduce their worktime, with a corresponding reduction in compensation, so that employment opportunities can be preserved through redistribution of work.

A Senate resolution urged the Governor to consider the establishment of a 40-hour, 4-day workweek for State employees.

A law was reenacted authorizing the chief of the Division of Labor Standards Enforcement to exempt employers or employees from any mandatory days-off requirement if the chief determines a hardship will result. This exemption will expire January 1, 1981.

Agriculture. The Employee Housing Act, which includes the regulation of labor camps, was removed from the labor code and added, in amended form, to the health and safety code.

Operators of labor camps, including camps on dairy farms consisting only of permanent housing, now may request exemptions from the requirement of obtaining an annual permit to operate. The operators may not terminate or modify a tenancy agreement or intimidate, threaten, restrain, coerce, blacklist, or discharge employees or tenants because they exercise their rights in connection with employee housing.

Equal employment opportunity. Changes were made in the fair employment practices law to permit mandatory retirement of tenured professors after age 65 prior to July 1, 1982, and age 70 thereafter, and to permit mandatory retirement of employees in executive or high policymaking positions at age 65.

Physical handicap, medical condition, sex, and age were added to the list of discriminatory practices disputes which the Fair Employment Practices Division is authorized to assist communities in resolving. Previously, this help was limited to

disputes involving race, religious creed, color, national origin, marital status, or ancestry.

Employers may not require employees or job applicants to obtain copies of their criminal record or supply any notification that such a record exists.

Labor relations. State managerial and confidential employees and employees of the Maritime Academy are expressly excluded from coverage under the State Employer-Employee Relations Act, and managerial and confidential employees now are prohibited from holding elective office in an employee organization.

Contracts between the State and the regional developmental disabilities centers, which provide services for the developmentally disabled, may not prohibit the center's employees from forming a labor organization, bargaining collectively, or engaging in other activities for mutual aid or protection.

Private employment agencies. Required employment agency surety bonds were increased from \$1,000 to \$3,000.

Occupational safety and health. The health and safety code was amended to codify changes made by the Governor's Reorganization Plan Number 1 of 1978, including abolishing the Division of Industrial Safety and creating a Division of Occupational Safety and Health within the Department of Industrial Relations.

Inspection warrants may be issued if employers refuse to permit places of employment to be inspected, and an order may be issued to preserve physical materials or the accident site as it was at the time of an accident.

Employers who successfully appeal occupational safety and health violation citations to the Occupational Safety and Health Appeals Board are permitted to seek costs, up to \$5,000, where such citations were arbitrary or capricious.

Public employees must report the spill or otherwise accidental release of pesticides to the local health department.

Other laws. A worksite education and training program was established to provide funding to integrate classroom instruction with entry level and career training for youth and the economically disadvantaged.

Employees may no longer be required to assign rights to an invention to their employers if no equipment, supplies, facilities, or trade secret information of the employer was used and if the invention was developed on the employee's own time, does not relate to the employer's business or actual or anticipated research, or does not result from any work performed by the employee for the employer.

Colorado

Wages. Statutory provisions requiring the payment of prevailing wage rates on State highway construction were repealed.

Public works payment bond requirements for contractors were amended by enacting a \$10,000 contract threshold amount where none existed before, and by replacing references to "cities and towns" with "municipalities."

The proportion of wages exempt from garnishment was changed from 70 percent for the head of a family or 35 percent for a single person, to conform with the Federal law limiting garnishment to either 25 percent of disposable weekly earnings or earnings exceeding 30 times the Federal minimum hourly wage, whichever is less.

Hours. County employers were given greater flexibility in scheduling their work force, by permitting them to establish

workweek formulas providing for work in excess of 40 hours during consecutive 7-day calendar periods by averaging work hours over a longer period of time.

Child labor. Private vocational schools were added to and proprietary schools removed from the list of institutions authorized to provide student-learner programs and administer tests to determine minors' ability to perform the work for which they seek an exemption from the child labor laws.

Equal employment opportunity. The mandatory retirement age was raised to 70 years, from 65, for State employees but employees may continue to apply annually for a continuance in employment beyond the retirement age.

The termination date for the Civil Rights Commission and the Civil Rights Division, scheduled for July 1, 1979, under sunset legislation, was extended to July 1, 1985.

Other laws. Retaliation against State employees who disclose evidence of mismanagement and abuse within State government was prohibited.

Connecticut

Wages. By prior law, the hourly minimum wage increased to \$2.91 on January 1, 1979, with further increases on January 1 of each year—to \$3.12 in 1980 and \$3.37 in 1981.

Public sector coverage under the minimum wage law was clarified by redefining "employer" to include the State and its political subdivisions. The law also was amended to permit agricultural employers of fewer than 8 workers during the preceding calendar year to pay workers under age 18 a subminimum rate of 70 percent of the basic minimum. For minors employed by other agricultural employers, the subminimum rate continues at 85 percent of the adult rate.

The prevailing wage threshold amount was increased from \$5,000 to \$50,000 for new construction and from \$5,000 to \$10,000 for remodeling, alteration, or repair.

Equal employment opportunity. The State Fair Employment Practices Act was amended to permit involuntary retirement at age 65 for executives and policymakers employed in such positions for 2 years before attaining age 65 and who are entitled to an immediate annual retirement income of at least \$27,000. The act also was amended to prohibit discrimination because of present or past history of mental disorder.

A pregnant employee who gives written notice of her pregnancy to her employer may be transferred temporarily to a new position if either the employer or employee believes that injury could result from continued work in her regular job.

A pilot program will be established to recruit, support, and train women for skilled industrial jobs where labor shortages exist.

The Commission on Human Rights and Opportunities replaces the Department of Administrative Services as the agency that adopts regulations to assure affirmative action for equal employment opportunity in State agencies, and the program to promote employment of the handicapped was transferred from the commissioner of human resources to the labor commissioner.

Labor relations. The law governing teacher and administrator contract disputes was amended, replacing advisory arbitration with final and binding arbitration based on the last best offer of either party, with each disputed issue being resolved separately.

For a 3-year period, State contracts are not to be awarded to persons or firms found in violation of the National Labor

Relations Act on at least three occasions during the past 5 years.

If the State Labor Relations Board has not determined whether a prohibited practice is being committed by a municipal employer or employee organization within 30 days after the filing of a complaint alleging the violation, the Board may order the questioned activity stopped until the issue is decided.

Local or regional boards of education may enter into agreements with exclusive bargaining representatives to require that, as a condition of employment, teachers pay the representative an annual fee through payroll deduction to help defray the cost of collective bargaining, contract administration, and grievance adjustment.

Occupational safety and health. Responsibility for safety regulations on installation of oil burners was transferred from the labor commissioner to the commissioner of public safety.

Other laws. The labor department, in cooperation with municipalities, public and private agencies, and business and industry, will develop and implement work-training programs for the chronically unemployed. Any employable person receiving support from any town may be required to participate, and will receive compensation for the time spent in training.

Employers now are required to permit employees to inspect their personnel records and to allow inspection of medical records by a physician chosen or approved by the employee. Records may not be disclosed without the employee's consent, except by subpoena.

Employers in the machine tool and metal trades who conduct apprenticeship training programs will receive a tax credit for each apprentice hired above the average number hired in the past 5 years.

State departments are to purchase, for their own use, supplies and services produced or made available by State correctional industries.

Delaware

Equal employment opportunity. The upper limit for protection from age discrimination in private or public sector employment was raised from 65 to 70 years. The lower limit remains at age 40.

In addition to matters regarding race, color, creed, national origin, or ancestry, the State Human Relations Commission now may act as conciliator in matters regarding discrimination based on sex, physical handicap, age, or marital status.

Occupational safety and health. A Hazardous Materials Transportation Act of 1979 was adopted to regulate the transportation of hazardous materials in the State. A commission was created to administer and enforce the act, and to study the necessity of additional legislation.

Other laws. The law prohibiting employer use of lie detector tests as a condition of employment or continuation of employment was expanded to ban use of voice stress analyzers.

District of Columbia

Wages. A revised wage order became effective August 5, 1979, for manufacturing, wholesale trade, and printing and publishing occupations. Among other changes, the revision increased the minimum wage from \$2.46 to \$3.50 an hour and eliminated a differential for young workers, except full-time students who must be paid a rate equal to the Federal minimum wage

rate and persons hired under the Youth Employment Act and the Comprehensive Employment and Training Act who must be paid at least \$2.65 and \$2.90 an hour, respectively.

Two 90-day emergency laws were enacted (the first expired August 21, 1979, and the second, November 20, 1979) to provide summer and other employment opportunities for youth.

Other laws. A law enacted late in 1978 prohibits the administration of lie detector tests to current or prospective employees. Violators may be subject to both criminal and civil penalties.

Florida

Wages. The State prevailing wage law was repealed.

Agriculture. The migrant labor program was transferred from the Department of Community Affairs to the Executive Office of the Governor.

A Farmworker Housing Assistance Act was enacted to provide for financial and technical assistance to public bodies and nonprofit groups who will provide for the sponsorship of farmworker housing in areas of the State where a clear need exists.

Labor relations. Changes were made in the procedures for filing and processing unfair labor practice complaints, and provision was made for the circuit courts to enforce the orders of the Public Employees Relations Commission.

An Office of Labor Relations was established in the State government with duties including representing the Governor in collective bargaining negotiations.

The position of part-time alternate member of the Public Employees Relations Commission was abolished and a provision that the three full-time members serve at the Governor's pleasure was removed. Public employee organizations are still required to register with the Commission prior to requesting recognition by a public employer for purposes of collective bargaining, but now must also register prior to requesting certification as an exclusive bargaining agent.

Occupational safety and health. A "loss prevention program" was established requiring each State department, except the legislature, to have a safety coordinator trained by the insurance department in all areas of safety. Previously, each department had a coordinator that dealt with fire safety only. The coordinators, along with representatives from the Divisions of State Fire Marshall and Risk Management, will make up the Interagency Advisory Council on Loss Prevention.

Other laws. The criteria for apprentice occupations were revised, and include a requirement that the occupation must involve manual, mechanical, or technical skills and knowledge which require a minimum of 2,000 hours of on-the-job training.

All State agencies, in the purchase of goods and services during the next 2 years, are to require that the bidders' wage and price behavior is in compliance with standards established by the President's Council on Wage and Price Stability.

The State Manpower Planning Act was renamed the State Employment and Training Act and its administration was transferred from the Department of Community Affairs to the labor department.

An employer may not threaten an employee with dismissal because of the nature or length of time served on jury duty. Previously, only actual dismissal was prohibited.

Georgia

Equal employment opportunity. The definition of age discrimination in the merit system and personnel law relating to State employees was amended to include only those between 40 and 70 years of age. Previously, no limits were included. In 1978, the fair employment practices law prohibited age discrimination against public employees between age 40 and 65.

A House resolution continued the study committee on services for the aged which was established to examine the needs of the elderly and the adequacy of existing programs. The committee is to report its findings and recommendations to the General Assembly by January 1, 1980.

Guam

Wages. The minimum wage rose to \$2.90 an hour and will continue to increase each year to match Federal rates under a prior law which adopted the Fair Labor Standards Act rates by reference.

Equal employment opportunity. The prohibition on employment discrimination based on age will be limited to persons who are at least age 40. Previously, no age was specified.

Other laws. Summer youth employment programs were established involving both the public and private sectors. Funds were provided to the labor department's Senior Community Service Employment Division to provide meaningful employment to needy senior citizens.

Hawaii

Wages. By prior law, the minimum wage rate was raised from \$2.65 to \$2.90 an hour effective July 1, 1979, with future increases to \$3.10 on July 1, 1980, and \$3.35 on July 1, 1981.

Court-ordered wage assignments were authorized for delinquent child support payments, and employers are prohibited from disciplining employees whose wages are subject to this assignment.

A concurrent resolution urges Congress to review the average annual wage limitation for the State's public service employment participants under the Comprehensive Employment and Training Act, and to exempt such participants from the mandated average wage provisions.

Equal employment opportunity. It is now an unlawful employment practice for an employer to deny reemployment or other rights to an employee who returns from National Guard duty.

A Senate resolution encouraged employers to consider epileptics for employment.

Other laws. Several resolutions aimed at improving the employment situation in Hawaii were adopted. The U.S. Secretary of Labor was petitioned to raise the average annual wage limitation for the State's public service employment participants, to waive the time limitations on participation in CETA programs, and to release available discretionary funds for the continued full implementation of the CETA programs in Hawaii. The Commission on Manpower and Full Employment was requested to study the feasibility of the State creating part-time jobs for the elderly at the minimum wage or better, and the State Occupational Information Coordinating Committee was urged to utilize an advisory committee structure to permit increased participation of those interested in the development of a comprehensive occupational information system.

Idaho

Wages. Public bodies that require contractors to provide payment or performance bonds exceeding 50 percent of the total contract may not withhold more than 5 percent of the amount payable, pending acceptance of the project.

The civil service law was amended to exempt holidays from being considered as hours worked for overtime computation.

School attendance. A requirement that each county auditor publish an annual summary of the compulsory school attendance provisions was repealed.

Illinois

Wages. Students employed by the college or university they are attending and who are covered under the Federal Fair Labor Standards Act are now exempt from coverage under the State minimum wage law.

The labor department may assist in the collection of all wages due, instead of the previous limitation of \$1,000 per employee. Permissible wage deductions were restricted to those required by law, for the employee's benefit, with the employee's freely given written consent, or for valid wage assignments or orders. Employers must pay terminated employees their earned vacation.

Benefits and refunds payable by pension or retirement funds, employee assets held by such funds, and required employee payments to such funds are no longer subject to garnishment.

Hours. The provision authorizing flexible hours positions in State employment was amended to define such positions as including part-time jobs of 20 hours or more a week, a job shared by two employees, or a job involving normal weekly hours but performed in fewer days than ordinarily required. Goals for the number of flexible hours positions are to be established in every department or agency and procedures were established for reevaluation when the goals are met.

Child labor. Hearings upon complaint of a violation or to revoke any certificate are to be conducted in accordance with the Administrative Procedure Act, after which the department may issue cease and desist orders, revoke certificates, and determine civil penalties.

Minors under age 16 may work where liquor is served as "busboys" and in the kitchen of private clubs or fraternal or veterans organizations. Also, they may work in skating rinks owned and operated by a school or unit of local government.

Agriculture. The requirement that farm labor contractors deposit a surety bond with the labor department as a condition of certification was made optional. A provision was continued permitting persons aggrieved by the misconduct of any certified farm labor contractor to sue for equitable relief.

Equal employment opportunity. Fair Employment Practices Act affirmative action requirements now specifically empower hearing officers to order reinstatement, hiring, backpay (for up to 2 years prior to filing of the complaint), costs, and reasonable attorney fees. A provision was also added permitting the award of attorney fees to the respondent if the complaint is found to be frivolous or unreasonable.

Labor relations. In cases of teacher reduction, dismissal must begin with those having the least continuous service with the school district, unless an alternative plan is established by col-

lective bargaining. Affirmative action programs are exempt from this provision.

Private employment agencies. The labor department may prescribe information required in contracts between agencies and job applicants. Agency license applicants need no longer be U.S. citizens but must furnish proof of good moral character and business integrity and that they have never been party to a fraud, have no jail record, and do not belong to subversive organizations.

Employer-paid agencies are no longer restricted with respect to contacting prospective and existing job applicants (except those they have already placed) and do not have to identify themselves as agencies in advertisements, but must state that they are acting as a representative of an employer.

Occupational safety and health. The Department of Public Health was authorized to inspect and investigate the personnel of radiation installations, as well as the premises and operations as before, to study and evaluate past, current, and potential health hazards. Monthly inspection reports will be made to the U.S. Nuclear Regulatory Commission and will be available to the public.

Employers are now required to provide information concerning prevention of injury or disease by contact with poisonous materials or fumes to any employee whose work involves entering an underground sewer and to have safety information and equipment available at the work site. Violation is a business offense punishable by a fine of up to \$5,000.

Other laws. After receiving reasonable notice of an employee's summons to jury duty, an employer must give the employee time off to serve. Also, it is unlawful for an employer to discharge or retaliate in any way against an employee who is absent from work to appear in court as a witness in a criminal proceeding pursuant to a subpoena. In neither case is the employer required to pay wages for the period of such absence.

The Commission on Labor Laws was continued to study labor and employment laws and decisions and their enforcement.

The Board of Vocational Rehabilitation was abolished and a Department of Rehabilitation Services was created with essentially the same powers and duties and an 11-member Rehabilitation Services Advisory Council was established to advise the director of the department.

Indiana

Wages. Employers required to make garnishment deductions from employee's wages are entitled to \$8, or 2 percent of the total amount deducted, whichever is greater, to be paid equally by the creditor and the debtor.

Equal employment opportunity. The State age discrimination in employment act is no longer applicable to those covered by the Federal law, and the upper limit for State protection was raised from age 65 to 70. The mandatory retirement age for teachers was raised from age 66 to 71, with provision for work beyond that age with a doctor's certificate proving physical and mental ability.

The State Civil Rights Commission and local civil rights agencies were authorized to refer complaints to each other for further action.

Occupational safety and health. Numerous changes were made in the mining safety law, including extending safety require-

ments formerly applicable to gassy coal mines to all underground coal mines, establishing new ventilation and electrical equipment standards, providing for the certification of assistant mine foremen, and specifying new escape procedures.

Other laws. Opportunities industrialization centers were established to provide comprehensive job training and related services for economically disadvantaged, unemployed, and underemployed individuals.

The Office of Manpower Development became the Office of Occupational Development, and the Manpower Development Council became the Employment and Training Council.

Iowa

Equal employment opportunity. Mandatory retirement of State employees was eliminated; other public sector employees may work beyond age 70 with employer approval, except for police officers and firefighters, who must retire at age 65. State conservation officers age 21 to 65 may now be appointed; formerly the age limits were 22 to 31.

A proposed equal rights amendment to the State constitution was adopted, subject to approval in the November 1980 general election.

Kansas

Wages. Individuals employed by a unified school district are exempted from the minimum wage and overtime law if they spend more than one-half of their working hours in an executive, administrative, or professional capacity.

Overtime pay for public or private emergency medical service personnel will be based on hours after 258 in 28 days (the same as for police and firefighters), instead of after 46 hours a week. Also, hours worked by police and firefighters voluntarily substituting for one another on regular tours of duty are not to be counted in computing overtime pay.

A three-debt limit on protection from discharge because of wage garnishment was removed. Court-ordered support may now be enforced by garnishment.

Labor relations. When professional negotiations between a school board and professional employees' organization are at an impasse, the parties may jointly notify the Secretary of Human Resources so that impasse resolution procedures can begin. Previously, a district court was required to find that an impasse existed before resolution procedures could commence.

Kentucky

Wages. By prior law, the minimum wage rate was raised from \$2 to \$2.15 an hour on July 1, 1979.

Louisiana

Wages. A resolution requested that student workers at Louisiana State University be paid the Federal minimum wage or that the present student wage rate be increased by the same percentage as the Federal rate.

Equal employment opportunity. A resolution requested a study of employment discrimination in the State.

Labor relations. A concurrent resolution requested the establishment of a joint legislative committee to study public sector employer-employee relations, including collective bargaining and strikes.

Occupational safety and health. Plants and other industrial facilities which manufacture, store, or maintain toxic sub-

stances must prepare emergency plans for notifying proper public safety authorities in case of accident. Violators may be fined up to \$25,000.

Undocumented workers. Knowingly employing or referring illegal aliens for employment was prohibited in all industries, except agriculture. A first violation (regardless of the number of aliens employed) carries a fine of up to \$100; a second violation is punishable by a fine of up to \$150 for each employed alien; and subsequent violations are punishable by fines of from \$500 to \$2,000 for each alien.

Other laws. The labor department, scheduled to terminate on July 1, 1980 under the State's sunset law, was continued to July 1, 1984.

A person serving as an official, officer, or employee of the State will be insured against financial loss arising from claims, demands, suits, or judgments for actions performed in the discharge of duties, provided damages did not result from a willful act or gross negligence, and he or she is entitled to be represented in any action by the attorney general.

An Office of Elderly Affairs and an Aging Advisory Board were established in the Governor's office each with powers and duties to promote the welfare of the elderly.

Maine

Wages. The minimum wage was increased to \$2.90 an hour on January 1, 1979, under a prior law which mandated matching State increases to the Federal rate, up to a maximum \$3 rate. A 1979 law increased the maximum limit for matching the Federal rate to \$4 an hour.

Minimum wage coverage was extended to employees of the State, counties, municipalities, and school administrative units. These employees were exempted from overtime pay requirements.

Railroad corporations in the State are required to furnish all operating personnel working on trains individual wage statements with each payment, listing accrued total earnings and taxes to date and a separate listing of daily wages and how they were computed. Violation may result in a penalty of up to \$100 for each offense.

Child labor. Children under age 14 are prohibited from working in agricultural employment involving direct contact with hazardous machinery or hazardous substances. Such work now comes within the limitations on hours and days of work as that for minors under age 16, and now requires work permits and recordkeeping. Other work in agriculture remains exempt.

School attendance. A child who has attained age 15 or has completed the ninth grade will be exempted from school attendance otherwise required to age 17, if he or she has permission from the parent or guardian and from local school officials, and has agreed, in writing, to meet at least annually with such persons until reaching age 17, to review the possibility of returning to day or evening school.

Equal employment opportunity. Beginning January 1, 1980, the prohibition against mandatory retirement at any age or upon completion of specified years of service (formerly, applying only to public employment) will be extended to private employment.

Sex discrimination under the State Human Rights Act was redefined to include pregnancy and medical conditions resulting from pregnancy.

A polygraph examiners law was enacted to regulate that business and to prohibit employers (except law enforcement agencies) from requiring a polygraph test as a condition of employment or of continued employment.

Labor relations. Unions engaged in collective bargaining with an employer may negotiate on behalf of retired and disabled former employees regarding pensions and retirement benefits.

Retaliation against an employee who has sought the assistance of or has cooperated with the State board of arbitration and conciliation is prohibited.

The law requiring employers to provide terminated employees with a written statement of the reason for termination was amended to provide for a 15-day time limit and a penalty of from \$50 to \$500 for violation.

Mediation services by members of the Public Employees Labor Relations Board, offered to parties free of charge, were limited to 3 days per case. The costs for factfinding will be added to other costs shared equally by the parties to the dispute.

Either party to negotiations involving State employees may publicize the written initial collective bargaining proposals 10 days after both parties have made their initial proposal.

The provisions of the municipal collective bargaining law limiting the period during which questions concerning representation can be raised will not apply to matters of unit clarification.

Occupational safety and health. An employee who believes he or she was discharged or discriminated against for reporting a safety violation may file a discrimination complaint with the labor director, who may bring civil action. Relief may include rehiring or reinstatement to the former position with backpay. Previously, discrimination was prohibited, but no course of action was specified.

A new provision requires employers to furnish employees with information on the identities and hazards of chemicals in the workplace through means such as education and training programs and substance data sheets.

The State fire marshal or fire inspectors may prohibit the use of any building not conforming to the laws, ordinances, or rules and regulations of the commissioner of public safety. Previously, such prohibition had to be based upon specific building conditions listed in the statute.

Other laws. Entries in personnel records of State, county, and municipal employees, including medical records, confidential personal references, credit and personal history, and references to performance evaluations or disciplinary action were guaranteed confidentiality by excluding these items from the definition of "public records." Also, a new law clarifies what personal information pertaining to school employees is to be open to public inspection and requires that employees be permitted to review their personnel files.

Employers must include in personnel files any nonprivileged medical records they have relating to employees. Failure to allow employees to review their personnel files could result in a fine against the employer.

Maryland

Wages. The minimum wage rose to \$2.90 an hour and will continue to increase each year to match the Federal rate under a prior State law which adopted the FLSA rates by reference.

The amount of tips an employer may credit against the minimum wage was decreased from 50 to 45 percent with a further reduction to 40 percent scheduled for January 1, 1980.

Employers may not use tip credits unless the employee is informed and retains all tips received.

The State equal pay law was amended to remove the exclusion of employers covered by the Federal Equal Pay Act of 1963.

Child labor. Upon written parental permission, the labor commissioner may grant exceptions to the hours and nightwork restrictions for minors under age 16, if there will be no hazard to the health and welfare of the minor and it will not create any problems with fulfilling school requirements for graduation.

Equal employment opportunity. In consultation with the secretary of personnel, the director of aging is to establish a 3-year demonstration employment program for persons age 70 and over to determine the feasibility of finding employment for them in State agencies. A final report is to be submitted to the legislature in January 1982.

A joint resolution was approved urging an end to job and other discrimination against fat people and requesting that the State Commission on Human Relations study such discrimination and report to the General Assembly by January 1, 1980, with proposals to alleviate such discrimination.

Labor Relations. Employers are prohibited from discharging employees because of their participation in civil defense, civil air patrol, or volunteer rescue squads and fire department activities in response to emergencies declared by the Governor at the request of a local government.

Occupational safety and health. The labor commissioner is now authorized to order a review of hearings held under the occupational safety and health law. Previously, a review was required only upon appeal of an interested party.

Displaced homemakers. The displaced-homemaker program was extended from a pilot project to a permanent program. Additional centers, or extension of the programs of the current center to other areas of the State, are authorized if funds become available.

Massachusetts

Wages. The minimum wage rose to \$2.90 an hour on January 1, 1979, and will increase to \$3.10 on January 1, 1980, and \$3.35 on January 1, 1981, under the provisions of a 1977 amendment.

Child labor. The minimum age for obtaining a license to sell alcoholic beverages or for purchasing such beverages was increased from 18 to 20. Persons 18 or over still may be employed to handle and sell alcoholic beverages, and minors under 18 may still be employed provided they do not directly handle, sell, mix, or serve alcoholic beverages.

Equal employment opportunity. Credit unions may not elect directors who have attained age 72, but directors 72 years and older currently holding office may be reelected.

Labor relations. All petitions alleging an impasse in negotiations involving municipal police and firefighter collective bargaining must be reviewed by the joint labor-management committee in the labor department before being accepted by the Board of Arbitration and Conciliation. The committee also may exercise jurisdiction over disputes and is empowered to conduct formal or informal conferences and take other

steps, including mediation, to encourage resolution of the dispute.

Employers who fail to make payments to an employee health or welfare or pension or other such plan as required by the terms of an agreement, within 60 days after they become due, will be guilty of a misdemeanor and fined from \$100 to \$500 for each offense.

Binding "last-best-offer" arbitration procedures were established to help resolve impasses in collective bargaining negotiations between public employers and employee organizations representing uniformed State police or metropolitan district commission police below the rank of captain. These procedures expire June 13, 1982.

Successor clauses in collective bargaining agreements are to be binding and enforceable against successor employers for up to 3 years from the effective date of the agreement between the contracting employer and labor organization. Exempted are public employers, employers subject to either the National Labor Relations Act or the Railway Labor Act, and receivers or trustees in bankruptcy.

Other laws. Provisions were continued to July 1, 1981, allowing the labor commissioner to suspend the operation of certain labor laws, including those limiting or prohibiting the employment of minors over age 16, in case of industry emergency or hardship.

Michigan

Wages. By an amendment adopted in 1977, the minimum wage increased to \$2.90 on January 1, 1979, with future increases to \$3.10 on January 1, 1980, and \$3.35 on January 1, 1981. These increases equal those under Federal law.

Additional employees now are subject to State overtime pay requirements, and optional methods of computing overtime pay were made available for police officers, firefighters, security personnel in correctional institutions, and resident employees of public hospitals.

Equal employment opportunity. Under the State Civil Rights Act, employers, employment agencies, and unions may not require employees or job applicants to take a polygraph examination, lie detector test, psychological stress evaluation, or similar tests. An earlier separate law forbidding employers to require employees to submit to polygraph and lie detector tests was retained.

The availability of a polygraph test may be announced if employees are informed that it is not a condition of employment. An employee's statement directly related to a job qualification or a violation of State law may be investigated through other means.

The recovery of attorney fees and lost benefits or privileges was added to backpay and reinstatement as possible remedies for public employees whose political activity protections are violated.

Other laws. The labor department will annually submit to the Governor a 5-year full employment plan, including projected levels of employment and unemployment, and recommendations for increasing job opportunities and effectiveness of training. The Governor will submit the plan to the legislature which must alter or reject the plan or it will be automatically implemented.

Upon request, the labor department in cooperation with the commerce department, will establish a program to assist in developing employee-owned corporations when an establish-

ment is closing or transferring operations, resulting in a loss of jobs.

Minnesota

Wages. Minimum hourly wage rates were increased from \$2.30 an hour effective January 1, 1980, with further increases to \$3.10 on January 1, 1981, and \$3.35 on January 1, 1982. Differential minimums for workers under age 18 also were raised.

Child labor. Authority of the labor commissioner to issue orders compelling compliance with the child labor laws was broadened to allow him to apply for restraining orders.

Equal employment opportunity. The effective date of a prohibition on mandatory retirement before age 70, for most private and public sector employees, was changed from June 1, 1980, to April 24, 1979. The later date will remain for employers of fewer than 20 employees.

Before scheduling a hearing on an alleged unfair discriminatory practice, the commissioner of human rights must determine that attempts to eliminate the unfair practice by conciliation have been or would be unsuccessful.

Vietnam-era veterans (those serving the Armed Forces between July 1, 1964 and December 31, 1976) will be included in the affirmative action program of the State civil service system until 1989.

Private employment agencies. Management consultants and management search firms were exempted from the employment agency regulatory law.

Other laws. The director of the division of voluntary apprenticeships will establish a plan for equal employment opportunity in apprenticeships, and now may grant reciprocal approval to properly registered, multistate apprenticeship programs in all industries except the construction industry, if such programs are in accordance with Federal regulations. Requirements for completion of apprenticeships were reduced from 4,000 hours or 2 years of reasonably continuous employment, to 2,000 hours or 1 year of employment.

Certain personnel data relating to public employees now are considered public information, including salary, benefits, job description, education and training, previous work experience, and disciplinary action.

Mississippi

Occupational safety and health. The State Board of Health may refuse to issue or may suspend, revoke or amend licenses to use or handle sources of radiation if the licensee or applicant has been refused a license, or has had one suspended, revoked, or restricted in another jurisdiction.

Other laws. The boards of supervisors of Hancock, Harrison, and Stone Counties, and their municipalities were authorized to enter into a mutual agreement to provide employment and training services.

Missouri

Private employment agencies. Agencies may no longer accept deposits on placement fees, and now are subject to class action suits for damages caused by their acts.

Other laws. The law was repealed which required that all factories and manufacturing establishments submit to the labor

department an annual statistical report on employment, wages, and other specified information.

Montana

Wages. Premium overtime pay after 40 hours a week is no longer required by law in certain occupations. Among those exempted are taxicab drivers, employees subject to the maximum hours provisions set by the U.S. Secretary of Transportation, foster parents, and employees of small forestry and lumbering operations.

Public employees separated from service may be paid on the next regular payday, or 15 days from the date of separation, instead of within 3 days as required for private sector employees. If they are discharged for cause, all unpaid wages become due and payable immediately.

Hours. The provisions establishing a maximum 8-hour day for bus drivers or attendants and a minimum 12-hour rest between work shifts were amended to exempt employees of a city, town, county, or political subdivision.

Child labor. A joint legislative resolution requested that a committee study the State child labor laws in relation to the present work environment and Federal child labor laws, and report its findings and recommendations on proposed modernizing legislation to the next session of the legislature.

Equal employment opportunity. A new law permitted court enforcement of the labor commissioner's decision on maternity leave complaints.

Labor relations. Binding "last-best-offer" arbitration was provided for in firefighter disputes if an impasse occurs and mediation and factfinding have failed. Strikes are prohibited.

The public employee collective bargaining law was amended to exempt confidential employees from coverage and to restrict union representation of Board of Personnel Appeals employees to organizations which do not represent any other employees.

Private employment agencies. Musical booking agencies were exempted from the employment agency regulatory law.

Occupational safety and health. Inspection of passenger elevators and escalators in public places by maintenance and insurance company representatives certified by the Department of Administration may now be permitted, in lieu of inspection by State inspectors.

Other laws. The required period of on-the-job work experience for apprentices was reduced from 4,000 to 2,000 hours, and provision was made for granting apprentices full or partial credit for prior training or experience in the trade, on the recommendation of the employer or the joint apprenticeship committee and with the approval of the labor department.

Nebraska

Wages. Any teacher or administrator employed by a school district may authorize, in writing, deductions from wages for payments to a professional or labor organization.

Equal employment opportunity. The upper limit for protection from employment discrimination based on age was raised from 65 to 70 years (the lower limit remains at age 40), as was the mandatory retirement age of State employees. An administrative advisory committee for older Nebraskans was

established to prepare a comprehensive Statewide plan for services to the aging.

The State, its governmental agencies and political subdivisions are now prohibited from employment discrimination on the basis of religion, sex, disability, marital status, or national origin, as well as race and color as before, and such agencies may now be sued under the Fair Employment Practices Act.

An affirmative action program was implemented and an affirmative action office established to insure equal opportunity in State employment.

Labor relations. The Court of Industrial Relations was renamed the Commission of Industrial Relations and was given new powers, including authority to order bargaining begun or resumed for all public employees including teachers, rather than only public utility employees, and to require mediation and factfinding. The commission was authorized, in cases of violations, to make findings and enter orders as necessary to provide adequate remedies and resolve the dispute.

Occupational safety and health. Public power and irrigation districts now must comply with State safety and health regulations.

Other laws. Discharging or penalizing an employee for serving on jury duty is prohibited and will be considered a misdemeanor.

Nevada

Wages. The minimum wage rate increased to \$2.75 an hour on January 1, 1979.

A work-hour limit on public works contracts of 8 hours daily and 56 weekly, except in emergencies, was repealed.

Child labor. The prohibition of employment of minors in public dance halls was restricted to those in which alcoholic beverages are dispensed, and the limited definition of public dance halls as those where women or girls are employed or attend for profit was removed.

Labor relations. Employee organizations, recognized by a local government employer, will now be required to file an annual report with the Employee-Management Relations Board. The report will include information on the organization's constitution, officers, membership, and any collective bargaining agreements in effect.

Private employment agencies. Maximum applicant-paid placement fees were increased from 40 percent to 55 percent of the first month's wages.

Occupational safety and health. The State inspector of mines now will conduct as well as develop mine safety education programs and training and is authorized to accept funds from private and public sources for administration of the mine safety law. Mine operators are to notify the inspector of mines prior to the opening and closing of mines.

A joint resolution urged Congress to enact legislation to return to the States the right to regulate or participate in the regulation of safety and health in mines.

Displaced homemakers. A displaced homemakers act directed the State Board for Vocational Education to establish a center to provide services for displaced homemakers, including job counseling, training, and placement, as well as information on subjects such as financial management and health services. To

the maximum extent possible, staff positions will be filled by displaced homemakers. Also, the board will study the feasibility of placing displaced homemakers in programs established or benefits provided under Federal and State unemployment compensation laws which extend eligibility to full-time homemakers.

Other laws. A Criminal History Records Act was passed, providing for the maintenance and dissemination of criminal records. An employer, upon request, is to be furnished records on a prospective employee which reflect convictions only or which pertain to an incident for which the prospective employee is currently within the system of criminal justice, including parole or probation.

The minimum hours of reasonably continuous employment required to complete an apprenticeship agreement was reduced from 4,000 hours to 2,000, and the requirement that apprentices be at least age 16 and preferably under 21 was removed.

Time spent as a member of the State legislature will not be considered a break in service for purposes of calculating employee benefits under private pension plans.

New Hampshire

Wages. The minimum wage rose to \$2.90 an hour and will continue to increase each year to match Federal rates.

Permissible deductions from the minimum wage for food and lodging furnished to employees working in hotels, motels, and restaurants were increased.

The minimum wage law was amended to prohibit employers from hiring students at a subminimum wage rate or without compensation, to replace existing or laid off workers.

Child labor. Minors age 16 and 17 may now handle wine if working as grocery clerks, cashiers, or baggers. They now may also clean tables and lounge areas and move cases of alcoholic beverages in establishments serving such beverages, as long as they are not involved in serving drinks and an adult is in attendance.

Equal employment opportunity. Mandatory retirement was abolished for all public sector employees and for those in the private sector whose employers employ six workers or more.

Labor relations. The public employee labor relations law was amended to provide for three alternate members of the public employees labor relations board, and to increase from 30 to 45 days the time allowed both for holding hearings and making decisions on unfair labor practice charges. The issuance of a cease-and-desist order was made mandatory in cases of violation, and the board was given new authority to order payment of costs incurred by the injured party.

Displaced homemakers. A new law directed the labor commissioner to establish two pilot multipurpose centers to provide displaced homemakers with counseling, training, and job referral services to help them become gainfully employed.

Other laws. The minimum time for completion of an apprenticeship was reduced from 4,000 hours to 2,000.

The minimum contract amount on which public works contractors and subcontractors must furnish payment bonds was increased from \$10,000 to \$25,000.

Several State agencies are scheduled for sunset review and termination between July 1, 1981 and July 1, 1985, unless renewed by the legislature, including the labor department's di-

visions of administration and support, inspection, labor statistics, and workmen's compensation and the workmen's compensation commission.

New Jersey

Wages. The minimum wage rate was increased from \$2.50 to \$2.90 an hour on March 1, 1979, with a further increase to \$3.10 on January 1, 1980. Full-time students may be employed by their college or university at not less than 85 percent of the minimum wage.

Child labor. Summer employment of minors between 16 and 18 years of age by a summer resident camp, conference, or retreat operated by a nonprofit or religious organization was exempted from the hours and nightwork restrictions of the child labor law, unless the work is primarily general maintenance or food service. Also they were exempted from posting and record-keeping requirements.

The ban on employment of minors where liquor is sold no longer applies to minors (between age 16 and 18) working in executive offices, maintenance departments, or pool or beach areas of hotels, motels, and guesthouses.

Displaced homemakers. A displaced homemakers act was passed requiring the Division on Women in the Department of Community Affairs to identify and maximize the use of existing displaced homemaker programs. The division is also to provide technical assistance and encouragement for the expansion of other multipurpose programs to provide displaced homemakers with job counseling, training and placement, and other services.

Other laws. Under a revision of the State penal code misdemeanor offense in other statutes which carries a penalty of 6 months imprisonment or less is reclassified as a disorderly persons offense. Violations of numerous laws, including child labor, minimum wage, prevailing wage, wage payment, industrial homework, and worker's compensation laws, are thereby reduced from crime class offenses to disorderly persons offenses. Among other consequences, these offenses now carry a statute of limitation of only 1 year, are lowered to the jurisdiction of magistrates' courts, and extradition authority is no longer available.

New Mexico

Wages. The minimum wage was increased from \$2.30 an hour to \$2.65 on July 1, 1979, with further increases to \$2.90 on July 1, 1980, and to \$3.35 on July 1, 1981. The farm rate will increase in four steps to \$3.35 on July 1, 1982. All persons 18 years of age and under were exempted from the minimum wage law, except graduates of secondary, vocational, or training schools.

An increase from \$2,000 to \$20,000 was made in the threshold amount for coverage of public works contracts under the prevailing wage law.

The maximum amount of disposable earnings exempt from garnishment for child support was reduced to 50 percent; for all other types of garnishment, the exemption remained at the greater of 75 percent of disposable earnings or an amount each week equal to 40 times the Federal minimum hourly wage.

Equal employment opportunity. A State Agency on Aging was established which, among other duties, is to encourage training

programs and opportunities for older workers and develop new job placement methods.

Private employment agencies. All regulation of private employment agencies ceased as of July 1, 1979, the result of previously adopted sunset legislation.

Occupational safety and health. Any civil penalty assessed the State or any political subdivision for a serious violation of the occupational health and safety act will be considered paid if the violation is corrected within the time permitted. Also, an employer now may be assessed a civil penalty of up to \$1,000 for each violation of the law that is not of a serious nature.

Other laws. The Labor and Industrial Bureau in the Department of Human Services was abolished and an independent three-member Labor and Industrial Commission and an Office of Labor Commissioner established.

An employer who discharges or threatens to discharge an employee because of jury service will be guilty of a misdemeanor.

New York

Wages. By prior law, the minimum wage rate for non-agricultural workers was increased to \$2.90 on January 1, 1979, with additional increases to \$3.10 on January 1, 1980, and to \$3.35 on January 1, 1981.

In resort hotels, tip credit allowances and maximum permissible deductions for meals and lodging were increased.

Child labor. Minors serving as members of a certified volunteer ambulance service now must be at least 15 years of age, have current Red Cross training, be under the supervision of an emergency medical technician, and be covered by workers' compensation.

Equal employment opportunity. Under the antidiscrimination law, the criterion for ascertaining disability for job purposes was redefined to cover a condition which does not prevent the person from performing the job in a reasonable manner, instead of a condition unrelated to ability to engage in activities involved in the job sought.

Labor relations. The provisions relating to mediation and arbitration for police and fire department contract disputes were extended to July 1, 1981, and the statute permitting an agency shop fee deduction from the wages of State employees was extended to September 1, 1981.

Occupational safety and health. An Office of Fire Prevention and Control was created in the Department of State to advise and assist in arson suppression, detection, investigation and prosecution, fire prevention and control, and other fire-service related problems. The office will be assisted by a fire safety advisory board in such functions as the evaluation and making of recommendations on Federal and State legislation and programs relating to fire safety service, policies, and programs.

Other laws. The education department was directed to make rules and regulations for school districts to supervise programs for minors required by the courts to perform public service work, assuring that certain labor standards are adhered to, including wages and other conditions of work, and workers' compensation coverage, and assuring that such minors are not used to replace regular employees.

A Long Island Job Development Authority was created to develop employment opportunities in Nassau and Suffolk Counties by assisting in the financing of business facilities likely to stimulate those opportunities, by advancing the development of eligible business enterprises, and by the annual formulation of an overall economic development plan for the bicounty region.

North Carolina

Wages. The former minimum wage, maximum hours, child labor, and wage payment laws were consolidated into a single wage and hour act. Major changes included an increase in the minimum wage rate from \$2.50 to \$2.75 an hour on July 1, 1979, with a future increase to \$2.90 on July 1, 1980, extending minimum wage coverage to public employees, and requiring that overtime be paid after 45 hours a week instead of after 50 hours. The law also restricts what may be deducted from a worker's pay and makes violators of the minimum wage, overtime, and wage payment provisions liable for the unpaid wages plus up to an equal amount of exemplary damages.

The maximum amount of a parent's monthly disposable income subject to garnishment for court-ordered child support was increased from 25 to 40 percent.

Child labor. Several changes were made in the child labor provisions including adoption by reference of the federally banned hazardous occupations; elimination of work-hour restrictions for 16- and 17-year-olds; revision of the hour restrictions for 14- and 15-year-olds; and authorization for the labor commissioner to issue waivers in special circumstances and to impose civil penalties for violation of the law.

Pages working in the General Assembly or Governor's office were exempted from coverage under the minimum wage, overtime, child labor, and recordkeeping laws.

Agriculture. The Department of Human Resources was appropriated funds to pay for inpatient hospital care and related services for migrant farmworkers and their dependents while in the State.

Equal employment opportunity. The mandatory retirement age of public employees was raised from age 65 to 70, and the provision retained permitting continued employment beyond the retirement age on a year-to-year basis with employer approval.

The Wilmington city charter was amended to enable the city council to adopt ordinances prohibiting discrimination in employment and to establish an enforcement agency which will receive, initiate, and investigate complaints, and issue cease-and-desist orders for unlawful practices. New Hanover County was authorized to adopt ordinances prohibiting acts of employment discrimination based on race, color, national origin, gender, religion, handicap, or age.

Labor relations. Cities or counties may request that the Governor temporarily assign the State police to assist in local law enforcement if local police strike or engage in other job actions.

Private employment agencies. A new private employment agency law was enacted, replacing one that expired through sunset legislation. The new law includes establishment of an advisory council with authority to approve regulations promulgated by the labor commissioner.

Displaced homemakers. The Council on the Status of Women was authorized to establish a multipurpose center to provide counseling, training, education, and placement services to help displaced homemakers seeking employment. Whenever possible, the center will be staffed by displaced homemakers.

Other laws. The Governor now is to appoint a public member as chairperson of the Employment and Training Council, rather than serving as the chairperson himself. The council is to prepare an annual report to the Governor on its activities.

The number of hours of required on-the-job training in approved apprenticeship programs was reduced from 4,000 hours to 2,000.

Public utilities were permitted to obtain criminal records of applicants for or employees with jobs permitting or requiring access to nuclear power facilities or nuclear materials.

Vocational rehabilitation service functions for physically and mentally disabled persons were transferred from the State Board of Education to the Department of Human Resources, which is authorized to cooperate with the Federal Rehabilitation Services Administration in administering the Federal Rehabilitation Act.

North Dakota

Wages. Wage orders were revised to increase minimum rates for covered employee occupations, effective July 1, 1979. The new minimum for manufacturing is \$2.95 an hour, and \$2.60 an hour for public housekeeping with an additional increase to \$2.80 on July 1, 1980. The new rates for mercantile employees and professional, technical, and clerical employees are \$2.55 and \$2.80 an hour, but will increase to \$3.10 on January 1, 1980.

The \$1,000 maximum was eliminated for the amount of any one wage claim which may be assigned to the labor commissioner for recovery by civil action.

Courts must now include in each judgment containing child support provisions an order directing the assignment of wages to meet the required payments. In the absence of a wage assignment, the courts are authorized to order employers to withhold wages for overdue child support. Employees are not to be discharged or disciplined because of such actions.

A concurrent resolution directs the legislative council to conduct a study of the feasibility and benefits of revising or repealing the State's wage garnishment law.

Equal employment opportunity. An equal employment opportunity law was enacted banning discrimination by employers of more than 15 employees on the basis of race, color, religion, sex, or national origin. The labor department is authorized to receive complaints and negotiate settlements within 60 days; district courts have jurisdiction over actions claiming violations.

Veterans previously granted preference in public employment if physically and mentally able to perform the duties of the position sought are now specifically required to meet the education and experience qualifications of the position as well.

Labor relations. A concurrent resolution requested that eligibility requirements of the Federal Food Stamp Act of 1964 be amended to prohibit striking employees from receiving government assistance.

Occupational safety and health. A new act gave the Industrial Commission authority to regulate the storage and disposal of nuclear and other wastes, including issuing permits and bring-

ing civil action in the event of violation.

Provision was made for an annual fire inspection of all State institutions and buildings by the State fire marshal or by the fire department of the city or fire protection district in which the institution or building is located.

Displaced homemakers. A new law, effective until June 30, 1981, directed the Employment Security Bureau to establish a multipurpose service center and mobile unit to provide displaced homemakers with counseling, training, education, and placement services. Whenever possible, the centers will be staffed by displaced homemakers.

Other laws. The Sheltered Workshop Program became the Vocational Rehabilitation Facilities Program.

A resolution urges State agencies, departments, boards, and commissions to furnish the State employment service with information on their employment opportunities.

Ohio

Wages. Employers with less than \$150,000 gross annual sales must pay a minimum wage of at least \$1.50 per hour, compared to the \$2.30 rate applicable to larger employers. Prior wage orders which set subminimum rates for certain industries with gross annual sales less than \$95,000 were repealed.

A law enacted in late 1978 increased from \$1,000 to \$2,500 the amount of final wages an employer may pay to eligible survivors of a deceased employee without letters of testament.

Equal employment opportunity. Age discrimination is now prohibited under the Civil Rights Act for persons between 40 and 70. An earlier separate age discrimination law, enforceable through civil action by the aggrieved individual, was extended to include these ages, instead of 40 to 65.

Prohibitions on discrimination because of sex will now include pregnancy or illness arising from pregnancy or childbirth. Employers are not required to pay for health insurance benefits for abortions, except where the mother's life is endangered or where complications arise from an abortion.

Other laws. The required period of on-the-job work experience for apprentices was reduced from 4,000 hours to 2,000. A new law gives employees the right, upon written request, to obtain copies of all their medical records that are in the possession of their current or past employer. Violation of the law will be a misdemeanor.

Oklahoma

Private employment agencies. The private employment agency advisory council was terminated on July 1, 1979, the result of previously adopted sunset legislation.

Oregon

Wages. The minimum wage rate in the nonfarm sector was increased from \$2.30 to \$2.65 an hour on July 1, 1979, with additional increases to \$2.90 on January 1, 1980, and \$3.10 on January 1, 1981.

The Wage and Hour Commission is no longer authorized to set subminimum wage rates for minors under 18 years of age. Instead, it may set a rate at 75 percent of the regular rate for student-learners who are employed on a part-time basis pursuant to a bona fide vocational training program. The State Board of Education is to adopt certificate procedures for this new student-learner category.

Seasonal educational or organized camps with an annual gross income of less than \$275,000 and nonprofit conference centers operated for educational, charitable, or religious purposes were exempted from the minimum wage law.

The labor commissioner now may seek collection of wage claims through administrative proceedings, in addition to taking court action. Wage claims were changed to specifically include damages or civil penalties due employees in connection with claims for unpaid wages.

A worker's weekly disposable wages which exceed 36 times the Federal minimum (previously 40 times) is now subject to garnishment, with the same maximum of 25 percent of disposable earnings remaining in effect.

The Support Enforcement Division of the Justice Department may now use contempt proceedings to enforce garnishments or orders for withholding of wages for support payments, whether or not a request has been made by the designated recipient.

State employees are permitted to authorize the direct deposit of their salary or wages and loan payments to designated banks, savings and loan associations, or credit unions.

Child labor. State law now permits minors 16 and 17 years of age to work as assistants on chartered fishing or pleasure boats, and those age 14 and 15 to work at the dock areas. Minors under age 18 may work on commercial fishing vessels without an employment permit, when employed and supervised by a relative.

Agriculture. Each application for a license to operate as a farm labor contractor now must contain a written sworn declaration appointing the labor commissioner as the contractor's agent to accept a service of summons when the contractor is not available to accept service. The labor commissioner was given new authority to assess civil penalties, and workers were guaranteed a right of action against a contractor who violates the law.

Equal employment opportunity. The provision making it an unlawful employment practice for an employer to discriminate on the basis of physical or mental handicap was expanded to apply to labor organizations and employment agencies. Handicap was redefined as an impairment which substantially limits one or more major life activities.

Refusal of an employer to reinstate a disabled worker to his former position or to available and suitable employment if disabled on the job now will be considered an unlawful employment practice.

Labor relations. The Employment Relations Board may award attorney fees to the prevailing party in a hearing to determine if a public employer engaged in unfair labor practices.

Economic or financial inconvenience to the public or public employer normally incident to a strike by public employees is no longer a basis for the granting of an injunction.

Group health insurance policies now must contain provisions permitting employees to continue their coverage by paying both employer and employee contributions during a strike or lockout.

It was made an unlawful employment practice for an employer to require an employee to pay for a medical examination or health certificate as a condition of continued employment, unless the examination is required by a collective bargaining agreement or by statute or ordinance or payment is made by a health benefit plan financed entirely by the employer.

Private employment agencies. Management consultants or executive recruiters may not make placements in positions paying less than \$30,000 per year, instead of the previous \$20,000, to qualify for exemption from the employment agency law.

Occupational safety and health. The Department of Energy was made primarily responsible for establishing rules for health protection and for the evacuation of people and communities affected by radiation in the event of an accident or catastrophe involving a nuclear power plant or installation.

Displaced homemakers. The displaced homemaker law extended coverage to persons who are on public assistance because of dependent children in the home (especially in cases where aid will terminate within a year because of the youngest child reaching age 18) and to persons underemployed and experiencing difficulty in getting better jobs. Job placement and job development were added to existing services.

Other laws. Courses of study for apprentices and trainees were expanded to include all trades and crafts. These courses may be implemented without approval of the State Apprenticeship and Training Council and State Apprenticeship Committee, if the industry provides the facilities, and the instructors meet industry skill and training requirements.

The number of reasonably continuous hours of employment required to complete apprenticeship training was reduced from 4,000 hours to 2,000, and provision was made for the reciprocal approval of multistate apprenticeship programs and standards of employers and unions in industries other than building and construction.

Workers who incur damages as a result of being induced to change their place of employment through false advertising or false pretenses now are entitled to recover all damages, or \$500, whichever is greater, instead of actual damages alone.

It is now unlawful, under the fair employment practices act, for an employer to require an employee or prospective employee to take a polygraph examination or psychological stress test. The State has a separate law prohibiting the use of lie detector tests as a condition of employment or continued employment.

Pennsylvania

Wages. As provided for in a prior law, the minimum wage rate was increased from \$2.65 to \$2.90 an hour on January 1, 1979, with future increases to \$3.10 on January 1, 1980, and \$3.35 on January 1, 1981. The increases are identical to those under the Federal law. As of January 1, 1979, entitlement to overtime pay for hotel, motel, and restaurant employees began after 40 hours a week rather than the previous 44. The maximum tip credit will be reduced from 45 to 40 percent of the minimum rate on January 1, 1980.

Equal employment opportunity. By an amendment adopted in late 1978, it is not an unlawful employment practice for a religious corporation or association, because of its religious beliefs or practices, to refuse to hire or employ on the basis of sex.

Other laws. A Criminal History Information Act was enacted late in 1978 providing for the protection of individual right to privacy and establishing regulations concerning the dissemination of criminal history record information. Individuals or their legal representatives may review, challenge, correct, and appeal the accuracy and completeness of the information. The State may refuse to license and employers may refuse to hire

persons who have been convicted of a felony or of a misdemeanor which relates to the trade or occupation for which a license is sought or which relates to the applicant's suitability for employment.

Another law, enacted late in 1978, gave employees the right to inspect their personnel files, upon written request, and to insert counter statements in the event of an alleged error. Employers are to make these records available during regular business hours, but may require the employees to use their free time for inspection.

Rhode Island

Wages. The minimum wage rate was increased from \$2.30 an hour to \$2.65 on July 1, 1979, with additional increases to \$2.90 on July 1, 1980, \$3.10 on July 1, 1981, and \$3.35 on July 1, 1982. Youth and student rates were also increased.

Employees of organized camps, which do not operate for more than 7 months a year, who are not employed on an annual full-time basis are now exempt from the minimum wage law.

Court-ordered wage garnishment for the payment of delinquent child support was authorized, and firing employees or discriminating against job applicants as a result of such court-ordered payments was prohibited.

Equal employment opportunity. The fair employment practices act was amended to prohibit age discrimination against persons between age 40 and 70. The State has a separate age discrimination law protecting the 45 to 65 age group.

Labor relations. A State police arbitration law was enacted providing for binding arbitration of all contract disputes, including those involving wages, and reaffirming the public policy that full-time members of the State police force have all the rights of organized workers, except the right to strike or engage in a work stoppage or slowdown.

An employer's failure to implement an arbitrator's award will be an unfair labor practice unless a court issues a stay of the award.

Industrial homework. The distribution of goods for processing to any person in any industry where it has been proven that homework is not susceptible to effective regulation, is now prohibited, unless the person receiving the goods has been issued a contractor's permit by the labor department. The processing of goods owned by another is prohibited without such a permit, and no contract shop may operate in a home.

Occupational safety and health. Various changes were made in provisions dealing with electrical, boiler, and fire safety codes, and the health and safety law on explosives was revised.

Other laws. The required period of on-the-job experience for apprentices was reduced from 4,000 to 2,000 hours, and a statement was included providing for conformance of the apprenticeship program with State law, including equal employment opportunity standards and regulations.

To aid and promote the development of the domestic steel industry, all public work contracts must include a provision that domestic steel will be used unless its cost exceeds by 15 percent any other steel products obtainable.

South Carolina

Agriculture. The migrant farmworkers commission is to develop an accurate statewide census of migrant and seasonal farmworkers and to determine the cost of supportive programs as-

sociated with such workers. The migrant labor division of the labor department was designated the administration agency of the commission.

Equal employment opportunity. The human affairs law, formerly applicable to public employees only, was extended to private sector employers of 15 or more workers, labor organizations, employment agencies, and joint apprenticeship committees and was revised to become a comprehensive antidiscrimination law prohibiting employment discrimination on the basis of race, religion, color, sex, age (between 40 and 70), or national origin. Violation will be an unlawful employment practice. The commission on human affairs was given enforcement authority, including authority to order hiring, reinstatement, and backpay.

The mandatory retirement age for teachers was increased from 65 to 70, with an extension to 72 possible upon approval of annual requests.

Occupational safety and health. The labor commissioner was empowered to seek administrative search warrants from the circuit court when authorized inspectors make proper requests to inspect certain premises or property for occupational safety or health purposes and are denied access.

South Dakota

Child labor. The alcoholic beverage control law was amended to prohibit persons under 21 years of age from selling, serving, or dispensing alcoholic beverages in "off-sale" liquor establishments.

Equal employment opportunity. The mandatory retirement age was raised from 65 to 70 years for public employees, except law enforcement officers and firemen for whom the retirement age remains at 55.

A legislative study will be made of handicapped persons' access to employment, programs, and services. A plan outlining changes which can be made by State and local governments will be presented to the next legislature.

Private employment agencies. A requirement that all registrations for employment or help be shown on the monthly report submitted to the labor department was removed from the law.

Occupational safety and health. The Secretary of the Department of Transportation was authorized to adopt rules and regulations providing for the safe transportation of radioactive materials on the State's roads and highways and to provide appropriate emergency procedures in the event of any accident.

Displaced homemakers. The secretary of the labor department was authorized to establish a pilot multipurpose service center to provide job counseling and placement, health, financial, educational, and legal services to displaced homemakers. Whenever possible, staff positions will be filled by displaced homemakers.

Tennessee

Wages. Deductions will be required from the pay of "employed releasees" from prison toward the cost of their supervision and rehabilitation, and for contributions to the criminal injuries compensation fund.

Equal employment opportunity. The mandatory retirement age of 70 was eliminated from the retirement system for State em-

ployees, except for police officers, firefighters, wildlife officers, and State university employees.

A procedure was established permitting persons alleging discrimination in employment on the basis of a handicap to file complaints with the State human development commission.

Employment discrimination against a blind person because of the use of a guide dog is now prohibited.

A joint resolution was adopted urging county legislative bodies to establish human development commissions and to adopt ordinances prohibiting discrimination on the basis of race, creed, color, religion, sex, or national origin.

Labor relations. Labor negotiating sessions between employee unions and public employers must be open to the public.

Occupational safety and health. A mine rescue corps was created under the direction and control of the labor department, replacing the previous system of owner or union-selected rescue units subsidized by the State.

Other laws. Procedures were established for the issuance of administrative warrants authorizing labor department employees to make inspections and seize evidence.

Violation of the law requiring the deposit of pension and retirement funds in a separate trust account was made a felony punishable by imprisonment of 1 to 3 years, a fine of up to \$10,000, or both.

A joint resolution requested the establishment of a special legislative committee to study the problem of teenage unemployment, focusing on minors 16 to 20 years of age.

All employable persons receiving assistance under the Aid to Families with Dependent Children program now must accept jobs or training through the public employment service, or lose the public assistance.

Texas

Child labor. Students or apprentices enrolled in public school vocational education programs were exempted from the child labor law.

Private employment agencies. The private employment agency law administered by the labor department was repealed and a new law enacted which limits the labor department's authority to the issuance of operating licenses. Parties aggrieved by the activities of agencies must now institute court action to obtain relief.

School districts were prohibited from listing job vacancies with private employment agencies, paying them a fee, and employing applicants referred by such agencies.

The labor agency law which applies primarily to the recruitment of agricultural workers was amended to authorize the labor commissioner to suspend as well as revoke the licenses of labor agents. Each worker recruited must now be furnished with information on the terms and conditions of employment.

Other laws. The home addresses and telephone numbers of peace officers were listed among the items specifically excluded from records available to the public under the State open records act.

Utah

Wages. An increase in the minimum wage to \$2.45 an hour, authorized by a 1978 administrative action, took effect on January 1, 1979 for the retail trade, public housekeeping, restaurant, and laundry, cleaning, dyeing and pressing industries in

Salt Lake, Weber, Utah and Davis counties and in all cities with a population of 5,000 or more. Further increases to \$2.60 and \$2.75 are scheduled for January 1, 1980, and January 1, 1981. The minimum for other areas was raised to \$2.20 an hour with further increases scheduled on the above dates to \$2.35 and \$2.50.

Equal employment opportunity. The antidiscrimination act was amended to include coverage for physically and mentally handicapped persons, and to remove the 65-year upper age limit on age discrimination protection. State officers and employees will now be governed by the antidiscrimination or unfair employment practices provisions of the act. The Antidiscrimination Division of the Industrial Commission will investigate any alleged violation and report its findings to the newly created Personnel Review Board.

The legislature approved an amendment to the State constitution, to be voted on at the next general election, which would remove the prohibition against women working underground in mines and would permit work release and similar programs for prisoners.

A joint resolution opposed granting an extension of the time limit for ratification of the proposed Federal Equal Rights Amendment or any other amendment to the U.S. Constitution.

Occupational safety and health. A Hazardous Wastes Committee was established in the Division of Health to issue regulations for managing and controlling the transportation, storage, treatment and disposition of hazardous waste, and to carry out inspections, hold hearings, and secure compliance.

Vermont

Wages. By prior law, the minimum wage rate was raised to \$2.90 an hour on January 1, 1979, with future increases to \$3.10 on January 1, 1980, and \$3.35 on January 1, 1981.

The Federal wage garnishment exemptions of 75 percent of disposable weekly earnings or 30 times the Federal minimum wage, whichever is greater, were adopted. Discharge of employees as a result of wage garnishment was prohibited.

Equal employment opportunity. The responsibilities and functions of the Governor's Committee on Employment of the handicapped were transferred to the nonprofit organization, Handicapped Opportunities and Programs in Employment, to create Statewide interest and cooperation in promoting rehabilitation and employment of the handicapped.

Virginia

Wages. Students enrolled in work-study or equivalent programs administered by any secondary school, college, or trade school now may be paid monthly, rather than biweekly as usually required.

Child labor. Restrictions concerning night work, maximum hours, and employment certificates were eliminated for 16- and 17-year-old minors. Other changes gave the labor commissioner specific authority to declare occupations hazardous, and remove the exemption for any minor employed in the gathering or processing of seafood. Minors age 14 to 16 now may work in parking lots, as swimming pool lifeguards, as gatekeepers, or in concessions at any public hotel or motel pool. Minors under age 16 employed by their parents in nonhazardous occupations were exempted from the child labor law, and badges are no longer required for street trade employment.

The alcoholic beverage control law was amended to permit establishments which serve alcoholic beverages to employ persons under 18 years of age to bus tables and seat customers in areas where meals are purchased.

Equal employment opportunity. A 16-member equal employment opportunity committee was created to monitor the State's practices in providing equal opportunity to all public employees and job applicants.

The commission for the visually handicapped was directed to cooperate with the Federal Government in administering laws which provide vocational education and other services necessary for the rehabilitation of blind or visually handicapped persons.

Labor relations. If a utility, its employees, or the union fail to give the required 30 days' notice of a proposed termination or modification of a collective bargaining contract or work stoppage, the other party may file for an injunction against such action. The court may impose a fine of up to \$100 against each person and up to \$1,000 against a union for each day the action continues.

Private employment agencies. Payment of per diem and expenses to members of the employment agency advisory board was authorized.

Occupational safety and health. Several changes were made in the occupational safety and health law, including prohibiting retaliation against employees who have filed complaints, testified or otherwise exercised their rights under the act; revising the provisions on issuing and appealing citations and the imposition of penalties; and permitting the labor commissioner to delegate authority concerning occupational health to the State health commissioner.

The labor commissioner was given authority to make occupational safety and health inspections of any workplace with the consent of the owner or under an inspection warrant. Also, the law providing for court-ordered inspection warrants relating to toxic substances was amended to specifically provide for entry to the premises and for testing or collection of samples for testing during the inspection.

Several revisions were made in sections of the health law pertaining to migrant labor camps. Specific sanitary and safety requirements were deleted and are now left to regulations adopted by the board of health and the safety and health codes commission. These requirements may be no more stringent than those actually enforced by the U.S. Department of Labor pursuant to Federal law.

By January 1, 1980, the office of emergency services was to monitor the transportation within the State of those hazardous radioactive materials that could pose a significant potential danger in the event of accidental spillage or release.

Other laws. Prior to starting work on construction contracts of more than \$500,000 let by the State or any water, sewer, or sanitation authority, bidders must submit written assurances that they operate an apprenticeship program registered with the State apprenticeship council or are exploring the feasibility of establishing and registering such a program.

Permits issued by the U.S. Department of Labor will no longer constitute proof of eligibility for employment of aliens in the State. U.S. Department of Justice permits will continue to be acceptable and employment of an alien worker who cannot provide this document is illegal.

Washington

Agriculture. A migrant labor housing project in Yakima County, scheduled to end December 1, 1978, was continued until June 30, 1981.

Equal employment opportunity. The mandatory retirement age was raised from 65 to 70 for all public employees, except police officers and firefighters, and compulsory retirement at age 70 may be waived by an individual's employer.

Private employment agencies. The State's sunset law was amended to remove the employment agency advisory board from the list of agencies scheduled for termination on June 30, 1979.

Displaced homemakers. A 2-year pilot project was established under which the council for postsecondary education is to contract for multipurpose service centers and programs to provide training opportunities, counseling, job placement, and other services for displaced homemakers. Staff positions at the centers are to be filled by displaced homemakers, where possible.

Other laws. Hours of training required under apprenticeship agreements were reduced from 4,000 to 2,000 hours of reasonably continuous employment.

A sunset law abolished several regulatory agencies and boards on various future dates, including the labor department's contractor registration program scheduled for termination on June 30, 1983.

Employers may not require assignment of an employee's rights to an invention for which no equipment, supplies, facilities, or trade secrets of the employer were used and which was developed entirely on the employee's own time, unless the invention relates directly to the employer's business, actual or anticipated research, or results from work performed by the employee for the employer.

Wisconsin

Wages. By administrative action, taken in 1978, the nonfarm minimum hourly wage rate was increased from \$2.55 to \$2.80

on January 1, 1979, with further increases on January 1 to \$3 in 1980, and \$3.25 in 1981. The farm rates were increased from \$2.35 to \$2.60 an hour on January 1, 1979, with further increases to \$2.80 and \$3.05 scheduled for 1980 and 1981.

Wyoming

Wages. An increase from \$5,000 to \$25,000 was made in the dollar threshold of the prevailing wage law.

Hours. Nonemergency overtime beyond 8 hours and up to 16 hours a day now is permitted in underground mines by mutual agreement of the employee and employer. Employers may not take punitive action against employees who decline to agree.

Child labor. Minors under age 16 may now be employed as dishwashers, "busboys" or delivery persons in places where alcoholic liquors and malt beverages are sold.

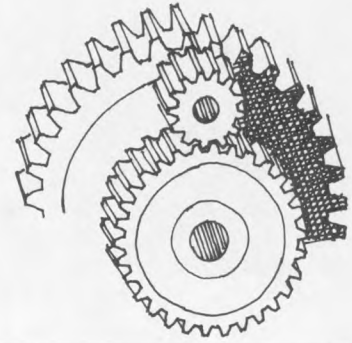
Equal employment opportunity. A discriminatory or unfair employment practice complaint now must be filed with the fair employment practice commission within 90 days of the alleged violation, and the commission was directed to issue cease-and-desist orders within 6 months of the hearing. Time limits previously were not included in the law.

Other laws. A sunset law terminated several regulatory agencies and boards, including the occupational safety and health commission, on July 1, 1981, unless continued or reestablished by the legislature.

— FOOTNOTE —

¹ Kentucky was the only State where the legislature did not meet in 1979. Session was held in West Virginia, but no significant labor legislation was enacted. Puerto Rico and the Virgin Islands were not included in the study.

Productivity Reports



Productivity increased in 1978 in most industries measured

ARTHUR S. HERMAN

Productivity in 1978, as measured by output per employee-hour, increased in about two thirds of the industries for which the Bureau of Labor Statistics regularly publishes data. However, productivity growth was lower and declines were greater for more than half of the industries, during 1978, as compared with 1977. This slowdown is consistent with the state of the nonfarm business sector of the economy, where productivity grew 0.5 percent in 1978 as compared with 1.6 percent in 1977. Table 1 shows productivity trends in industries measured by the Bureau and includes new measures for the fluid milk, folding paperboard boxes, and soaps and detergents industries.¹ It also includes, for the first time, a number of series that are components of previously published measures, and were developed by disaggregating the existing measures: canned fruits and vegetables; raw and refined cane sugar; beet sugar; brick and structural clay tile; ceramic wall and floor tile; household cooking equipment; household refrigerators and freezers; household laundry equipment; household appliances, not elsewhere classified; and primary copper.

Productivity changes in 1978, by industry

Manufacturing. The steel industry, one of the more important industries surveyed, recorded an above-average gain in productivity of 4.4 percent. Demand was up in a number of steel markets, including the construction, and machinery and equipment industries, resulting in a gain in output of 7.4 percent, while employee hours grew by 2.9 percent. The motor vehicles industry, on the other hand, posted a productivity decline of 1.6 per-

cent as compared with a gain of 6.4 percent in 1977. Output in this industry was below the average gain of 2.7 percent, while employee hours grew 4.4 percent. Productivity was affected by a substantial shift to smaller cars resulting in production cutbacks and slower assembly line speeds in large-car plants, as well as by additional hiring and capacity strains in small-car plants.

Among other manufacturing industries, the largest gain was posted in the household cooking equipment industry, up 9.3 percent. Output grew 14.4 percent, buoyed by rapid sales gains for microwave ovens. Large gains were also posted for malt beverages, up 8.4 percent; household appliances, not elsewhere classified, up 7.0 percent; cigarettes, up 5.5 percent; and soft drinks, up 5.1 percent. Conversely, sharp declines were recorded by a number of industries, including primary copper, lead, and zinc (6.6 percent); household laundry equipment (5.4 percent); primary smelting and refining of copper (5.1 percent); sugar (4.2 percent); folding paperboard boxes (3.5 percent); and primary aluminum (3.1 percent).

Mining. Most of the mining industries experienced productivity increases. Coal mining recorded a large gain of 8.7 percent in 1978, in contrast to the declines recorded in almost every year over the past decade. This gain reflected a decline in output of 5.1 percent, and a sharp drop in production worker hours of 12.6 percent; the industry was affected by a major strike in 1978. Copper mining (recoverable metal) also posted a large increase, 8.3 percent. Output was down 0.5 percent in this industry while production worker hours declined further, 8.1 percent. In iron mining (usable ore) productivity grew by 4.7 percent as the industry recovered from a strike in 1977. Output in the iron ore industry showed a very large gain of 45.5 percent, with production worker hours up 38.8 percent. Nonmetallic minerals, however, had a slight decline in productivity of 0.3 percent.

Transportation. Productivity was up in most transportation industries, as their output grew because of general-

Arthur S. Herman is an economist in the Division of Industry Productivity Studies, Bureau of Labor Statistics.

ly favorable conditions in the overall economy. In the railroad industry, productivity was up by a record breaking 12.2 percent, as output grew 3.3 percent and employee hours fell 7.9 percent. Productivity in air transportation showed a high gain of 9.3 percent, based on an above average gain in output of 13.9 percent, and a gain in employment of 4.2 percent. Conversely, intercity trucking, posted a small productivity decline of 0.2 percent, with general freight showing a much greater decline of 1.4 percent.

Other industries. Telephone communications posted a productivity gain of 6.6 percent, hotels and motels was up 4.3 percent, gasoline service stations grew 4.0 percent, and laundry and cleaning services was up 1.0 percent. Declines were posted by eating and drinking places (4.2 percent), retail food stores (3.9 percent), new car dealers (2.0 percent), and gas and electric utilities (1.6 percent).

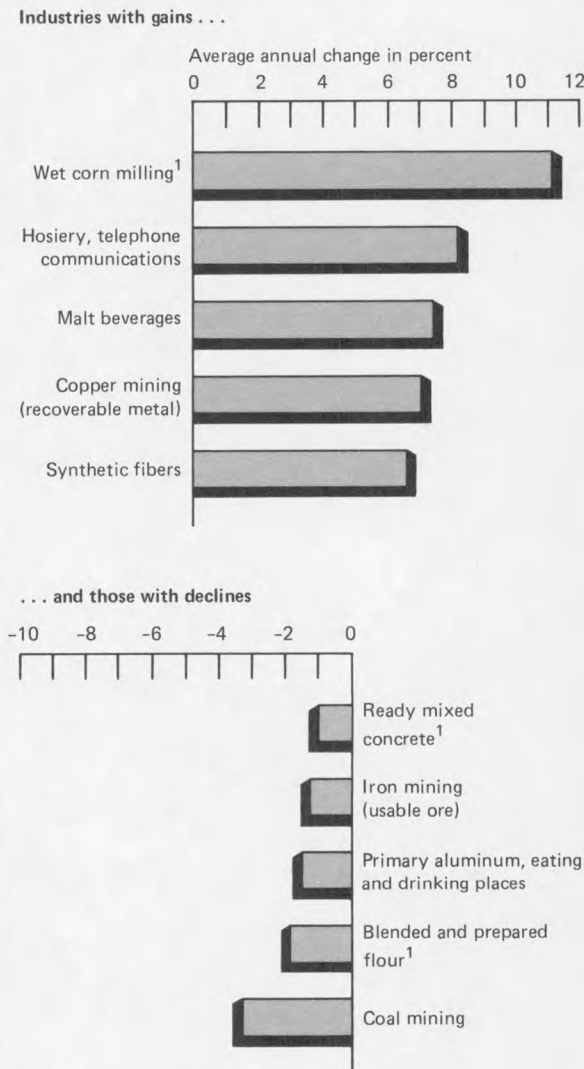
Trends 1973-78

All of the industries registered gains over the long term (generally 1947 or 1958 to 1978). During the most recent 5 year period, 1973-78, more than half of the industries recorded gains that were equal to or greater than the 1.3-percent rate of the nonfarm business sector of the economy. Chart 1 shows industries with significant productivity changes over the 1973-78 period.

Gains. In recent years the wet corn milling industry posted the highest productivity gain, 11.2 percent during 1973-77. (1978 data were not available.) Productivity in this industry was aided by a sharp rise in output, as markets for high fructose syrup, one of the industry's key products, expanded greatly. In addition, a number of new plants, utilizing the latest computerized controls, came into operation during this period. Other industries with high rates over the 1973-1978 period, included hosiery and telephone communications, which both grew at an 8.1 percent annual rate. Recent advances in hosiery knitting machine speeds, automated dyeing techniques, and new packaging equipment have contributed to the advance in output per employee-hour. In telephone communications the utilization of electronic switching for long-distance service has contributed to growth in productivity.

Another industry posting a high rate of productivity gain was malt beverages, which grew at a rate of 7.5 percent. Productivity benefited from the introduction of large automated breweries, and a decline in small, inefficient establishments. Other industries with high rates of gain included copper mining (recoverable metal), 7.0 percent; synthetic fibers, 6.4 percent; bottled and canned soft drinks, 6.2 percent; and prepared feeds for animals and fowl, 6.2 percent.

Chart 1. Selected industries with substantial gains and declines in productivity, 1973-78



¹ Rate of change is for 1973-77

Declines. Among the industries that experienced declining productivity rates over the 1973-78 period, the coal mining industry fell the most, down 3.5 percent per year on the average. Others included blended and prepared flour (1.9 percent); primary aluminum, and eating and drinking places (1.5 percent); iron mining usable ore (1.3 percent); ready mixed concrete (0.9 percent); steel, and motors and generators (0.7 percent); steel foundries, wood household furniture, and soaps and detergents (0.6 percent); retail food stores (0.2 percent); and folding paperboard boxes (0.1 percent).

Table 1. Indexes of output per employee hour¹ in selected industries, 1972-78, and percent changes 1977-78, 1973-78

[1967 = 100]

SIC Code ²	Industry	1972	1973	1974	1975	1976	1977	1978 ³	Percent change 1977-78	Annual average percent change 1973-78
Mining⁴										
1011	Iron mining, crude ore	124.4	130.6	124.0	129.7	130.6	126.0	134.4	6.6	0.6
1011	Iron mining, usable ore	118.8	123.6	114.2	118.6	116.8	110.5	115.7	4.7	-1.3
1021	Copper mining, crude ore	118.1	118.6	114.7	122.2	140.5	145.4	160.5	10.4	7.0
1021	Copper mining, recoverable metal	102.5	97.8	86.9	91.3	110.6	117.1	126.7	8.3	7.0
111, 121	Coal mining	84.2	85.8	84.1	72.7	71.4	69.5	75.5	8.7	-3.5
121	Bituminous coal and lignite mining	83.9	85.9	83.9	72.1	70.8	69.0	74.7	8.2	-3.6
14	Nonmetallic minerals	121.7	128.5	123.3	120.7	126.4	130.7	130.4	-3	8
142	Crushed and broken stone	128.2	141.6	138.6	139.6	140.2	148.5	151.6	2.0	1.6
Manufacturing										
2026	Fluid milk	135.4	140.1	143.6	150.3	156.1	156.2	163.3	4.5	3.1
203	Preserved fruits and vegetables	114.8	125.6	123.0	124.9	132.7	130.4	(⁵)	(⁵)	⁶ 1.5
2033	Canned fruits and vegetables	117.3	130.3	128.1	126.0	138.9	136.1	(⁵)	(⁵)	⁶ 1.7
204	Grain mill products	116.9	116.1	124.4	125.5	131.0	143.7	(⁵)	(⁵)	⁶ 4.9
2041	Flour and other grain mill products	114.3	113.7	119.2	120.8	119.7	136.4	135.3	-8	3.7
2043	Cereal breakfast foods	112.8	111.0	105.3	107.7	112.8	111.4	(⁵)	(⁵)	⁶ 8
2044	Rice milling	115.3	100.3	115.2	111.7	109.7	123.8	(⁵)	(⁵)	⁶ 3.8
2045	Blended and prepared flour	103.6	103.5	116.4	104.6	108.0	97.7	(⁵)	(⁵)	⁶ -1.9
2046	Wet corn milling	138.9	123.3	150.6	152.7	168.7	198.4	(⁵)	(⁵)	⁶ 11.2
2047, 48	Prepared feeds for animals and fowls	115.9	118.5	127.1	129.5	136.9	154.3	(⁵)	(⁵)	⁶ 6.2
205	Bakery products	113.7	113.1	112.9	112.7	112.8	120.4	125.5	4.2	2.1
2061, 62, 63	Sugar	117.4	114.0	110.0	108.1	111.4	116.9	112.0	-4.2	4
2061, 62	Raw and refined cane sugar	107.3	105.6	103.7	97.8	102.0	111.1	(⁵)	(⁵)	⁶ 9
2063	Beet sugar	134.5	127.2	119.7	124.3	128.6	126.2	(⁵)	(⁵)	⁶ 5
2065	Candy and confectionery products	128.7	137.3	149.0	136.0	126.9	144.7	143.8	-6	2
2082	Malt beverages	139.3	153.2	157.2	175.3	192.9	199.6	216.3	8.4	7.5
2086	Bottled and canned soft drinks	113.2	117.3	119.9	129.6	139.7	147.7	155.3	5.1	6.2
2111, 21, 31	Tobacco products-total	110.0	108.1	111.9	114.2	119.3	122.4	126.7	3.5	3.2
2111, 31	Cigarettes, chewing and smoking tobacco	106.1	104.9	106.5	110.3	114.1	117.5	123.9	5.5	3.4
2121	Cigars	120.1	116.8	128.6	126.5	137.1	139.8	140.2	3	3.6
2251, 52	Hosiery	139.2	147.7	168.5	191.6	219.5	208.9	217.9	4.3	8.1
2421	Sawmills and planing mills, general	120.6	112.9	108.2	112.7	118.2	116.4	117.7	1.1	1.4
2435, 36	Veneer and plywood	129.3	126.7	127.4	142.2	142.4	144.2	142.0	-1.5	2.7
251	Household furniture	119.5	123.3	121.2	123.6	126.4	127.0	128.6	1.2	1.1
2511, 17	Wood household furniture	121.8	127.9	122.8	120.5	124.4	123.5	(⁵)	(⁵)	⁶ -6
2512	Upholstered household furniture	111.8	113.7	114.2	120.8	122.2	124.5	(⁵)	(⁵)	⁶ 2.5
2514	Metal household furniture	119.9	119.9	114.3	119.0	121.7	125.4	(⁵)	(⁵)	⁶ 1.5
2515	Mattresses and bedsprings	130.2	138.3	147.8	152.7	157.0	161.8	(⁵)	(⁵)	⁶ 3.8
2611, 21, 31, 61	Paper, paperboard and pulp mills	130.0	135.4	135.2	128.0	140.2	144.0	148.4	3.1	2.1
2651	Folding paperboard boxes	113.1	114.1	120.4	119.9	124.4	118.0	113.8	-3.5	-1
2653	Corrugated and solid fiber boxes	121.6	130.2	137.7	142.2	148.0	144.2	150.2	4.2	2.6
2823, 24	Synthetic fibers	162.2	176.8	173.1	187.2	198.4	224.4	230.7	2.8	6.4
2834	Pharmaceutical preparations	134.9	132.1	141.3	145.4	155.4	151.3	156.1	3.2	3.2
2841	Soaps and detergents	120.0	127.5	132.7	123.3	127.0	126.2	(⁵)	(⁵)	⁶ -3.6
2851	Paints and allied products	119.5	112.1	123.7	129.1	133.2	137.0	137.2	.1	3.9
2911	Petroleum refining	120.5	132.4	121.4	123.7	128.3	136.2	132.8	-2.5	1.1
3011	Tires and inner tubes	118.2	116.7	116.3	115.7	127.6	129.6	130.5	6	2.8
314	Footwear	103.1	102.0	100.3	104.8	105.5	104.5	103.6	-9	6
3221	Glass containers	107.7	112.9	121.6	120.9	121.2	124.0	128.2	3.4	2.0
3241	Hydraulic cement	123.7	129.7	119.0	110.6	120.7	131.6	130.6	-7	1.2
325	Structural clay products	127.3	131.7	134.6	132.0	138.3	146.4	151.3	3.3	2.9
3251, 53, 59	Clay construction products	130.4	133.0	130.7	132.2	140.2	148.6	153.5	3.3	3.4
3251	Brick and structural clay tile	130.2	128.6	132.3	133.7	147.2	143.5	149.2	4.0	3.1
3253	Ceramic wall and floor tile	127.4	133.5	128.1	131.8	131.6	152.4	(⁵)	(⁵)	⁶ 3.0
3255	Clay refractories	116.4	125.6	143.9	127.6	130.3	137.1	142.0	3.6	1.4
3271, 72	Concrete products	113.7	115.9	116.4	113.3	116.3	120.9	(⁵)	(⁵)	⁶ 8
3273	Ready-mixed concrete	104.8	109.0	105.7	102.7	104.0	105.1	(⁵)	(⁵)	⁶ -9
331	Steel	112.7	123.5	123.5	107.6	114.5	115.6	120.7	4.4	-7
3321	Gray iron foundries	118.9	124.2	128.0	126.7	125.6	129.8	130.4	5	8
3324, 25	Steel foundries	106.0	107.6	118.5	113.6	111.5	106.3	110.5	4.0	-6
3331, 32, 33	Primary copper, lead and zinc	135.2	140.6	127.6	126.4	142.7	148.6	138.8	-6.6	1.5
3331	Primary copper	124.5	129.6	116.1	118.7	136.3	143.7	136.4	-5.1	3.0
3334	Primary aluminum	112.2	111.1	122.8	105.8	110.8	109.5	106.1	-3.1	-1.5
3351	Copper rolling and drawing	112.2	117.7	106.3	94.7	105.4	120.7	118.8	-1.6	1.5
3353, 54, 55	Aluminum rolling and drawing	140.5	154.7	157.9	142.5	166.0	163.7	166.2	1.6	1.8
3411	Metal cans	108.0	109.2	113.3	116.0	124.8	131.0	135.1	3.2	4.6
3621	Motors and generators	109.9	115.4	114.8	106.7	109.9	114.0	(⁵)	(⁵)	⁶ -7
3631, 32, 33, 39	Major household appliances	133.0	135.1	134.9	140.7	145.2	150.4	154.6	2.8	3.0
3631	Household cooking equipment	128.9	134.9	138.4	152.8	156.1	153.3	167.4	9.3	4.1
3632	Household refrigerators and freezers	141.7	141.3	143.1	139.9	139.6	148.6	149.9	8	1.2
3633	Household laundry equipment	123.9	131.5	126.0	138.5	145.9	146.1	138.2	-5.4	2.2
3639	Household appliances N.E.C.	134.2	126.7	125.9	132.9	140.3	154.9	165.7	7.0	5.9
3641	Electric lamps	106.2	104.0	104.5	113.3	119.7	116.3	119.6	2.8	3.1
3645, 46, 47, 48	Lighting fixtures	122.4	126.0	121.2	119.1	128.3	128.9	(⁵)	(⁵)	⁶ 1.0
3651	Radio and television receiving sets	132.2	127.0	124.4	125.7	137.3	136.3	(⁵)	(⁵)	⁶ 2.1
371	Motor vehicles and equipment	122.1	123.9	118.8	127.1	136.0	144.7	142.3	-1.6	3.9

Table 1. Indexes of output per employee hour¹ in selected industries, 1972-78, and percent changes, 1977-78, 1973-78—Continued

[1967 = 100]

SIC Code ²	Industry	1972	1973	1974	1975	1976	1977	1978 ³	Percent change 1977-78	Annual average percent change 1973-78
Other										
401 Class I	Railroads, revenue traffic	121.7	133.2	129.6	123.9	131.9	138.4	155.3	12.2	3.0
401 Class I	Railroads, car-miles	115.5	119.2	116.2	115.5	117.5	117.5	125.8	7.1	.9
4213 PT	Intercity trucking ⁷	120.9	123.4	119.3	114.1	128.2	127.9	127.6	-2	1.4
4213 PT	Intercity trucking (general freight) ⁷	114.7	122.1	124.3	117.6	127.9	133.2	131.3	-1.4	1.9
4511	Air transportation ⁷	128.7	131.3	133.0	134.6	146.7	153.6	167.9	9.3	5.1
4612, 13	Petroleum pipelines	142.9	150.4	146.6	147.4	146.6	154.0	(⁵)	(⁵)	⁵
4811	Telephone communications	123.1	128.8	137.3	149.6	165.8	175.9	187.5	6.6	8.1
491, 92, 93	Gas and electric utilities	128.1	129.9	127.5	131.9	135.8	137.8	135.6	-1.6	1.4
54	Retail food stores ⁸	112.5	107.3	104.3	105.0	107.7	107.8	103.5	-3.9	-2
5511	Franchised car dealers	117.2	119.2	116.2	120.5	126.9	131.2	128.6	-2.0	2.3
5541	Gasoline service stations ⁸	128.1	136.6	140.5	138.4	153.2	164.0	170.6	4.0	4.9
58	Eating and drinking places ⁸	105.0	106.7	101.7	102.9	102.2	101.1	96.8	-4.2	-1.5
7011	Hotels and motels ⁸	108.7	108.7	103.2	101.9	106.9	106.1	110.6	4.3	.6
721	Laundry and cleaning services ⁸	104.0	104.0	103.9	103.0	104.5	108.0	109.0	1.0	1.1

¹ Although the output per employee-hour measures relate output to the hours of all employees engaged in each industry, they do not measure the specific contributions of labor, capital, or any other single factor of production. Rather, they reflect the joint effects of many influences, including new technology, capital investment, the level of output, capacity utilization, energy use, and managerial skills, as well as the skills and efforts of the work force. Some of these measures use a labor input series that is based on hours paid, and some use a labor input series that is based on plant hours.

² As defined in the 1972 Standard Industrial Classification Manual, published by the Office of

Management and Budget.

³ Preliminary.

⁴ Mining data refer to output per production worker hour.

⁵ Not available.

⁶ Average annual rate of change is for 1973-77.

⁷ Output per employee.

⁸ Output per hour of all persons.

A full report, "Productivity Indexes for Selected Industries," 1979 Edition, Bulletin 2054, is being prepared and will be available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

¹ For a detailed report on these industries see the *Monthly Labor Review* articles: Elmer S. Persigehl and James D. York, "Substantial productivity gains in the fluid milk industry," July 1979, pp 22-27; Patricia S. Wilder, "Productivity in the soaps and detergent industry" (forthcoming); and James D. York, "Productivity in the folding paperboard boxes industry" (forthcoming).

Family Budgets



Family budget increases in 1978 were the largest in 4 years

The Bureau of Labor Statistics' hypothetical budgets for a family of four and a retired couple increased at faster rates between the autumns of 1977 and 1978 than in the previous 3 years. The increases, reflecting only price and personal income tax changes, ranged from 8.8 percent to 10.2 percent for the four-person family, and 7.7 percent to 8.5 percent for the retired couple.

Budget costs for an urban family of four averaged \$11,546 a year at the lower level, \$18,622 at the intermediate level, and \$27,420 at the higher level. The costs for a retired couple, excluding taxes and deductions, averaged \$5,514 at the lower level, \$7,846 at the intermediate level, and \$11,596 at the higher level.¹ For the four-person family, food costs and personal taxes increased by the greatest amount, while for the retired

couple, food and medical care expenditures reflected the largest increases. (See table 1.)

Measuring hypothetical spending patterns

Significant changes were made in the method of updating family budgets for some local areas as a result of the Consumer Price Index Revision Program, which was completed in January 1978.

The family budgets represent the costs of three hypothetical lists of goods and services that were specified in the mid-1960's to portray three relative standards of living—lower, intermediate, and higher—for each of two precisely specified types of family. The four-person family consists of a 38-year-old husband employed full time, his nonworking wife, a boy of 13, and a girl of 8. The retired couple consists of a husband, age 65 or over, and his wife.

For each budget level, the families have average inventories of clothing, housefurnishings, major durables,

Table 1. Annual budgets for urban families of four and for retired couples, at three levels of living, autumn 1978, and percent changes, autumn 1977 to autumn 1978

Component	Lower				Intermediate				Higher			
	Four-person		Retired couple		Four-person		Retired couple		Four-person		Retired couple	
	Amount	Percent change, autumn 1977-78	Amount	Percent change, autumn 1977-78	Amount	Percent change, autumn 1977-78	Amount	Percent change, autumn 1977-78	Amount	Percent change, autumn 1977-78	Amount	Percent change, autumn 1977-78
Total budget	\$11,546	10.2	\$5,514	8.5	\$18,622	8.9	\$7,846	8.2	\$27,420	8.8	\$11,596	7.7
Total family consumption	9,391	8.5	5,276	8.5	14,000	7.4	7,374	8.2	19,225	7.1	10,721	7.8
Food	3,574	12.0	1,725	12.4	4,609	12.5	2,299	13.0	5,806	12.5	2,884	12.9
Housing	2,233	7.2	1,831	4.9	4,182	4.1	2,641	4.9	6,345	4.3	4,139	5.2
Transportation	856	6.5	360	6.8	1,572	6.8	701	6.5	2,043	6.8	1,299	6.9
Clothing	847	2.3	220	2.8	1,209	2.3	369	2.5	1,768	2.2	568	2.3
Personal care	301	6.7	156	6.8	403	6.9	229	7.0	570	6.5	335	7.0
Medical care ²	1,065	8.7	765	13.2	1,070	8.6	769	13.1	1,116	8.7	774	13.0
Other family consumption ³	515	5.3	220	5.3	956	5.2	366	5.5	1,578	5.3	722	5.1
Other items ⁴	502	6.4	237	8.2	810	6.2	472	8.3	1,365	6.0	875	7.1
Taxes and deductions ⁵	1,654	22.3	.....	.....	3,811	15.4	.....	.....	6,830	14.5	.....	.....
Social security and disability	719	13.8	.....	.....	1,073	11.7	.....	.....	1,091	10.8	.....	.....
Personal income taxes	935	29.9	.....	.....	2,738	16.9	.....	.....	5,739	15.2	.....	.....

¹ On the assumption that the home was purchased 6 years ago, these costs reflect changes in principal payments and mortgage interest rates from 1971 to 1972, and changes in property taxes, insurance, fuel and utilities, and repairs and maintenance from 1977 to 1978.

² For retired couple, "medical care" includes a preliminary estimate for "out-of-pocket" costs for medicare.

³ For both families, "other family consumption" includes average costs for reading, recreation, tobacco products, alcoholic beverages, and miscellaneous expenditures. Costs for education are also included for 4-person families.

⁴ For 4-person families, "other items" includes allowances for gifts and contributions, life insurance and occupational expenses. For retired couples the categories includes allowance for gifts and contributions and, in the higher budget, life insurance.

⁵ Beginning with the autumn 1973 updating of the budget for a retired couple, the total budget is defined as the sum of "total family consumption" and "other items." Therefore, income taxes are not included in the total budgets for retired couples.

NOTE: Because of rounding, sums of individual items may not equal totals.

and other articles. The budgets pertain only to urban families with these specified characteristics. No budgets are available for rural families. The budgets are not intended to represent a minimum level of adequate income or a subsistence level of living, nor do they indicate how

families do or should spend their money.

Consumption costs. For the four-person family, consumption costs rose 8.5 percent in the lower budget, 7.4 percent in the intermediate budget, and 7.1 percent in the

Table 2. Indexes of comparative costs based on an intermediate budget for a 4-person family, ¹ autumn 1978

[U.S. urban average cost = 100]

Area	Total budget	Cost of family consumption												Personal income taxes
		Total consumption	Food		Housing			Transportation ²		Clothing	Personal care	Medical care ⁶	Other family consumption ⁷	
			Total	Food at home	Total ³	Renter ⁴	Homeowner ⁵	Total	Auto-mobile owners					
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas ⁸	102	102	101	101	102	104	103	100	102	100	102	103	104	104
*Nonmetropolitan areas ⁹	91	92	94	98	90	83	84	98	93	98	92	87	85	83
Northeast:														
Boston, Mass	119	116	106	108	138	114	156	117	134	104	97	92	111	144
Buffalo, N.Y.	105	103	101	102	104	103	106	108	102	120	93	83	104	116
*Hartford, Conn	104	108	107	106	110	110	114	110	105	104	129	93	113	87
*Lancaster, Pa	97	96	103	103	94	100	92	99	94	103	87	73	96	96
New York-Northeastern, N.J.	116	112	112	110	127	114	140	93	104	94	103	105	110	145
Philadelphia, Pa-N.J.	104	102	111	110	99	89	103	96	109	84	98	102	101	120
Pittsburgh, Pa	97	96	103	103	90	86	88	100	99	89	97	86	102	98
*Portland, Maine	103	105	105	107	107	109	109	105	99	121	88	95	102	92
*Nonmetropolitan areas ⁹	100	100	100	103	107	88	115	103	98	100	84	90	84	101
North Central:														
*Cedar Rapids, Iowa	98	97	91	90	96	107	93	102	97	115	104	91	102	103
*Champaign-Urbana, Ill	102	104	98	99	106	129	103	102	97	124	108	97	101	98
Chicago, Ill.-Northwestern Ind	101	102	102	103	103	108	105	103	117	94	105	107	105	95
Cincinnati, Ohio-Ky.-Ind	99	99	102	103	95	83	98	100	95	112	89	93	101	94
Cleveland, Ohio	102	103	101	99	104	88	111	100	99	108	122	102	107	95
*Dayton, Ohio	94	95	97	99	89	81	86	96	91	104	91	93	106	82
Detroit, Mich	103	102	99	97	103	94	110	98	97	105	106	111	102	109
*Green Bay, Wis	99	95	90	91	98	95	95	97	92	103	105	85	104	120
*Indianapolis, Ind	98	99	95	95	97	93	99	109	103	108	93	98	108	87
Kansas City, Mo.-Kans	98	99	101	102	91	90	88	105	100	110	110	95	100	93
Milwaukee, Wis	108	102	96	94	108	99	113	101	96	113	106	95	105	139
Minneapolis-St. Paul, Minn	104	98	98	96	98	100	99	98	94	98	107	89	107	138
St. Louis, Mo.-Ill	96	97	103	104	90	83	87	105	104	93	102	89	101	89
*Wichita, Kans	95	97	95	96	91	103	85	102	97	109	104	100	105	84
*Nonmetropolitan areas ⁹	93	94	94	98	92	99	88	97	92	103	96	84	87	90
South:														
Atlanta, Ga	91	92	96	96	82	77	76	95	90	103	102	92	100	79
*Austin, Tex	87	92	90	88	82	82	75	101	96	107	97	93	102	60
Baltimore, Md	100	97	96	94	95	114	84	96	95	102	102	102	101	118
*Baton Rouge, La	90	93	99	100	79	74	74	97	92	108	113	90	101	71
Dallas, Tex	90	94	94	91	86	95	81	102	97	92	101	111	100	64
*Durham, N.C	97	95	93	94	94	101	91	94	89	95	102	106	101	104
Houston, Tex	92	96	96	93	86	85	81	100	95	104	109	113	97	67
*Nashville, Tenn	89	94	92	93	89	83	85	98	94	116	91	84	98	63
*Orlando, Fla	88	92	89	88	86	89	80	96	91	104	89	104	104	61
Washington, D.C.-Md.-Va	108	105	102	102	111	111	112	103	101	90	109	104	111	130
*Nonmetropolitan areas ⁹	86	88	92	96	81	70	71	97	92	93	90	85	83	70
West:														
*Bakersfield, Calif	92	94	95	95	84	101	76	107	102	86	94	121	97	74
Denver, Colo	100	99	98	99	94	85	90	101	96	126	90	95	103	101
Los Angeles-Long Beach, Calif	95	97	97	94	90	116	82	103	102	93	97	125	94	79
San Diego, Calif	95	97	93	89	92	103	90	104	99	97	97	119	100	79
San Francisco-Oakland, Calif	104	105	101	100	104	145	95	107	107	108	118	116	105	98
Seattle-Everett, Wash	100	104	100	99	104	125	98	102	97	111	116	111	103	81
Honolulu	124	117	122	125	124	142	124	107	102	103	112	108	111	171
*Nonmetropolitan areas ⁹	93	92	93	96	89	91	81	95	91	104	99	92	85	94
Anchorage, Alaska	141	138	122	126	163	216	148	132	125	117	135	170	105	178

¹For these urban areas, 1978 costs were estimated using CPI price changes for the appropriate region/population size class.

²The family consists of an employed husband, age 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

³The average costs of automobile owners and nonowners in the intermediate budget were weighted by the following proportions of families: Boston, New York, Chicago, and Philadelphia, 80 percent for owners, 20 percent for nonowners; Baltimore, Cleveland, Detroit, Los Angeles, Pittsburgh, San Francisco, St. Louis, and Washington, D.C. with populations of 1.4 million or more in 1960, 95 percent for automobile owners and 5 percent for nonowners; all other areas, 100 percent for automobile owners.

⁴Housing includes shelter, house furnishings, and household operations.

⁵Renter costs include average contract rent plus the cost of required amounts of heating fuel, gas, electricity, water, specified equipment, and insurance on household contents.

⁶Homeowners costs include interest and principal payments plus taxes; insurance on house and contents; water, refuse disposal, heating fuel, gas, electricity and specified equipment; and home repairs and maintenance costs.

⁷In total medical care, the average costs of medical insurance were weighted by the following proportions: 30 percent for families paying full cost of insurance, 26 percent for families paying half cost; 44 percent for families covered by noncontributory insurance plans (paid by employer).

⁸Other family consumption includes average costs for reading, recreation, tobacco products, alcoholic beverages, education, and miscellaneous expenditures.

⁹As defined in 1960-61. For a detailed description of these and previous geographical boundaries, see the 1967 edition of *Standard Metropolitan Statistical Areas*, prepared by the Office of Management and Budget.

¹⁰Places with population of 2,500 to 50,000.

Table 3. Indexes of comparative costs based on an intermediate budget for a retired couple,¹ autumn 1978

[U.S. urban average costs = 100]

Area	Total budget ²	Family consumption										
		Total consumption	Food		Housing			Transportation ⁶	Clothing	Personal care	Medical care	Other Family consumption ⁷
			Total	Food at home	Total ³	Renter costs ⁴	Homeowner costs ⁵					
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan Areas ⁸	103	103	101	101	107	108	106	101	102	98	101	108
*Nonmetropolitan Areas ⁹	90	90	96	98	80	77	83	97	95	106	98	77
Northeast:												
Boston, Mass	118	118	107	108	141	130	172	104	105	90	97	116
Buffalo, N.Y.	108	108	102	103	113	108	120	117	121	91	94	107
*Hartford, Conn	111	111	107	106	116	123	115	116	104	125	97	116
*Lancaster, PA	99	99	102	104	97	90	98	107	103	84	93	96
New York - Northeastern, N.J.	115	115	113	110	138	125	165	74	94	102	101	111
Philadelphia, Pa - N.J.	104	104	112	110	108	106	114	88	83	91	99	105
Pittsburgh, Pa	102	102	104	103	100	90	102	111	92	90	98	106
*Portland, Maine	106	106	105	107	108	109	108	111	123	82	97	107
*Nonmetropolitan Areas ⁹	99	99	102	104	97	102	116	106	102	100	98	77
North Central:												
*Cedar Rapids, Iowa	99	99	91	90	100	99	99	106	118	99	99	105
*Champaign - Urbana, Ill	104	104	99	100	106	119	98	107	127	105	99	109
Chicago, Ill. - Northwestern Ind	99	99	101	103	97	107	87	92	97	97	101	110
Cincinnati, Ohio - Ky. - Ind	98	98	102	104	92	83	93	101	112	82	99	108
Cleveland, Ohio	104	104	101	99	106	108	108	108	109	116	97	112
*Dayton, Ohio	97	97	98	99	92	89	84	103	106	85	99	111
Detroit, Mich	102	102	97	97	102	105	101	109	108	98	101	110
*Green Bay, Wis	97	97	90	92	98	97	85	103	108	96	100	109
*Indianapolis, Ind	100	100	95	96	100	97	100	110	109	91	99	111
Kansas City, Mo. - Kans	100	100	101	102	94	82	91	109	111	105	102	107
Milwaukee, Wis	103	103	96	94	107	105	110	109	118	99	99	109
Minneapolis - St. Paul, Minn	101	101	97	97	103	108	98	105	101	101	96	113
St. Louis, Mo. - Ill	99	99	103	104	93	81	87	112	95	89	96	103
*Wichita, Kans	99	99	94	96	98	101	89	107	110	99	99	108
*Nonmetropolitan Areas ⁹	92	92	97	99	85	91	90	94	105	112	97	78
South:												
Atlanta, Ga	91	91	97	96	78	75	60	100	102	97	99	108
*Austin, Tex	94	94	89	89	92	92	81	106	106	88	100	102
Baltimore, Md	98	98	96	96	96	104	75	107	101	103	100	104
*Baton Rouge, La	91	91	100	101	72	64	54	106	107	104	98	103
Dallas, Tex	95	95	93	91	89	94	79	110	91	96	104	102
*Durham, N.C	96	96	93	95	94	82	93	103	96	95	103	102
Houston, Tex	97	97	96	93	92	81	89	106	100	103	105	99
*Nashville, Tenn	94	94	92	93	89	88	78	104	116	87	98	104
*Orlando, Fla	93	93	88	88	88	93	73	106	103	86	100	107
Washington, D.C. - Md. - Va	107	107	102	102	112	112	109	114	93	118	104	115
*Nonmetropolitan Areas ⁹	86	86	95	96	73	61	72	97	84	100	98	76
West:												
*Bakersfield, Calif	94	94	94	96	86	87	70	112	83	90	109	99
Denver, Colo	99	99	99	99	93	82	82	106	123	90	99	105
Los Angeles - Long Beach, Calif	97	97	97	95	90	121	62	117	92	94	108	99
San Diego, Calif	95	95	93	89	88	109	69	112	94	91	105	102
San Francisco - Oakland, Calif	106	106	101	101	103	125	81	123	107	118	108	110
Seattle - Everett, Wash	108	108	101	100	115	127	106	110	108	111	103	110
Honolulu	115	115	125	126	109	150	77	127	100	108	102	114
*Nonmetropolitan Areas ⁹	91	91	95	96	82	86	82	95	106	118	100	80
Anchorage, Alaska	139	139	126	127	160	213	152	133	135	175	126	97

*For these urban areas, 1978 costs were estimated using CPI price changes for the appropriate region/population size class.

¹The family consists of a retired husband and wife, age 65 years or over.

²Total budget costs do not include personal income taxes.

³Housing includes shelter, housefurnishings, and household operations.

⁴Renter costs include average contract rent plus the cost of required amounts of heating fuel, gas, electricity, water, specified equipment, and insurance on household contents.

⁵Homeowner costs include property taxes, insurance on house and contents, water, refuse disposal, heating fuel, gas, electricity, specified equipment, and home repair and maintenance costs.

⁶The average costs of automobile owners and nonowners in the intermediate budget were

weighted by the following proportions of families: New York, 25 percent for owners, 75 percent for nonowners; Boston, Chicago, Philadelphia, 40 percent for owners, 60 percent for nonowners; all other metropolitan areas, 60 percent for owners, 40 percent for nonowners; nonmetropolitan areas, 68 percent for owners, 32 percent for nonowners.

⁷Includes average costs for reading, recreation, tobacco products, alcoholic beverages and miscellaneous expenditures.

⁸As defined in 1960-61. For a detailed description of current and previous geographical boundaries, see the 1967 edition of *Standard Metropolitan Statistical Areas*, prepared by the Office of Management and Budget.

⁹Places with population of 2,500 to 50,000.

higher budget. For the retired couple, costs for consumption increased 8.5 percent in the lower budget, 8.2 percent in the intermediate budget, and 7.8 percent in the higher.

Medical care costs increased approximately 13 percent for the retired couple. The prior year's medical care costs for a retired couple were revised to reflect a

large upward revision in preliminary out-of-pocket Medicare costs. (Copies of the 1977 revised data for the budget areas are available from any BLS regional office.)

Homeowner costs increased about 2 percent for both families due to reduction of property taxes in California, and small changes in principal and interest payments for the four-person family. The Bureau's methodology

assumes that the retired couple has completed its mortgage payments. Changes in the retired couple's housing expenses reflect changes in the other homeowner costs.

Tax changes. Personal income taxes shown in the three budgets include estimated 1978 Federal, State, and local payments. Changes in the Federal tax code between 1977 and 1978 did not apply to the type of family assumed in the budgets. However, changes in tax codes affecting these budgets did occur in a number of States. The Federal income tax structure, as well as that of many States, calls for higher rates corresponding to higher incomes. The net result between the 2 years was that personal income taxes increased approximately 30 percent at the lower level, 17 percent at the intermediate level, and 15 percent at the higher level.

The increases contrast sharply to the 1977 income tax changes, when budget taxes decreased 12.7 percent for the lower level, but the intermediate and higher levels rose 4.7 and 9.1 percent from the prior year. As a net result of increases in budget costs, the 1977 Federal tax changes, and State and local tax changes between 1976 and 1978, the ratio of personal income taxes to total budget has remained 8 percent for the lower level families. The ratio for the intermediate increased from 13.8 to 14.7 percent, and for the higher, from 19.2 to 20.9 percent.

Differences among urban areas. Area indexes in table 2 and 3 for both families reflect differences not only in price levels but also in consumption patterns, climate, types of transportation facilities, and, in the four-person budget, in State and local income tax regulations.²

Method of updating budgets

The 1978 consumption budgets were estimated by applying price changes for individual areas between

autumn 1977 and autumn 1978, as reported in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), to the appropriate autumn 1977 budget costs for each main class of goods and services. The budgets have been updated by the CPI-W since 1969 when the last direct pricing took place. This method of updating is approximate because the CPI-W reflected spending patterns and prices paid for commodities and services purchased by urban wage earners and clerical workers generally, without regard to their type of family and level of living, and because the updating is done at a relatively aggregated level.

Users should note that the procedures used in updating the budgets to 1978 differ from procedures used previously, because the area sample was changed in January 1978 when the CPI revision program was completed. As a result, individual area price changes between autumn 1977 and autumn 1978 were available for only 25 of the budget areas.

Some data on individual area price changes were available for the remaining 19 budget areas through April/May/June 1978 when the unrevised CPI-W was discontinued. These data, along with price change data for appropriate region and population size classes, were used to update the remaining 19 areas. Thus, these areas were updated with some price data that do not specifically pertain to them.

In line with past revisions of the program, the Bureau of Labor Statistics intends to comprehensively revise the family budget series. A committee of experts has been formed to conduct research and develop approaches to be used in this revision. The number of areas for which budgets will be published in the future will depend upon the resources available, and upon the revision methodology chosen. Users will be informed about the progress of this revision. □

FOOTNOTES

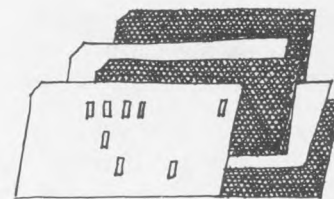
¹ For a general description of the 4-person budgets, see Jean Brackett, "New BLS budgets provide yardsticks for measuring living costs," *Monthly Labor Review*, April 1969, pp. 3-16. The source of data, methods of calculations, and quantities of goods and services for each budget level are described in BLS Bulletin 1570-5, *Three Standards of Living for an Urban Family of Four Persons* (spring 1967), and Bulletin 1570-6, *Three Budgets for a Retired Couple in Urban Areas of the United States* (1967-68). Copies of these publications may be obtained from the National Technical Information Service, U.S. De-

partment of Commerce, Springfield, Virginia 22151, at a cost of \$6 each for Bulletin 1570-5, accession number PB 227542/LK and Bulletin 1570-6, accession number PB 227521/AS.

For a general description of the retired couple's budgets, see Mary Hawes, "Measuring retired couple's living costs in urban areas," *Monthly Labor Review*, November 1969, pp. 3-16.

² Tables for the lower and higher budget levels, for both types of family, are available from any BLS regional office.

Research Summaries



Seasonal variations in employment and unemployment during 1951–75

MORRIS J. NEWMAN

Each June, thousands of young people enter the labor force, and the levels of employment and unemployment jump markedly from the May figures. In January, large numbers of retail store employees, hired to help out in the Christmas rush, leave employment, and the employment level drops. In the same month, many construction workers are laid off because it is too cold to work outdoors. These three events are examples of labor force seasonality—annual events that affect the levels and rates of employment and unemployment.

Much of the data published by the Bureau of Labor Statistics is “seasonally adjusted,” that is, estimates of the approximate level of the seasonal variations that usually occur from one month to the next are identified and distributed over the course of a year. This adjustment allows analysts to focus on changes in the data that may have resulted from economic and other nonseasonal forces. Without such adjustments, short-term movements in labor force series due to changes in underlying economic conditions would be far more difficult to discern, because seasonal variations account for an overwhelming proportion of the month-to-month changes in labor force data. For example, usually more than 90 percent of the monthly variation in the level of unemployment results from seasonal conditions.¹

Economists have frequently identified three major types of unemployment: *cyclical*, caused by business cycle downturns or recessions; *frictional*, the result of voluntary job changes, entrances into and exits from the labor force, and industrial movements; and *structural*, an imbalance caused when jobseekers lack the skills required for available jobs. Some argue that there is a fourth type—*seasonal* unemployment—while others see seasonality as an aspect of the other three types. Whatever the preference, seasonality is an important and of-

ten significant part of the unemployment picture. Thus, although most labor force data are adjusted to remove the effects of seasonality, seasonal variations should be studied. A worker who is laid off because of a cold winter is just as unemployed as a worker who is a victim of recession.²

This article provides an analysis of labor force “seasonality.” Using monthly Current Population Survey data from 1951 to 1975, disaggregated by sex and age, the article describes the variations in patterns of seasonal factors of employment and unemployment among various population (age/sex) groups and examines the changes in these patterns which have occurred over the 25-year period.³ These seasonal factors are used to adjust original monthly data to produce seasonally adjusted series of employment and unemployment. Seasonally adjusted data are constructed by dividing a given month’s actual data by the seasonal factor for that month. For example, if actual employment is 10,000 persons and the seasonal factor is 0.95, the seasonally adjusted employment estimate would be 10,526 persons. Over the course of the year, seasonal factors average 1.0, with factors greater than 1.0 indicating months of seasonally induced high employment and factors less than 1.0 indicating seasonally induced employment lows.

This method is called “multiplicative” seasonal adjustment. An alternative is “additive” adjustment, where the adjustment factor represents the number of persons added or subtracted from the original data to yield the seasonally adjusted level. In the above example, the additive factor would be +526. Additive adjustment is usually preferred for adjusting data for groups in which more or less set numbers of individuals move into, or out of, the labor force in response to seasonal conditions. For example, a relatively constant number of teenagers enter the labor force at the end of the school year.

The data presented in this article are “de facto” multiplicative factors: factors derived by dividing the actual level of a statistic by its seasonally adjusted level (whether derived through additive or multiplicative adjustment). This, in effect, recreates multiplicative factors and converts additive factors into a multiplicative form.⁴

Morris J. Newman is an economist formerly in the Office of Current Employment Analysis, Bureau of Labor Statistics.

Teenagers: the school years

Teenagers exhibit stronger, and somewhat different, seasonal patterns than do adults. These differences are caused primarily by the effect of the school year on teenage employment availability. Further, lack of labor force experience means that young people are more likely to have jobs that are less stable seasonally, and they are therefore usually the first to be laid off because of seasonal slowdowns.

The timing of the school year was the dominant event influencing teenage unemployment seasonality during 1951–75. In each year, peak unemployment occurred in June, as the closing of schools for summer vacation enabled many teenagers to seek work. However, there was a shift in the timing of the seasonal low. Prior to 1967, the low occurred in October; beginning in 1967, the yearly low shifted to May, accompanied by a concurrent change in magnitude in the unemployment peak. These developments resulted directly from a definitional change in unemployment made in 1967.⁵ Between 1967 and 1975, the seasonality of teenage unemployment declined, the peak June factor dropping from 1.7 to 1.3 and the May low increasing from 0.74 to 0.86. (The movement of factors toward 1.0 indicates declining seasonality.) Chart 1 shows the patterns of seasonal factors for 1951, 1967, and 1975.

Among male teens, employment seasonality was consistently dominated by a July peak and a January low. The July peak was caused by the employment surge during summer vacation. August, another vacation month, was consistently the second highest month of employment for male teens. Further, many of the jobs in which young people are employed, such as landscaping, housepainting, and other maintenance work, are most prevalent in the summer months. Conversely, the January employment low occurs when students return to school after the Christmas-New Year's break and employment levels are typically at a low ebb.

Employment seasonality for female teenagers, while influenced by the same school-related conditions as male teens, displayed a somewhat different pattern. Again the dominant peak seasonality occurred in July, with August the second highest month. However, after a sharp drop in September, employment increased somewhat in October and November, reaching a secondary peak in December, a likely result of retail store hiring for the Christmas buying season. A similar trend did not occur among male teenagers. As with their male counterparts, the winter months—except for December—were the time of lowest employment among these young women.

The seasonal patterns of teenage employment and unemployment were not mirror images, that is, months of peak employment seasonality were not necessarily months of trough unemployment seasonality. This results because some seasonal occurrences affect employ-

ment and unemployment levels in a similar way. For example, when school closes for summer vacation, many students have already found jobs, pushing up the employment level immediately. Others enter the labor force unemployed, but soon find work, pushing the employment level still higher in July and August. Further, because of this summer labor force surge, unemployment remains relatively high through July and August as some fail to find jobs and others experience short spells of unemployment between jobs.

Young adults: in transition

The years between age 20 and 25 are often a period of transition from school and adolescence to the world of work and adulthood.⁶ Therefore, patterns of seasonality in young adult employment and unemployment are comparable in some instances to those of adults and in others to those of teenagers.

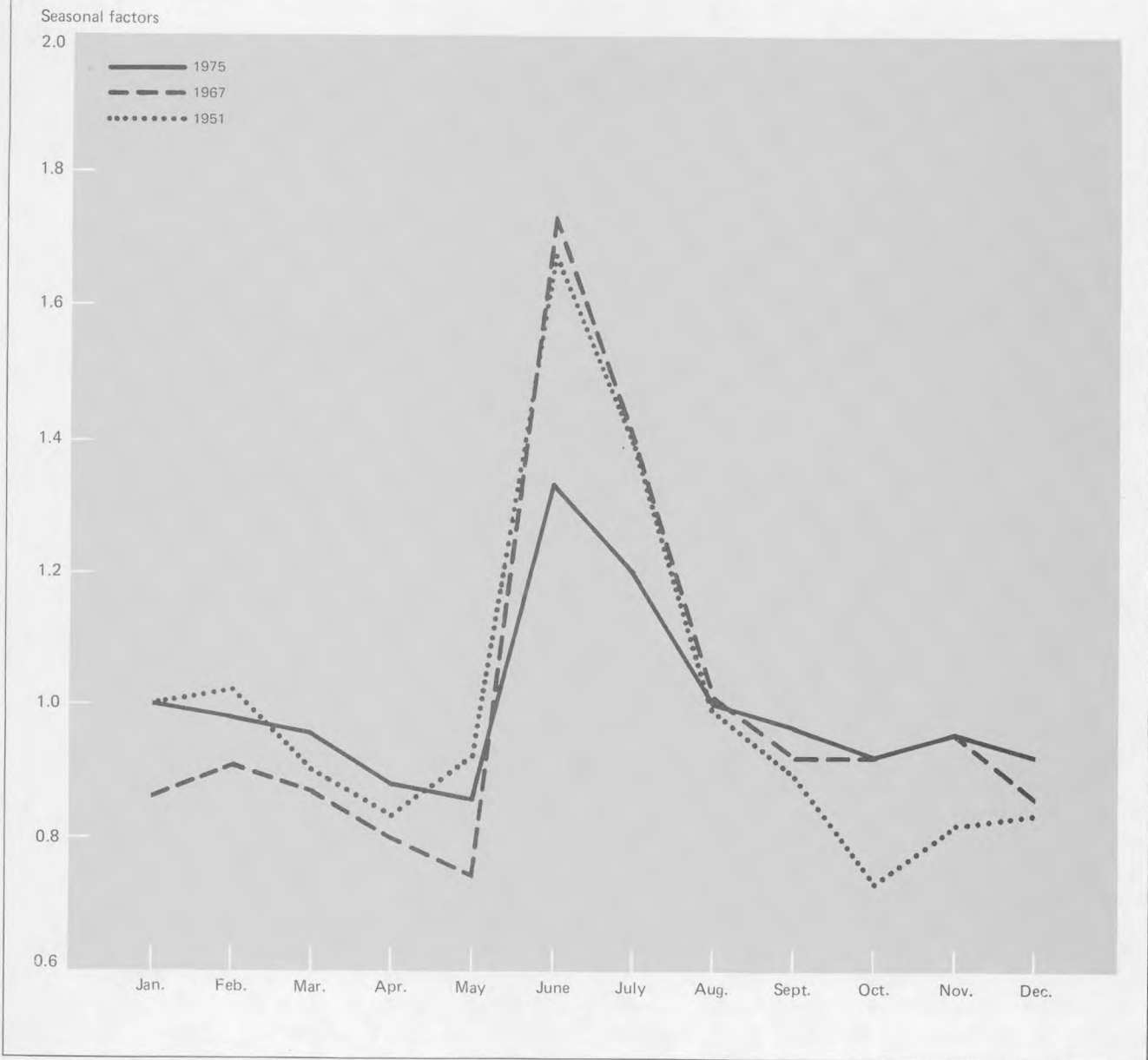
Unemployment. Two periods of peak unemployment among young adult men occurred in each year of the 1951–75 period. The highest, and most consistent, of the two peaks corresponded to the winter slack period that also dominated adult unemployment. The secondary peak recurred each June, apparently related to the timing of the school vacation period.

This June peak was not as consistent throughout the period as was the winter peak. Instead, the June peak remained at the same level throughout the 1950's, increased from 1960 to 1967, and decreased thereafter. The variation in June seasonality is probably related to movements in the likelihood of young adult school enrollment. In 1960, some 20 percent of men age 20 to 24 were enrolled in school; by 1969, this percentage increased to 32 percent, and in 1975, it was down to 26 percent.⁷

Young adult women showed highest seasonal unemployment in June during 1958–75, with a lower peak in January–February. This June peak for young women differed from that of young men in several respects. Women had June increases in unemployment seasonality from 1951 to 1967 and decreases thereafter. However, the change in the magnitude of these factors for young women was far more gradual than for young men. Among the women, the relationship between June unemployment seasonality and school enrollment is not as clear as it apparently is among men: despite their June unemployment peak, women in this age group were considerably *less* likely than men to have been enrolled in school throughout the period. Further, despite the *decrease* in June unemployment seasonality among women from 1967–75, the incidence of school enrollment among young women *increased* throughout the period, not tapering off as it had among young men from 1968 to 1975.⁸

These apparently anomalous seasonality movements

Chart 1. Seasonality of unemployment among teenagers, 1951, 1967, and 1975



in June among young adults probably resulted in part from different responses to winter-induced seasonality. Seasonality in the context of this analysis relates all the months in the year to each other. Therefore, if January–February high unemployment does not affect young women as much as it does young men, the remaining period of high unemployment (June) would be relatively more important among women.

Divergent occupational distributions between men and women in this age group may be central to their differential seasonal patterns of unemployment. Employed young men are much more heavily concentrated

in occupations that have high winter unemployment than are women (61 versus 15 percent in 1975).⁹

Employment. Young adult men showed much stronger, yet more stable, employment seasonality than women. Peak employment for these men occurred in July or August. Lowest employment in each year occurred in the January–February period. The timing of the peaks and valleys was similar to that for teenagers, although the magnitude of the seasonal variation was far less. There were no strong changes in the magnitude of seasonality, nor were any secondary employment peaks or troughs apparent.

Young adult women had very different employment seasonality than men. First, the magnitude of the seasonal variation was much less, probably due to their relatively low school enrollment and high concentration in service and clerical occupations, which have stable seasonality. Second, there were two peak periods of employment: prior to 1973, the dominant months of high employment were from October to December, a likely result of the Christmas buying season; while, in 1961, a secondary employment peak developed in the month of August, probably because of school enrollment. As school enrollment grew among this population, from about 8 percent in 1961 to nearly 19 percent in 1975,¹⁰ the August employment peak gained importance, surpassing the December peak in 1973.

Patterns of low employment among young adult women shifted considerably over the period studied. The winter months had the lowest seasonal employment from 1951 to 1967. The dominant low then shifted to September (when school starts) until 1971, when it moved to May (just before school ends). In 1974, low employment among these women returned to February.

Adult patterns: moderation

Adults exhibited patterns of seasonality distinctly different from youth in several respects. First, the timing of the school year had almost no effect on the employment or unemployment of adult men, although a major effect on women age 25 to 44 was apparent. Second, the magnitude of seasonality was much less among adults because of their longer seniority and their greater need in many cases for stable "breadwinning" jobs. There are also major differences between the seasonality of adult men and adult women.

Unemployment. Men age 25 and over had very stable unemployment seasonality, both in magnitude and timing, throughout the 1951–75 period. In each year, peak unemployment occurred in February, while low unemployment occurred in October or September. A slight decrease in the magnitude of seasonality occurred in 1967, probably resulting from the change in the definition of unemployment that occurred in that year. (See footnote 5.)

Unemployment seasonality of adult men in 10-year age groups over age 25 varied only slightly. Among women, however, there was an important variation between those age 35 to 44, who had unemployment seasonality patterns similar to those age 25 to 34, and women age 45 to 54, whose patterns were similar to those age 55 and over.

As with younger women, unemployment seasonality among those in each age group over 25 was less strong and more complex than that for men of the same ages. Each year during 1951–75, women age 35 to 44 had

more than 1 month of both peak and low unemployment. From 1951 to 1966, unemployment was highest in the winter. However, there were 2 other months in which unemployment peaked as well. During 1951–66, a peak occurred in November. This peak abruptly disappeared in 1967; undoubtedly, the 1967 definitional change which made work availability a necessary precondition for unemployment, resulted in its demise.¹¹ The other peak period of unemployment was August–September.

The August–September peak grew steadily in importance from 1951 until 1967, when it became the period of highest unemployment for women age 35 to 44. This peak in unemployment was probably caused by the combination of September's opening of schools and the dramatic increases in labor force participation among married women with school-age children. The labor force participation rate of these women, 30.3 percent in April 1951, increased to 45.0 percent by March 1967 and 52.3 percent by March 1975.¹² It is quite likely that many left the workforce in the summer months when their children were at home and then returned in September when schools opened. This would also explain why the unemployment peak for them shifted from August to September in 1967, as it is likely that these women began searching in August for work to begin in September. (See footnote 5.) Unemployment among women age 35 to 44 was lowest in December, perhaps because of Christmas hiring, and in May, the month before school closes.

Women age 45 to 54 also had a September unemployment peak that emerged in 1967 but never became dominant over the prevailing January–February peak. The relative lack of strength of the September unemployment peak was probably because the children of women in this age group are older than those of younger women and do not need the degree of parental attention that younger children require. From 1951 to 1957, unemployment among these women was at its lowest in October, while, from 1958 to 1970, December was the low month. From 1971 to 1975, however, June was the month when their unemployment seasonality reached a low point.

Employment. Among men 25 or over, employment seasonality was very slight. In 1975, for example, peak seasonality for this group was 1.01 (October), and low seasonality was 0.99 (January–February). In comparison, men age 20 to 24 had peak seasonality of 1.07 and low of 0.95, while teenage males had a range of from 1.31 to 0.87. Peak seasonality among men 25 or over consistently occurred in September or October, while low seasonality occurred in January–February.

Employment seasonality among women age 25 or over was slightly greater than among men, in contrast

to the situation for teenagers and those age 20 to 24, where women had less overall seasonality than men of the same ages. Peak employment seasonality occurred among women in October or November, with a lesser peak in May during 1951–66.

Although lowest employment for adult women initially occurred in January, the months with lowest employment were July and August from 1961 to 1975. This movement is probably related to the effects of the school year discussed earlier.

EMPLOYMENT AND UNEMPLOYMENT seasonality are dominated by the effects of winter and the timing of the school year. Young people have more seasonality than older workers, primarily because their availability for work is strongly tempered by the demands of school. During 1951–75, with the exception of employment seasonality among those over age 25, there was a greater magnitude between seasonal peaks and troughs among men than women. Women, however, were subject to more shifts in patterns of employment and unemployment seasonality than were men, both in the number of peaks and troughs in a given year and in the timing of the dominant seasonal highs and lows over the 25-year period. There was little evidence of any significant change in the magnitude of either employment or unemployment seasonality, with the exception of some decline among teenagers. □

— FOOTNOTES —

¹ Although seasonal adjustment of labor force data is necessary to isolate the effects on nonseasonal forces, seasonally adjusted data are subject to greater error than original data due to uncertainties in the seasonal adjustment process.

² See *The Economic Report of the President, February 1975*, for a discussion on the four types of unemployment.

³ The January 1951 and December 1975 starting-ending dates for this analysis were chosen because they are, respectively, 3 years from January 1948, when monthly disaggregation of comparable CPS data by age and sex began, and 3 years from December 1978, when the data for this study were organized. The first and last 3 years of data are excluded because seasonal factors are computed from original series data on a weighted moving average basis, 3 years forward and 3 years back in time.

⁴ See *The X-11 Variant of the Census Method II Seasonal Adjustment Program* (Washington, D.C., Bureau of Economic Analysis, November 1976, and U.S. Department of Commerce, National Technical Information Service, No. PB-261 432).

⁵ Prior to 1967, persons were classified as unemployed if they had not worked during the survey reference week (the week containing the 12th day of the month) and had been actively seeking work. Since 1967, however, a 4-week search period was introduced (instead of an implied "last week"), and jobless persons also had to be available for work during the reference week to be classified unemployed. Therefore, many students who were seeking summer work in April, May, or June prior to the end of the school year were no longer measured as unemployed in those months. This caused unemployment to drop sharply in April and May and to a lesser extent in June, because many schools had not closed by the week of the 12th of June. Conversely, this definition change caused unemployment in the other 9

months of the year to rise relative to April, May, and June.

⁶ See, Carol Leon, "Young adults: a transitional group with changing labor force patterns," *Monthly Labor Review*, May 1978, pp. 3–9.

⁷ See *Employment and Training Report of the President 1978* (Washington, Employment and Training Administration, 1978), table B–6.

⁸ Ibid.

⁹ Occupations with consistently high winter unemployment seasonality include managers and administrators except farm, craft and kindred, operatives except transport, transport equipment operatives, and nonfarm laborers.

¹⁰ See *Employment and Training*, table B–6.

¹¹ The end of the November unemployment peak did not result from a decline in the November seasonal factor (from 1.04 in 1966 to 1.05 in 1967). Rather, it was caused by 1966–67 declines in January (1.10 to 1.06), February (1.13 to 1.09), April (0.97 to 0.94), and December (0.88 to 0.85), which in turn resulted in increases in September (1.09 to 1.17) and October (0.98 to 1.07). Therefore, November became part of a steady decline from August–September highs to December's low seasonal unemployment.

¹² See tables B–2 and B–4 of *Employment and Training Report of the President 1978*. It should be noted that the labor force participation rates cited in the text of this article for women with children are for all women with children age 6 to 17. However, the participation rates for women age 35 to 44 who were married with spouse present were nearly identical to those for all women with children age 6 to 17, 30.5 percent in April 1951, 42.7 percent in March 1967, and 52.1 percent in March 1975. Further, among single women in this age group, participation actually declined slightly, from 81.7 percent in April 1951 to 78.1 percent in March 1975. Among those who were widowed, separated, or divorced, participation was essentially unchanged, 69.0 in April 1951 and 69.5 in March 1975.

Individual hourly earnings in men's apparel, 1978

Individual hourly earnings in men's shirts and separate trousers manufacturing ranged from \$2.65 (the Federal minimum wage at that time) to \$5 or more in May 1978. Bureau of Labor Statistics surveys show that, excluding the upper and lower fourths of the workers in the industries' earnings arrays, the range for the remaining middle half of the distribution was still relatively large—a spread of \$1 an hour—for these low-paying industries. About four-fifths of the production and related workers employed in the shirts (85,000) and trousers (55,000) industries were under individual piece rate systems.

Substantial proportions of shirt and trousers workers were at or hovered near the Federal minimum wage—about one-fifth in spring 1978. Subsequently, the hourly pay levels for shirts (\$3.28) and for trousers (\$3.46) were about 60 percent below the all-manufacturing figures. Worker attachment to the Federal minimum wage for these industries in 1978, however, was only half that of 10 years earlier.¹ Sewing machine operators, a relatively low-paying occupational group, continue to be a

majority of each industry's production work force.

Highlights of other survey findings followed patterns found in most American industries under study by the Bureau. As illustrated in table 1, workers in metropolitan areas averaged higher earnings than those in the smaller communities, worker's earnings in the larger mills outgained those in the smaller plants, and the average earnings of union workers exceeded the pay rates of employees in nonunion plants. Establishments operating under labor-management agreements employed nearly three-tenths of the shirt workers and slightly under four-tenths of the separate trousers work force. The Southeast was the principal region in both industries.

Approximately nine-tenths of the shirts and separate trousers production workers were provided paid holidays, paid vacations (after qualifying years of service), and life, hospitalization and surgical insurance plans. Also granted to at least six-tenths of both worker groups were accidental death and dismemberment plans, and major medical coverage. One-half of the shirt workers and about three-fifths in trouser factories were provided pension plans, most of which were financed entirely by the employer.

Table 1. Average straight time hourly earnings¹ of production and related workers in men's and boy's shirts and separate trousers manufacturing establishments, May 1978

Characteristic	Men's and boy's shirts		Men's and boy's trousers	
	United States ²	South-east	United States ²	South-east
All production workers	\$3.28	\$3.20	\$3.46	\$3.40
Men	3.72	3.67	3.93	3.79
Women	3.24	3.15	3.41	3.35
Size of community:				
Metropolitan areas ³	3.43	3.28	3.62	3.52
Nonmetropolitan areas	3.23	3.18	3.40	3.39
Size of establishment:				
Under 250 workers ⁴	3.20	3.05	3.39	3.27
250 workers or more	3.37	3.31	3.51	3.55
Labor management contract coverage establishments with:				
Majority of workers covered	3.65	3.54	3.72	3.72
None or minority of workers covered	3.14	3.13	3.30	3.34
Selected occupations ⁵				
Adjusters and repairers, sewing machine	4.98	4.99	4.96	4.82
Cutters, cloth, machine	4.36	4.22	4.59	4.57
Garment repairers	3.10	3.01	3.24	3.09
Inspectors, final	3.13	3.03	3.48	3.51
Janitors	2.97	2.91	3.03	2.99
Markers	4.10	3.86	3.90	3.87
Pressers, finish, machine	3.66	3.38	3.81	3.68
Sewing machine operators	3.23	3.14	3.41	3.36
Shipping clerks	3.70	3.66	3.73	3.64
Spreaders	3.49	3.40	3.90	4.00
Thread trimmers	3.35	2.95	3.46	3.51
Work distributors	3.06	2.96	3.27	3.22

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately. The comprehensive bulletin provides data for regions in addition to Southeast.

³ Survey coverage nationwide in separate trousers industry reflected only 88 percent of the workers in firms classified in the industry because of few large firms did not furnish data and could not be adequately represented by others visited.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 1974.

⁵ The minimum size plant within scope of the survey was 20 workers in shirts nonmanufacturing and 50 workers for separate trousers.

⁶ The comprehensive bulletin on the surveys provides data for occupations in addition to those presented below.

The comprehensive report on both surveys (*Industry Wage Survey: Men's Shirts and Separate Trousers, May 1978, Bulletin 2035*), as well as a national and regional summary for each industry, and separate releases for 13 areas of concentration for shirt manufacturing and 8 localities for men's separate trousers, may be obtained from the Bureau or its regional offices.

—FOOTNOTE—

¹ Carl Barsky, "Shirt industry loosens ties to minimum wage," *Monthly Labor Review*, September 1975, pp. 48-50.

Cost-of-living indexes for Americans living abroad

The U.S. Department of State has prepared new indexes of living costs abroad for Americans in Buenos Aires, Hong Kong, New Delhi, and Stockholm. The new indexes are 4 percent higher for Buenos Aires, essentially unchanged for Stockholm, and 4 and 7 percent lower than the previous indexes for New Delhi and Hong Kong. (See table 1.) The periods between survey dates were 4 months for Buenos Aires, 13-14 months for Hong Kong and Stockholm, and 22 months for New Delhi.

The new indexes for Buenos Aires and New Delhi were computed using new expenditure weights derived from the 1972-73 Bureau of Labor Statistics Consumer Expenditure Survey data for Washington, D.C. The new weights are being used to compute all indexes based on retail price surveys dated July 1979 and later. For Buenos Aires and New Delhi, the new weights do not make a significant difference in the local index levels. For Americans in Buenos Aires, average prices were up 20 percent more than in Washington, D.C., between surveys, but the peso depreciated 16 percent against the dollar and offset most of the relative price rise. For Americans in New Delhi, however, average prices in the new survey were up 10 percent less than in Washington, D.C., but the rupee appreciated 6 percent relative to the dollar.

For Americans in Stockholm also, a 5-percent appreciation of the krona against the dollar offset a decline in relative prices in national currency. The 8-percent depreciation of the H.K. dollar relative to the U.S. dollar accounts for the decline in the local index for Hong Kong, as prices paid by Americans rose at the same rate as in Washington, D.C.

Because currency exchange rates are subject to sudden shifts, it is advisable to check the prevailing rates whenever using the indexes of living costs abroad. The indexes for these and all other reporting cities are

Table 1. Indexes of living costs abroad, excluding housing and education, November 1979

[Washington, D.C. = 100]

Country and city	Survey date	Monetary unit	Rate of exchange per US \$1	Local index
Argentina: Buenos Aires	July 1979	Peso	1317	133
Australia: Canberra	Apr. 1979	Dollar	0.8751	121
Belgium: Brussels	Mar. 1979	Franc	30.0	158
Brazil: Sao Paulo	Apr. 1979	Cruzeiro	23.0	115
Canada: Ottawa	Dec. 1978	Dollar	1.17	99
France: Paris	Mar. 1979	Franc	4.32	166
Germany: Frankfurt	Mar. 1979	Mark	1.87	164
Hong Kong: Hong Kong	May 1979	Dollar	5.08	112
India: New Delhi	July 1979	Rupee	8.11	93
Italy: Rome	Oct. 1978	Lira	840	114
Japan: Tokyo	Mar. 1979	Yen	212	183
Mexico: Mexico, D.F.	Feb. 1977	Peso	22.0	78
Netherlands: The Hague	Feb. 1979	Guilder	2.06	154
Philippines: Manila	Jan. 1979	Peso	7.38	89
South Africa: Johannesburg	Dec. 1977	Rand	0.8697	91
Spain: Madrid	Dec. 1978	Peseta	69.0	120
Sweden: Stockholm	June 1979	Krona	4.24	173
Switzerland: Geneva	May 1979	Franc	1.65	184
United Kingdom: London	Jan. 1979	Pound	0.4831	123
Venezuela: Caracas	Aug. 1978	Bolivar	4.28	140

SOURCE: U.S. Department of State, Allowances Staff.

published in quarterly reports entitled U.S. Department of State Indexes of Living Costs Abroad and Quarters Allowances, available on request from the Office of Publications, Bureau of Labor Statistics. □

Printers' wage increases lowest in 4 years

Union wage rate increases for the printing trades spanning July 1976-77 were the smallest since 1972-73, according to a Bureau of Labor Statistics survey of unions in large cities.¹ The average advance for printing trade members was 6.6 percent, compared with 6.9 percent in mid-1975-76. (See table 1.)

Between July 1976 and July 1977, wage rates increased by 7.0 percent in book and job shops, 6.2 percent in newspaper plants, and 6.6 percent in lithography shops. Wage rates increased for nearly all of the union membership covered by the survey: 92 percent of union workers in book and job shops received increases, 80 percent of those in newspaper plants, and 99 percent in lithography shops.

The average wage rate for union workers was \$8.46 an hour on July 1, 1977. By industry, averages were \$7.91 for book and job shops; \$8.74 for newspaper plants (\$8.48 for day shifts and \$9.01 for night shifts);

Table 1. Union wage rates for printing trades, annual percent changes and indexes, July 1967 to July 1977

[1967 = 100]

Year	Percent change	Index
1967	4.1	100.0
1968	5.0	105.0
1969	6.6	111.9
1970	8.3	121.1
1971	10.2	133.6
1972	8.0	144.2
1973	6.3	153.3
1974	8.1	165.7
1975	8.5	179.8
1976	6.9	192.2
1977	6.6	204.9

and \$9.26 for commercial lithography shops. Occupational averages in book and job shops ranged from \$5.42 for bindery workers to \$9.69 for photoengravers. Average daywork rates in newspaper plants ranged from \$8.24 for mailers to \$9.22 for photoengravers. In commercial lithography shops, the lowest average was for press assistants and feeders (\$8.23), and the highest for lithographic artists (\$9.76), which was also the highest day-shift average for the survey as a whole.

Regionally, the printing trades pay spread was 33 percent, with the Middle Atlantic States having the highest wage levels and the Southeast and Southwest, the lowest. Although less important than location, city population size also seemed to be related to wage levels. For example, wage rates in cities of at least one million inhabitants averaged \$9.27—11 percent more than those in cities of 500,000 to 1 million (\$8.32); 15 percent more than those in cities of 250,000 to 500,000 (\$8.09); and 23 percent more than those in cities of 100,000 to 250,000 (\$7.52).

Individual city listings and a summary of nationwide results of the survey are available from the Bureau or its regional offices. A comprehensive bulletin, providing more detailed information on wage rates and employer benefit fund payments, is in preparation. □

— FOOTNOTE —

¹ The survey of printing trades was designed to reflect union wage rates in the 153 cities having 100,000 inhabitants or more, based on the 1970 Census of Population. Data for the 66 cities studied were obtained from local union officials through mail questionnaire, telephone, or personal interview. Union wage rates are the basic (minimum) wage rates (excluding holiday, vacation, or other benefit payments made or regularly credited to the employee) agreed upon through collective bargaining. Overtime pay for hours beyond the established daily and weekly maximums is also excluded. Averages do not reflect rates for apprentices or premium rates, except for nightwork in newspaper plants. Thus, the averages do not represent total hourly earnings of organized printing trades members.

Major Agreements Expiring Next Month



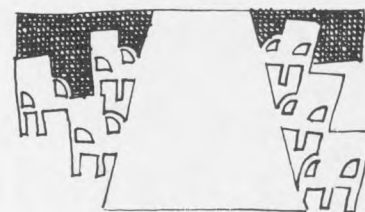
This list of collective bargaining agreements expiring in February is based on contracts on file in the Bureau's Office of Wages and Industrial Relations. The list includes agreements covering 1,000 workers or more.

Employer and location	Industry	Union ¹	Number of workers
A. O. Smith Corp. (Granite City, Ill.)	Transportation equipment	Auto Workers (Ind.)	1,850
Allis-Chalmers Corp. (Independence, Mo.)	Machinery	Steelworkers	1,300
Associated General Contractors of New Jersey	Construction	Laborers	4,500
Beet Sugar Companies (California) ²	Food products	Distillery Workers	3,500
Burroughs Corp. (Michigan)	Machinery	Auto Workers (Ind.)	2,000
Calumet Supermarket Forum, Inc. (Lake County, Ind.)	Retail trade	Food and Commercial Workers	1,500
Colt Industries, Chandler Evans Inc. (West Hartford, Conn.)	Machinery	Auto Workers (Ind.)	1,000
Dow Chemical Co., Michigan Division (Midland, Mich.)	Chemicals	Steelworkers	4,450
Eastern Labor Advisory Association-Cement Division (Interstate)	Trucking	Teamsters (Ind.)	2,300
Eaton Corp., 6 Divisions (Interstate)	Transportation equipment	Auto Workers (Ind.)	3,000
Eltra Corp. (Interstate)	Electrical products	Auto Workers (Ind.)	3,000
Farah Manufacturing Co., Inc. (El Paso, Tex.)	Apparel	Clothing and Textile Workers	1,400
GTE Automatic Electric, Inc. (Huntsville, Ala.)	Electrical products	Communications Workers	2,250
Independent Grocers Agreement (California) ²	Retail trade	Food and Commercial Workers	1,300
Life Savers, Inc. (Canajoharie, N.Y.)	Food products	Bakery, Confectionery, and Tobacco Workers	1,050
Loews Corp., Lorillard Division (Greensboro, N.C.)	Tobacco	Bakery, Confectionery, and Tobacco Workers	2,300
Long Beach and Orange County Restaurant Association (California)	Restaurants	Hotel and Restaurant Employees	6,500
McGraw-Edison Co., Bussman Division (St. Louis, Mo.)	Electrical products	Independent Fuse Workers	2,000
Master Food & Liquor Agreement, 3 agreements (California) ²	Retail trade	Food and Commercial Workers	7,400
Metropolitan Garage Owners Association, Inc. (New York, N.Y.)	Services	Teamsters (Ind.)	2,700
Montgomery Ward & Co., Inc., Detroit Stores (Michigan)	Retail trade	Food and Commercial Workers	1,200
National Fuel Gas (New York)	Utilities	Electrical Workers (IBEW)	1,550
Philadelphia Food Store Employers' Labor Council (Pennsylvania)	Retail trade	Teamsters (Ind.)	1,000
R. H. Macy & Co., Inc., Bamberger Division (Newark, N.J.)	Retail trade	Food and Commercial Workers	1,700
Rockwell International Corp. (Interstate)	Transportation equipment	Auto Workers (Ind.)	5,350
San Diego Gas & Electric Co. (San Diego, Calif.)	Utilities	Electrical Workers (IBEW)	2,200
Spiegel, Inc. (Chicago and Oakbrook, Ill.)	Retail trade	Teamsters (Ind.)	2,700
St. Paul Food Retailers Association (St. Paul, Minn.)	Retail trade	Food and Commercial Workers	2,800
Whirlpool Corp. (Evansville, Ind.)	Electrical products	Electrical Workers (IUE)	5,000
	Government activity	Employee organization ¹	
Ohio: Cuyahoga County Hospitals, Nonprofessional Employees	Public Health	American Federation of State, County and Municipal Employees	2,800
Cuyahoga County Welfare Department	Social Service	American Federation of State, County and Municipal Employees	1,500

¹ Affiliated with AFL-CIO except where noted as independent (Ind.).

² Industry area (group of companies signing same contract).

Developments in Industrial Relations



Newport News shipyard recognizes Steelworkers

Newport News Shipbuilding and Dry Dock Co. acquiesced to a Federal circuit court of appeals ruling and recognized the Steelworkers union as bargaining representative for its 15,500 production and maintenance employees. Company President Edward J. Campbell said that a contract would be negotiated "as soon as practicable."

Steelworkers' officials hailed the representation victory at Virginia's largest private employer as a breakthrough in their efforts to organize workers in the South.

The dispute began in 1978, when the Steelworkers opposed the Peninsula Shipbuilders Association, a company union, in a National Labor Relations Board election at the yard. The vote was 9,093 to 7,548 in favor of the Steelworkers. The Board certified the results but the company appealed the decision, contending irregularities in the balloting. A district judge ordered the Board to reconsider its decision. After hearings, the Board decided the voting irregularities were not sufficiently widespread to affect the election results. The company appealed this decision to the circuit court of appeals, which issued the final ruling in the case.

The Steelworkers had begun a strike against the yard in January 1979, in an effort to force negotiations. The strike was suspended in April because many employees had returned to work.

Union wins access, vote at J. P. Stevens plants

The Amalgamated Clothing and Textile Workers' 16-year attempt to organize employees of J. P. Stevens & Co. was aided by a National Labor Relations Board ruling that the company allow union organizers access to its plants and the winning of a representation election in the South.

The Board ordered J. P. Stevens to grant ACTWU organizers access to its plants during the next 2 years. The Board ruled that the company had repeatedly violated the National Labor Relations Act and had ignored remedial orders of the Board and, on occasion, of Federal courts. Accordingly, the panel declared that

"the imposition of extraordinary remedies" sought by the union was justified.

This ruling resulted from a 1976 organizing campaign at Stevens' Angle and Ferrum plants in Rocky Mount, Va., during which the union charged the company with violations of labor laws. In 1978, an administrative law judge ordered Stevens to reinstate a worker allegedly fired for union activity and to stop threatening other workers who engage in union activity. This current ruling broadened the judge's remedies to include that (1) on request, Stevens furnish the union with a list of all its workers and their addresses, (2) ACTWU officials be given access to company bulletin boards and allowed to address workers in all plants, and (3) in the event of a National Labor Relations Board election at any Stevens facility, the company permit at least two union officials to enter the plant to deliver a 30-minute speech to employees during working time.

The tally at the representation election at a Stevens plant in High Point, N.C., was 68 votes for the ACTWU and 48 for "no union." The win, the union's second at Stevens in the 16-year-period, came despite union claims of unlawful tactics by Stevens. The first victory was in 1978 at a Stevens plant in Roanoke Rapids, N.C., but an initial contract has not yet been negotiated.

Stock payment plan established for meatpackers

The round of bargaining between a number of major meatpackers and the Food and Commercial Workers concluded when Rath Packing Co. settled. Unlike the earlier accords which followed the pattern established by the John Morrell & Co. settlement (*Monthly Labor Review*, October 1979, p. 72), the Rath agreement provided for a stock-wage payment plan.

Under the plan, the 1,800 workers will receive the same hourly wage increases as those at the other companies, but they will receive part of their weekly earnings in Rath common stock until a total of 1.8 million shares has been distributed. Employees will receive at least \$20 of their weekly earnings in cash and stock that will be deposited in individual accounts. The initial split will be \$4 in cash and eight shares of stock at a fixed price of \$2 a share.

UMW, mine operators sign safety pledge

The Bituminous Coal Operators Association and the United Mine Workers signed a pledge to cooperate in improving health and safety conditions in the mines. The pledge was in the form of a memorandum to Governor John D. Rockefeller of West Virginia, chairman of a commission appointed by President Carter to recommend changes to improve collective bargaining approaches, health and safety conditions, and productivity in the coal industry. The memorandum was written by a union-industry-government mine safety study group, which included representatives of the Mine Safety and Health Administration of the U.S. Department of Labor.

The agreement commits members of the BCOA to work through the joint study group for improved "mandatory health and safety standards based on factually justified needs." This includes close cooperation with the agencies responsible for formulating regulations to protect mine workers.

Despite this indication of improved cooperation between the UMW and the BCOA, there was another development that may have an adverse impact on future bargaining in the industry. The Consolidated Coal Co., the Nation's second largest producer, withdrew from the BCOA and announced that it would bargain separately with the union. There also was a possibility of further withdrawals; talks were reportedly underway within the BCOA on a demand by member steel companies that they be given a greater role in negotiations with the UMW.

The BCOA member companies are centered in the Appalachian region and produce about half of the Nation's soft coal, usually in underground mines.

Income taxes urged for funding social security

The controversy over the current and future condition of the social security system was renewed when the Advisory Council on Social Security presented its recommendations to Congress. One of the major recommendations of the Council was that part of the system be funded from income taxes, rather than from payroll taxes. According to the Council, this would reduce the present 6.13-percent payroll tax rate for both employees and their employers to 5.6 percent this year and preclude the need for any future increase until the year 2000.

In a 400-page report, the 13-member panel made up of academic experts and representatives from labor, government, and business recommended:

- Phasing into the system all employees of government and nonprofit organizations.
- Reducing slightly the maximum portion of workers' wages subject to payroll tax. (Effective January 1, 1980, the 6.13-percent tax applied to the first \$25,900

of annual earnings.)

- Improving benefits for divorced women, widows, and workers at the low and high end of the wage range.
- Increasing the age at which a person is eligible for maximum social security retirement benefits from 65 to 68.
- Strengthening the benefit funds during periods of high unemployment by diverting money from general revenues.
- Subjecting half of all social security benefits to income taxes.

The Council found the current system financially sound, stating that the present low levels of funds are temporary and have "little bearing on the long-run financial strength" of the system.

A panel is appointed every 4 years to assess the social security system. The current Council was headed by Henry Aaron of the Brookings Institution.

Initial contract for Southern furniture workers

The AFL-CIO's Industrial Union Department, which for 2 years has been coordinating a drive to organize Southern furniture plants, announced that the United Furniture Workers of America has negotiated an initial contract with the Phoenix Chair Division of Thomasville Furniture Industries. The accord covered 500 workers in West Jefferson, N.C.

The IUD organizing director Harold McIver called the settlement a major breakthrough which will spur efforts to organize other Thomasville Furniture plants, as well as other furniture companies in the South. He said that Thomasville Furniture employs a total of 5,000 workers at 21 plants in North Carolina and Virginia.

The 1-year contract provides for a 9.5-percent wage increase, an additional paid holiday, and improvements in pension and health benefits.

Recording musicians approve new contract

American Federation of Musicians (AFM) members ratified a 25-month contract with the recording industry that provided for an 8-percent increase in wage scales, retroactive to November 1, and a 7-percent increase in November 1980. After the November 1980 increase, musicians' rates will be \$146.81 for a basic 3-hour commercial session and \$96.90 for a 1-1/2 hour session. For symphonic sessions, the new scales will be \$115.62 for 3 hours and \$207.49 for 4 hours.

AFM President Victor W. Fuentealba said that the union also gained provisions setting terms and conditions for recording chamber music and a new formula for "on location" recording of symphony and opera music. According to Fuentealba, these new provisions will improve employment opportunities for AFM mem-

bers in the United States and Canada and eventually reduce the "flood of foreign recordings in the classical musical field."

The contract was approved by a 1,550 to 240 vote in a mail referendum. About 6,200 AFM members who earned at least \$1,000 from phonograph recording in 1978 were eligible to vote.

More settlements in electrical equipment industry

The International Brotherhood of Electrical Workers and the International Union of Electrical Workers settled with RCA Corp., on terms that union sources said were similar to the General Electric Co. settlements that led off the round of bargaining in the electrical equipment industry (see *Monthly Labor Review*, September 1979, p. 61). The RCA accords were negotiated 2 weeks before the expiration date of existing contracts and covered 13,000 workers represented by the IBEW and 6,000 workers represented by IUE. The IBEW agreement is for 3 years and the IUE agreement is for 4 years, with a provision for reopening wage bargaining after the third year.

Wage provisions of the IBEW contract included increases of 12 cents an hour in the first year, 17.5 cents in the second, and 15 cents in the third. In addition, employees received an immediate cost-of-living increase

of 38 cents an hour, and they will receive future automatic semiannual adjustments at the rate of 1 cent for each 0.2-percent movement in the Consumer Price Index. (The previous contract provided for annual adjustments of 1 cent for each 0.3-percent movement in the CPI, with no credit for that portion of any rise between 7 and 9 percent in a year.)

A major insurance improvement was the adoption of a company-financed dental plan for employees and dependents, effective January 1, 1981. The plan provides full coverage of usual and customary fees for diagnostic and preventive procedures and 50 percent coverage for restorative services, up to a maximum annual benefit of \$750 per person. Other insurance improvements included \$400,000 lifetime major medical coverage per disability (formerly \$100,000); full payment of all family hospital-medical costs in excess of \$1,000 a year; full payment for a second surgical opinion; maximum \$200 a week sickness and accident benefits (formerly \$175); and additional optional life insurance for dependents, financed by the employee.

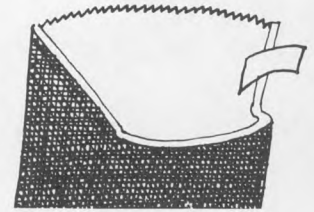
The employee's share of the cost of the pension plan was reduced to 3 percent of that portion of annual earnings in excess of \$9,000 (formerly \$6,600). Minimum pension rates were increased to a range of \$10 to \$16 a month for each year of credited service, compared with \$10 to \$15 at General Electric. □

A note on communications

The *Monthly Labor Review* welcomes communications that supplement, challenge, or expand on research published in its pages. To be considered for publication, communications should be factual and analytical, not polemical in tone.

Communications should be addressed to the Editor-in-Chief, *Monthly Labor Review*, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212.

Book Reviews



People and jobs—taking the long view

Local Population and Employment Projection Techniques. By Michael R. Greenberg, Donald A. Kruekeberg, Connie O. Michaelson with Richard Mautner and Nancy Neuman. New Brunswick, N.J., The Center for Urban Policy Research, 1978. 277 pp.

The purpose of this monograph is to present and analyze models for the projection of population for minor civil divisions for up to 50 years and employment of counties for up to 25 years. Each set of models is introduced by a very clear, concise discussion of the usefulness and limitations of the variety of models currently available for projections.

Three classes of models for the projection of the population of minor civil divisions are given. As the authors explain, the simplest model is an extrapolation of the trend of historical growth rates; the second is based on distributional properties of projections made by regional or county agencies; the third increases or decreases populations on the basis of density limits. The monograph provides a thorough explanation of the population models described, including a summary based on empirical tests and informed judgments which examine the time or spatial appropriateness of each projection method. Both component, for example, cohort-survival and composite, and noncomponent, for example, trend extrapolation and housing unit methods, are analyzed.

The summary, along with the concise discussion which accompanies each method, is an excellent starting point for students of population projection methods. It also serves as a good review for those who have become "attached" to a particular methodology which may no longer fit the changing population trends of their area—or those who have accepted and long since forgotten the limitations inherent in a given method.

The discussion is followed by chapters describing the job set up and a listing of the input deck for a sample program. Because the boundaries of minor political units are frequently artificial, and thus inappropriate for many planning purposes, the authors have included an

excellent chapter on allocations of population to other geographic delineations, such as river basins, market areas, and grid zones.

The second section of the monograph begins with an overview of employment projection techniques followed by a description of four models. The models include Constant Share, Simple Linear Regression, Population/Employment, and OBERS. The popularity (or criticisms, depending on one's point of view) of the OBERS projections makes this section extremely helpful.

The complexity and interdependences characteristic of our modern economic system encourage everyone, individuals, business firms, and government agencies to get into the projection ball game, often with disastrous results. There is no argument as to the need for constructive long term planning at the level of each political unit, especially the minor civil divisions. In addition, allocations of moneys from higher to lower political units are a widely used technique designed to accomplish the goal of local participation in current budgeting and expenditure planning. In some cases, funds are available to local units for the research necessary to develop long range programs and plans. However, more often than not, local expertise to carry out the research even with trained personnel may be less than adequate. No book can provide a complete solution to this problem. But for those not thoroughly familiar with projection techniques, as well as for those who need to update their expertise, this book provides an invaluable tool.

Lest one conclude that it is simply a technical manual for population and employment projections, I would reiterate its contribution in the summarization of the available methodology, specifically its emphasis on the appropriateness, complexity, and limitations of each method. The authors make excellent use of references to other more detailed works on projection methodology and empirical testing. Thus, from many standpoints, as a reference book, as a manual of projection models, and as a thorough analysis of methodology, the book serves its reader well.

—MADELYN M. LOCKHART
Professor of Economics
University of Florida

Landing a good blue-collar job

Blue-Collar Jobs for Women. By Muriel Lederer. New York, E. P. Dutton, 1979. 257 pp. \$12.95, cloth; \$7.95, paper.

The subtitle on the front cover of *Blue-Collar Jobs for Women*, "A Complete Guide to Getting Skilled and Getting a High-Paying Job in the Trades," is not that far off in its self-description, although it isn't until the final section of the book and the appendix that the author addresses both of these tasks. But *Blue-Collar Jobs for Women*, in spite of its title and like its predecessor, *New Job Opportunities for Women*, published in 1974, is a book not just for women. Rather, it is a book for minorities, the handicapped, and even men, who want to find out about skilled jobs and how to get them. In this regard, the book accomplishes its purpose.

In the first and largest section of the book, however, "Best Bets for Jobs that Pay," Lederer has assembled a compendium of craft and blue-collar job descriptions in a format similar to that of *New Job Opportunities for Women*. For each occupation the book describes in depth what the work entails, necessary training and abilities, potential earnings, and the occupational outlook. Although it appears that Lederer relies on data compiled and published by the Bureau of Labor Statistics, she does not mention the source of her figures nor to which year the salary figures refer.

Lederer also neglects to define clearly what she means by the blue-collar classification. The Bureau of the Census defines blue-collar occupations to include craftworkers (workers in construction and mechanics and repairers), as well as operatives and laborers. This distinction is crucial since it represents the wide skill level and salary range of blue-collar work. In giving salary estimates it perhaps would have been helpful for Lederer to point out that a particularly high figure—that for a skilled carpenter, for example—might refer to a union member in a metropolitan area, but be unrealistic for an unskilled worker in another area. It would be erroneous for women to assume that blue-collar work automatically provides an opportunity to make more money.

In reading this first section, one also wonders to what the ending of the chapter head "Best Bets for Jobs that Pay" refers. Is it money? Opportunity? One assumes it means both. Yet, some of the salary ranges are vast—electroplaters, for example, are quoted as making \$2.75 to \$9.80 per hour. And some of the openings for jobs, like printing occupations, are very few or declining.

But for the most part, Lederer conveys the job descriptions of the blue-collar occupations in an interesting and timely manner, chiefly by peppering the text with lots of remarks by women working in blue-collar jobs. For example, in her passage describing the plumber's occupation she writes:

Mary Gardner admits that lady plumbers are rare so far. 'But my hands get between some tight-fitting pipes,' she says, waving a wrench in one hand and a piece of pipe in the other. 'I put a wet bar into a space 2 feet by 2 feet and I could hardly get my own two feet in to run the pipes to the existing kitchen system back-to-back.'

In general, these working women's comments interspersed throughout the text do more than hold the reader's attention. They are particularly illuminating to women interested in following the footsteps of the first successful few, for they give personal insights as to what the jobs are like, in the everyday working atmosphere, the rewards of working in skilled occupations, and what the obstacles were in breaking into the jobs. These passages are realistic. All of the women don't have instant success stories to tell. They have entered the skilled and craft trades in a variety of ways, some with more delays and difficulties than others. But they have entered and succeeded and their comments are testimony to their achievement.

Another passage on the job of the operating engineer repudiates the myth of women's physical incapacity for blue-collar jobs. It reads: "You wouldn't think that Lisa O'Malley, a petite redhead, could move tons of steel everyday in her job, but as a crane operator, that's exactly what she does. It's quite simple to operate a crane, she says. There are three controls for different directions, plus a brake and an alarm to warn people when the load is moving." At another point in the text Lederer makes the comment that men try to put women down for thinking they can excel in blue-collar jobs by telling them, "It's heavy work." Lederer asserts that women should best answer with a reply like, "But so is housework, gardening, nursing, and raising kids."

Besides describing blue-collar and skilled occupations, a big purpose of the book, as described by the subtitle, is explaining how to get into these jobs. Although Lederer begins the mission in the third chapter "Moving Toward Your Job" it is not until the appendix that she makes the forthright statement: "Here are some things you can do to start breaking into a blue-collar program." She suggests some organizations to contact and lists addresses of organizations devoted to women's upward mobility. The appendix of 40 pages is one of the most valuable parts of the book, containing a glossary and information on apprenticeships. Unfortunately, some of the addresses given by Lederer are out of date, undoubtedly a problem related to getting to press her lengthy research efforts.

In yet another respect the book proves valuable. Although the author glamorizes the economic rewards of blue-collar work, she tries not to glamorize other aspects of the occupations. Lederer says, "Are you willing to overlook the disadvantages of the job? Have you looked behind the scenes of what appears to be a glam-

orous job to see what the disadvantages are?" This may be an important assertion to the audience Lederer is chiefly concerned about, because to many women unknowledgeable about skilled and craft jobs, they may appear overly attractive for any number of reasons.

In the introduction, Lederer reminds us that millions of Rosie the Riveters performed innumerable skilled jobs during World War II. During the period from December 1941 to March 1944, 6.7 million women entered the labor force. Of these, 2.9 million were blue-collar workers. After the war their numbers diminished to the extent that census takers did not even count the remaining female blue-collar workers. In recent times, this has changed. Since 1970, the number of women in blue-collar jobs has almost doubled.

One of the reasons Lederer attributes to the recent increase in female blue-collar workers is economic benefit, and she reiterates this theme throughout the book, both in her own words and in her selection of comments from women workers themselves. But it is a point perhaps overemphasized. Lederer says: "Women are finding out what men have known for a long time: A skilled trade pays twice as much as a traditional women's white-collar job." While no one could argue with the credibility of money as a motivating factor, it is not the total nor necessarily the best explanation. For many women, the right to a skilled or craft job is not merely a matter of equal economic rights, but is a matter of equal rights to a job that will prove enormously satisfying. For some women, as well as for some men, meaning and satisfaction are the prime benefits in using their hands and minds in a skillful and complementary manner. These jobs provide an opportunity to use agility, strength, coordination, intelligence, and mechanical aptitudes, qualities over which men have no exclusive possession. So, the right to blue-collar jobs is not just an economic flight from the pink-collar ghetto. It is the flight for women to satisfying and fulfilling—economic and otherwise—jobs and opportunities.

—GAIL MARTIN
Office of Publications,
Bureau of Labor Statistics

Alienation in the organization

Life in Organizations: Workplaces as People Experience Them. Edited by Rosabeth Moss Kanter and Barry A. Stein. New York, Basic Books, Inc., Publishers, 1979. 444 pp. \$17.50 cloth; \$6.95, paper.

"The [organization] is too much with us soon and late, getting and spending we lay waste our powers . . ." seems to be one of this book's major implications which applies to organizational life in either the top or the bottom ranks. Those in the top cadre are typically too

exhausted from the struggle to get ahead to understand fully why matters go as they do at the bottom; while those at the bottom devolve into cynicism because they feel they are never taken seriously enough by management to have a genuine effect on their own or their organization's performances. The author-editors through their selections and their contributions have shed much light on the ways that an imperfect human nature confounds and frustrates workers and managers alike in today's bureaucratic-organizational life.

A little more than a century ago, most people dwelt and earned their living in nearly the same physical location—the modest farm, store, workshop, and so on. Now the vast majority work far from their dwellings in large and complex organizations, which has generated an ethos often quite remote from the familiarity, loyalty, and sense of challenge of the earlier period. The gain in overall output and productivity during this transition was enormous; the resultant feelings of irritation and unease, beginning to border on an outright alienation among employees at the bottom, is what this collection seems to point to in the present work force.

Twenty-two selected essays or case studies, four of which are the editors' individual or collaborative work, are presented in two sections. First are those which examine separately top managers, middle managers, and ordinary workers, and, second, more generalized selections. Even through most of the latter, there continues to run a flavor of the officer (top and middle managers) versus enlisted man (worker) confrontation. The editors see in all of this a power struggle going on overtly and covertly at all levels of the modern social entities for producing and servicing which we call organizations.

At the top, power becomes a riddle intimately intertwined with the protagonist's vanity and ego fulfillment. A top manager is given authority or license to exert power, but quickly finds that the exercise of that power is dependent upon the covert sanctions and permissions granted by the follower managers, and that followers make this grant only when the top manager fills their needs or fits their expectations. When this does not occur, the struggle among the combatants drains energy away from the primary task of managing the overall organization.

Those at the bottom also want power, say the editors, but this is a highly localized power over the particular conditions of work of individuals or small groups. Where formal organizational rules successfully oppose worker controls of this nature, power can be exercised negatively by a rapid decline in responsibility for the quality of output or service, or even some forms of sabotage.

Informal systems, operating around or beneath the formal rules, as described in several of the selections, particularly the Lordstown studies, illustrate how workers take power by controlling the way in which they

work, without regard to management rules or collective bargaining agreements.

Much of managerial theory and training focuses on maintaining a flow of communications between managers, especially those in the middle range, and workers at the bottom. But, except in a few cases like the Scanlon Plan or the Lincoln Electric system, there is almost no earnest attempt to tap the common-sense knowledge the imaginative worker builds up over the years at a workplace. Management is most typically too preoccupied in "making it" up the executive ladder to invest the time and energy required. The employees joke that "there's the right way to do the job and the company way," and become increasingly indifferent to the goals of augmented quantity or quality of output. An officer-enlisted man culture persists as the chasm widens between the largely college trained managers and the less formally educated at the bottom. The trained professionals can't or won't accept the thoughts or ideas of those at the bottom, and this is often deeply resented, causing a pervasive dilution of the organization's potential.

In addition to the more common scenes of industrial workplaces, the collected selections here range over such organizations as universities, retail stores, government agencies, editorial offices, and others. The author-editors see this work as a practical book of advice, and there is much good advice and object lessons to be drawn. One case study presents a well-balanced account of participatory management in an insurance organization in which those at the top and at the bottom share control and power in some unique, and sometimes tenuous, ways.

In addition to the selections themselves, the introductory and summarizing commentary of the editors is knowledgeable and thoroughly straightforward, in fact, refreshingly free of the jargon and clichés so often found in this type of book. This is a solid piece of work that deserves to be read by all persons who are curious about, or have a stake in, modern organizations.

—KENNETH G. VAN AUKEN, JR.
*Special Assistant to the Commissioner
of Labor Statistics*

Book notes

American Labor Sourcebook. Compiled by Bernard and Susan Rifkin. New York, McGraw-Hill Book Co., 1979, 928 pp. \$39.95.

Anyone who spends \$39.95 for this book on the basis of the publisher's claim that it "compiles all the essential information on labor-management negotiations" is likely to be disappointed. A reader with more modest expectations, who wants a lot of information in a single volume, may find it useful.

The 928-page book organizes into 20 sections a

wealth of material photographically reproduced from publications of the Bureau of Labor Statistics, other U.S. government agencies, and the AFL-CIO.

The book begins with a review of "Labor in 1977 and 1978," consisting of "Developments in Industrial Relations" sections from 23 issues of the *Monthly Labor Review*, and ends with a selection of labor force and consumer price tables from the *Monthly Labor Review* and other BLS publications. In between, are sections describing the structure of the labor movement, labor and the courts, Federal labor laws and agencies, labor history, unemployment insurance, workers' compensation, other State labor legislation, and labor in the public sector, in politics, in foreign affairs, and in foreign countries. Also included are a glossary of labor terms, sample labor contract clauses, and *Monthly Labor Review* indexes from 1971 through 1978.

The Rifkins forthrightly credit most of this material to the *Monthly Labor Review*, the *BLS Directory of National Unions and Employee Associations*, the *Handbook of Labor Statistics*, the *Employment and Training Report of the President*, *Federal Labor Laws and Programs*, and the *U.S. Government Manual*. Nevertheless, the *Sourcebook* carries a standard copyright admonition that "no part of this publication may be reproduced . . . without prior written permission of the publisher."

McGraw-Hill has announced plans to produce biennial updates of the *Sourcebook* "to insure the continuing analysis of contemporary developments in the American labor movement." *Monthly Labor Review* subscribers may have the advantage of being able to preview these updates in the *Review*.

—HL

National Directory of Women's Employment Programs: Who They Are; What They Do. Washington, Wider Opportunities for Women, Inc., 1979. \$7.50.

This book contains comprehensive information on organizations serving the needs of women entering the work force. Such organizations typically provide job counseling, development, training and placement services; assistance to employers, unions, schools, and other institutions regarding women's employment; and research, organizing, or advocacy activities related to women's employment.

The *Directory* describes 140 organizations—their names, addresses, telephone numbers, objectives and histories, programs and services, contact persons, publications, and also gives information on the number of employees in the organization and its funding.

The organizations are listed by States in four regions: *Midwest*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, Ohio, and Wisconsin; *Northeast*—Connecticut, Delaware, District of Columbia, Mary-

land, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, and Rhode Island; *South*—Alabama, Florida, Georgia, Kentucky, Louisiana, North Carolina, Tennessee, Texas, and Virginia; *West*—Arizona, California, Colorado, Hawaii, Oregon, Utah, and Washington.

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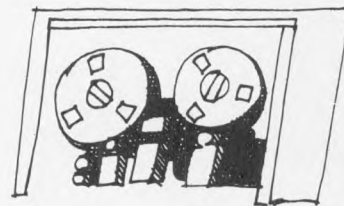
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NOTES ON CURRENT LABOR STATISTICS

This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics. A brief introduction to each group of tables provides definitions, notes on the data, sources, and other material usually found in footnotes.

Readers who need additional information are invited to consult the BLS regional offices listed on the inside front cover of this issue of the *Review*. Some general notes applicable to several series are given below.

Seasonal adjustment. Certain monthly and quarterly data are adjusted to eliminate the effect of such factors as climatic conditions, industry production schedules, opening and closing of schools, holiday buying periods, and vacation practices, which might otherwise mask short-term movements of the statistical series. Tables containing these data are identified as "seasonally adjusted." Seasonal effects are estimated on the basis of past experience. When new seasonal factors are computed each year, revisions may affect seasonally adjusted data for several preceding years. For a technical discussion of the method used to make seasonal adjustments, see "Appendix A. The BLS Seasonal Factor Method," *BLS Handbook of Methods for Surveys and Studies*, Bulletin 1910 (Bureau of Labor Statistics, 1976), pp. 272-78, and *X-11 Variant of the Census Method II Seasonal Adjustment Program*, Technical Paper No. 15 (Bureau of the Census, 1967). Seasonally adjusted employment data in tables 2-7 were last revised in the February 1979 issue of the *Review* to reflect the preceding year's experience. Annual revision of the seasonally adjusted payroll data in tables 11, 13, 16, and 18 was last introduced in the November 1979 issue of the *Review*. New seasonal factors for productivity data in tables 33 and 34 are usually introduced in the September issue. Seasonally adjusted indexes and percent changes from month to month and from quarter to quarter are published for numerous Consumer and Producer Price Index series. However, seasonally adjusted indexes are not published for the U.S. average All Items CPI. Only seasonally adjusted percent changes are available for this series.

Adjustments for price changes. Some data are adjusted to eliminate the effect of changes in price. These adjustments are made by dividing current dollar values by the Consumer Price Index or the appropriate component of the index, then multiplying by 100. For example, given a current hourly wage rate of \$3 and a current price index number of 150, where 1967 = 100, the hourly rate expressed in 1967 dollars is \$2 ($\$3/150 \times 100 = \2). The resulting values are described as "real," "constant," or "1967" dollars.

Availability of information. Data that supplement the tables in this section are published by the Bureau of Labor Statistics in a variety of sources. Press releases provide the latest statistical information published by the Bureau; the major recurring releases are published according to the schedule given below. The *Handbook of Labor Statistics 1977*, Bulletin 1966, provides more detailed data and greater historical coverage for most of the statistical series presented in the *Monthly Labor Review*. More information from the household and establishment surveys is provided in *Employment and Earnings*, a monthly publication of the Bureau, and in two comprehensive data books issued annually—*Employment and Earnings, United States* and *Employment and Earnings, States and Areas*. More detailed information on wages and other aspects of collective bargaining appears in the monthly periodical, *Current Wage Developments*. More detailed price information is published each month in the periodicals, the *CPI Detailed Report* and *Producer Prices and Price Indexes*. Selected key statistical series are presented graphically in the monthly *Chartbook on Prices, Wages, and Productivity*.

Symbols

- p = preliminary. To improve the timeliness of some series, preliminary figures are issued based on representative but incomplete returns.
- r = revised. Generally this revision reflects the availability of later data but may also reflect other adjustments.
- n.e.c. = not elsewhere classified.

Schedule of release dates for major BLS statistical series

Title and frequency (monthly except where indicated)	Release date	Period covered	Release date	Period covered	MLR table number
Producer Price Indexes	January 10	December	February 15	January	26-30
Employment situation	January 11	December	February 1	January	1-11
Consumer Price Index	January 25	December	February 22	January	22-25
Real earnings	January 25	December	February 22	January	14-20
Productivity and costs (quarterly):					
Nonfarm business and manufacturing	January 28	.....	.....	.....	31-34
Nonfinancial corporations .....	.....	.....	February 27	.....	31-34
Work stoppages	January 29	December	February 28	January	37
Labor turnover in manufacturing	January 30	December	February 29	January	12-13

EMPLOYMENT DATA FROM THE HOUSEHOLD SURVEY

EMPLOYMENT DATA in this section are obtained from the Current Population Survey, a program of personal interviews conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. The sample consists of about 56,000 households, selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

Definitions

Employed persons are (1) those who worked for pay any time during the week which includes the 12th day of the month or who worked unpaid for 15 hours or more in a family-operated enterprise and (2) those who were temporarily absent from their regular jobs because of illness, vacation, industrial dispute, or similar reasons. A person working at more than one job is counted only in the job at which he or she worked the greatest number of hours.

Unemployed persons are those who did not work during the survey week, but were available for work except for temporary illness and had looked for jobs within the preceding 4 weeks. Persons who were available for work but did not work because they were on layoff or waiting to start new jobs within the next 30 days are also counted among the unemployed. The **unemployment rate** represents the number unemployed as a percent of the civilian labor force.

The **civilian labor force** consists of all employed or unemployed persons in the civilian noninstitutional population; the **total labor force** includes military personnel. Persons **not in the labor force** are those not classified as employed or unemployed; this group includes persons retired, those engaged in their own housework, those not

working while attending school, those unable to work because of longterm illness, those discouraged from seeking work because of personal or job market factors, and those who are voluntarily idle. The **noninstitutional population** comprises all persons 16 years of age and older who are not inmates of penal or mental institutions, sanitariums, or homes for the aged, infirm, or needy.

Full-time workers are those employed at least 35 hours a week; **part-time workers** are those who work fewer hours. Workers on part-time schedules for economic reasons (such as slack work, terminating or starting a job during the week, material shortages, or inability to find full-time work) are among those counted as being on full-time status, under the assumption that they would be working full time if conditions permitted. The survey classifies unemployed persons in full-time or part-time status by their reported preferences for full-time or part-time work.

Notes on the data

From time to time, and especially after a decennial census, adjustments are made in the Current Population Survey figures to correct for estimating errors during the preceding years. These adjustments affect the comparability of historical data presented in table 1.

Data for periods prior to January 1978 are not strictly comparable with current data because of the introduction of an expansion in the sample and revisions in the estimation procedures. For an explanation of the supplementation procedures and an indication of the differences, see "Revisions in the Current Population Survey in January 1978," *Employment and Earnings*, February 1978, pp. 7-10.

Data in tables 2-7 are seasonally adjusted, based on the seasonal experience through December 1978.

1. Employment status of the noninstitutional population, 16 years and over, selected years, 1950-78

[Numbers in thousands]

Year	Total non-institutional population	Total labor force		Civilian labor force					Not in labor force	
		Number	Percent of population	Total	Employed			Unemployed		
					Total	Agriculture	Nonagricultural industries	Number		Percent of labor force
1950	106,645	63,858	59.9	62,208	58,920	7,160	51,760	3,288	5.3	42,787
1955	112,732	68,072	60.4	65,023	62,171	6,449	55,724	2,852	4.4	44,660
1960	119,759	72,142	60.2	69,628	65,778	5,458	60,318	3,852	5.5	47,617
1964	127,224	75,830	59.6	73,091	69,305	4,523	64,782	3,786	5.2	51,394
1965	129,236	77,178	59.7	74,455	71,088	4,361	66,726	3,366	4.5	52,058
1966	131,180	78,893	60.1	75,770	72,895	3,979	68,915	2,875	3.8	52,288
1967	133,319	80,793	60.6	77,347	74,372	3,844	70,527	2,975	3.8	52,527
1968	135,562	82,272	60.7	78,737	75,920	3,817	72,103	2,817	3.6	53,291
1969	137,841	84,239	61.1	80,733	77,902	3,606	74,296	2,831	3.5	53,602
1970	140,182	85,903	61.3	82,715	78,627	3,462	75,165	4,088	4.9	54,280
1971	142,596	86,929	61.0	84,113	79,120	3,387	75,732	4,993	5.9	55,666
1972	145,775	88,991	61.0	86,542	81,702	3,472	78,230	4,840	5.6	56,785
1973	148,263	91,040	61.4	88,714	84,409	3,452	80,957	4,304	4.9	57,222
1974	150,827	93,240	61.8	91,011	85,936	3,492	82,443	5,076	5.6	57,587
1975	153,449	94,793	61.8	92,613	84,783	3,380	81,403	7,830	8.5	58,655
1976	156,048	96,917	62.1	94,773	87,485	3,297	84,188	7,288	7.7	59,130
1977	158,559	99,534	62.8	97,401	90,546	3,244	87,302	6,855	7.0	59,025
1978	161,058	102,537	63.7	100,420	94,373	3,342	91,031	6,047	6.0	58,521

2. Employment status by sex, age, and race, seasonally adjusted

[Numbers in thousands]

Employment status	Annual Average		1978					1979							
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Total noninstitutional population ¹	158,559	161,058	162,033	162,250	162,448	162,633	162,909	163,008	163,260	163,469	163,685	163,891	164,106	164,468	164,682
Total labor force	99,534	102,537	103,745	103,975	104,277	104,621	104,804	104,193	104,325	104,604	105,141	105,139	105,590	105,567	105,777
Civilian noninstitutional population ¹	156,426	158,941	159,916	160,142	160,353	160,539	160,819	160,926	161,182	161,393	161,604	161,801	162,013	162,375	162,589
Civilian labor force	97,401	100,420	101,628	101,867	102,183	102,527	102,714	102,111	102,247	102,528	103,059	103,049	103,498	103,474	103,685
Employed	90,546	94,373	95,751	95,855	96,300	96,647	96,842	96,174	96,318	96,754	97,210	96,900	97,513	97,293	97,646
Agriculture	3,244	3,342	3,275	3,387	3,232	3,311	3,343	3,186	3,184	3,260	3,262	3,322	3,400	3,288	3,426
Nonagricultural industries	87,302	91,031	92,476	92,468	93,068	93,335	93,499	92,987	93,134	93,494	93,949	93,578	94,113	94,005	94,221
Unemployed	6,855	6,047	5,877	6,012	5,883	5,881	5,871	5,937	5,929	5,774	5,848	6,149	5,985	6,182	6,039
Unemployment rate	7.0	6.0	5.8	5.9	5.8	5.7	5.7	5.8	5.8	5.6	5.7	6.0	5.8	6.0	5.8
Not in labor force	59,025	58,521	58,288	58,275	58,170	58,012	58,105	58,815	58,935	58,865	58,545	58,752	58,515	58,901	58,904
Men, 20 years and over															
Civilian noninstitutional population ¹	65,796	67,006	67,486	67,600	67,726	67,816	67,939	67,997	68,123	68,227	68,319	68,417	68,522	68,697	68,804
Civilian labor force	52,464	53,464	53,938	54,033	54,333	54,485	54,444	54,243	54,261	54,395	54,567	54,527	54,653	54,696	54,683
Employed	49,737	51,212	51,825	51,838	52,133	52,331	52,264	52,056	52,157	52,299	52,319	52,227	52,382	52,366	52,347
Agriculture	2,308	2,361	2,337	2,403	2,293	2,324	2,355	2,271	2,274	2,306	2,323	2,385	2,395	2,372	2,465
Nonagricultural industries	47,429	48,852	49,488	49,435	49,841	50,007	49,909	49,785	49,883	49,993	49,996	49,843	49,987	49,994	49,882
Unemployed	2,727	2,252	2,113	2,195	2,200	2,154	2,180	2,187	2,105	2,096	2,249	2,300	2,271	2,330	2,336
Unemployment rate	5.2	4.2	3.9	4.1	4.0	4.0	4.0	4.0	3.9	3.9	4.1	4.2	4.2	4.3	4.3
Not in labor force	13,332	13,541	13,548	13,567	13,393	13,331	13,495	13,754	13,862	13,832	13,752	13,890	13,869	14,001	14,121
Women, 20 years and over															
Civilian noninstitutional population ¹	74,160	75,489	76,001	76,119	76,228	76,332	76,476	76,532	76,670	76,784	76,897	77,006	77,124	77,308	77,426
Civilian labor force	35,685	37,416	38,095	38,217	38,185	38,429	38,642	38,345	38,560	38,596	39,010	39,292	39,331	39,317	39,516
Employed	33,199	35,180	35,887	35,990	36,019	36,252	36,440	36,165	36,323	36,373	36,861	36,968	37,178	37,039	37,325
Agriculture	537	586	571	591	586	608	613	580	543	592	584	596	640	556	632
Nonagricultural industries	32,662	34,593	35,316	35,399	35,433	35,644	35,827	35,584	35,780	35,781	36,276	36,371	36,538	36,483	36,693
Unemployed	2,486	2,236	2,208	2,227	2,166	2,177	2,201	2,180	2,237	2,223	2,150	2,324	2,153	2,279	2,190
Unemployment rate	7.0	6.0	5.8	5.8	5.7	5.7	5.7	5.7	5.8	5.8	5.5	5.9	5.5	5.8	5.5
Not in labor force	38,474	38,073	37,906	37,902	38,043	37,903	37,834	38,187	38,110	38,188	37,887	37,714	37,793	37,991	37,910
Both sexes, 16-19 years															
Civilian noninstitutional population ¹	16,470	16,447	16,429	16,422	16,400	16,391	16,404	16,397	16,389	16,381	16,387	16,377	16,367	16,370	16,360
Civilian labor force	9,252	9,540	9,595	9,617	9,665	9,613	9,628	9,523	9,426	9,537	9,481	9,230	9,514	9,461	9,487
Employed	7,610	7,981	8,039	8,027	8,148	8,064	8,138	7,953	7,839	8,082	8,031	7,705	7,953	7,888	7,974
Agriculture	399	395	367	393	354	380	375	335	368	362	355	341	365	360	329
Nonagricultural industries	7,211	7,586	7,672	7,634	7,794	7,684	7,763	7,618	7,471	7,720	7,676	7,364	7,588	7,528	7,645
Unemployed	1,642	1,559	1,556	1,590	1,517	1,549	1,490	1,570	1,587	1,455	1,450	1,525	1,561	1,573	1,513
Unemployment rate	17.7	16.3	16.2	16.5	15.7	16.1	15.5	16.5	16.8	15.3	15.3	16.5	16.4	16.6	15.9
Not in labor force	7,218	6,907	6,834	6,805	6,735	6,778	6,776	6,874	6,963	6,844	6,906	7,147	6,853	6,909	6,873
WHITE															
Civilian noninstitutional population ¹	137,595	139,580	140,332	140,507	140,683	140,825	141,063	141,123	141,331	141,492	141,661	141,822	141,981	142,296	142,461
Civilian labor force	86,107	88,456	89,468	89,747	90,093	90,395	90,415	89,923	90,018	90,279	90,554	90,662	91,081	90,997	91,280
Employed	80,734	83,836	85,013	85,125	85,543	85,941	85,938	85,479	85,515	85,871	86,093	85,829	86,395	86,243	86,579
Unemployed	5,373	4,620	4,455	4,622	4,550	4,453	4,478	4,444	4,503	4,409	4,460	4,832	4,687	4,755	4,702
Unemployment rate	6.2	5.2	5.0	5.2	5.1	4.9	5.0	4.9	5.0	4.9	4.9	5.3	5.1	5.2	5.2
Not in labor force	51,488	51,124	50,864	50,760	50,590	50,430	50,648	51,200	51,313	51,213	51,107	51,161	50,900	51,299	51,181
BLACK AND OTHER															
Civilian noninstitutional population ¹	18,831	19,361	19,585	19,635	19,670	19,714	19,755	19,802	19,850	19,901	19,943	19,979	20,032	20,079	20,128
Civilian labor force	11,294	11,964	12,163	12,153	12,077	12,228	12,251	12,175	12,176	12,272	12,364	12,340	12,408	12,546	12,392
Employed	9,812	10,537	10,746	10,758	10,725	10,775	10,878	10,734	10,767	10,883	11,025	10,987	11,095	11,083	11,057
Unemployed	1,482	1,427	1,417	1,395	1,352	1,452	1,374	1,442	1,409	1,389	1,338	1,353	1,313	1,463	1,335
Unemployment rate	13.1	11.9	11.7	11.5	11.2	11.9	11.2	11.8	11.6	11.3	10.8	11.0	10.6	11.7	10.8
Not in labor force	7,535	7,397	7,422	7,482	7,593	7,486	7,504	7,627	7,674	7,629	7,579	7,639	7,264	7,533	7,736

¹As in table 1, population figures are not seasonally adjusted.

3. Selected employment indicators, seasonally adjusted

[In thousands]

Selected categories	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CHARACTERISTIC															
Total employed, 16 years and over	90,546	94,373	95,751	95,855	96,300	96,647	96,842	96,174	96,318	96,754	97,210	96,900	97,513	97,293	97,646
Men	53,861	55,491	56,096	56,072	56,449	56,549	56,559	56,267	56,352	56,638	56,595	56,316	56,653	56,539	56,545
Women	36,685	38,882	39,655	39,783	39,851	40,098	40,283	39,907	39,966	40,116	40,615	40,585	40,860	40,754	41,101
Married men, spouse present	38,397	38,688	38,944	39,039	39,202	39,374	39,291	38,917	38,988	39,055	39,163	39,146	39,175	39,135	38,809
Married women, spouse present	20,976	21,881	22,274	22,297	22,410	22,632	22,700	22,355	22,490	22,580	22,890	22,777	22,965	22,922	22,937
OCCUPATION															
White-collar workers	45,187	47,205	47,888	48,040	48,275	49,001	49,133	49,160	49,104	49,165	49,573	49,615	49,779	49,648	49,869
Professional and technical	13,692	14,245	14,297	14,629	14,743	15,034	15,083	15,226	15,220	15,053	15,063	14,983	15,078	14,929	14,941
Managers and administrators, except farm	9,662	10,105	10,030	10,217	10,322	10,414	10,407	10,409	10,374	10,565	10,675	10,772	10,640	10,648	10,530
Salesworkers	5,728	5,951	6,192	6,092	6,055	6,141	6,067	6,079	6,091	6,065	6,161	6,085	6,114	6,247	6,451
Clerical workers	16,106	16,904	17,369	17,102	17,154	17,412	17,577	17,446	17,418	17,481	17,673	17,774	17,947	17,825	17,947
Blue-collar workers	30,211	31,531	32,202	31,962	32,491	32,331	32,085	31,582	31,826	31,958	31,949	31,767	32,287	32,191	32,169
Craft and kindred workers	11,881	12,386	12,646	12,610	12,842	12,932	12,808	12,697	12,790	13,003	12,832	12,755	13,057	12,974	12,912
Operatives, except transport	10,354	10,875	11,177	10,887	11,047	10,953	11,060	10,651	10,664	10,759	10,853	10,880	10,987	10,989	11,048
Transport equipment operatives	3,476	3,541	3,640	3,640	3,678	3,618	3,565	3,550	3,667	3,596	3,610	3,571	3,622	3,561	3,648
Nonfarm laborers	4,501	4,729	4,739	4,825	4,924	4,829	4,652	4,684	4,706	4,600	4,652	4,561	4,621	4,667	4,561
Service workers	12,392	12,839	13,009	13,007	12,777	12,770	12,856	12,909	12,754	12,946	12,697	12,591	12,796	12,977	12,935
Farmworkers	2,756	2,798	2,739	2,826	2,759	2,742	2,803	2,624	2,600	2,683	2,657	2,703	2,736	2,702	2,760
MAJOR INDUSTRY AND CLASS OF WORKER															
Agriculture:															
Wage and salary workers	1,331	1,419	1,424	1,478	1,365	1,429	1,419	1,362	1,439	1,445	1,403	1,363	1,391	1,373	1,504
Self-employed workers	1,570	1,607	1,563	1,625	1,547	1,550	1,595	1,531	1,490	1,525	1,552	1,632	1,678	1,617	1,631
Unpaid family workers	344	316	293	318	293	348	324	282	270	293	294	310	327	312	313
Nonagricultural industries:															
Wage and salary workers	80,804	84,253	85,578	85,579	86,169	86,346	86,592	86,195	86,129	86,309	86,277	86,227	86,891	87,032	86,983
Government	15,153	15,289	15,373	15,360	15,217	15,293	15,224	15,356	15,635	12,257	15,382	15,260	15,450	15,549	15,393
Private industries	65,651	68,966	70,205	70,219	70,952	71,053	71,368	70,839	70,494	71,051	70,895	70,967	71,441	71,483	71,590
Private households	1,376	1,363	1,335	1,316	1,245	1,334	1,255	1,160	1,177	1,236	1,217	1,205	1,332	1,270	1,212
Other industries	64,275	67,603	68,870	68,903	69,707	69,719	70,112	69,679	69,317	69,816	69,678	69,761	70,109	70,213	70,378
Self-employed workers	6,005	6,305	6,370	6,515	6,529	6,632	6,585	6,468	6,625	6,600	6,753	6,649	6,682	6,814	6,760
Unpaid family workers	492	472	455	460	478	456	443	471	466	482	529	443	453	421	409
PERSONS AT WORK ¹															
Nonagricultural industries	81,999	85,693	86,653	87,046	87,490	87,592	87,955	86,345	87,727	87,843	89,074	89,154	88,824	88,487	88,372
Full-time schedules	67,262	70,543	71,394	71,787	72,209	72,250	72,623	71,554	72,476	72,230	73,138	73,222	73,252	73,164	72,785
Part time for economic reasons	3,297	3,216	3,131	3,058	3,159	3,147	3,179	3,312	3,307	3,416	3,340	3,355	3,111	3,230	3,358
Usually work full time	1,257	1,249	1,279	1,209	1,208	1,205	1,235	1,265	1,246	1,416	1,394	1,478	1,255	1,293	1,419
Usually work part time	2,040	1,967	1,852	1,849	1,951	1,942	1,944	2,048	2,061	2,000	1,946	1,877	1,856	1,937	1,939
Part time for noneconomic reasons	11,440	11,934	12,128	12,201	12,122	12,195	12,154	11,479	11,943	12,198	12,597	12,577	2,461	12,093	12,228

¹Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

4. Selected unemployment indicators, seasonally adjusted

Employment status	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CHARACTERISTIC															
Total, 16 years and over	7.0	6.0	5.8	5.9	5.8	5.7	5.7	5.8	5.8	5.6	5.7	6.0	5.8	6.0	5.8
Men, 20 years and over	5.2	4.2	3.9	4.1	4.0	4.0	4.0	4.0	3.9	3.9	4.1	4.2	4.2	4.3	4.3
Women, 20 years and over	7.0	6.0	5.8	5.8	5.7	5.7	5.7	5.7	5.8	5.8	5.5	5.9	5.5	5.8	5.5
Both sexes, 16-19 years	17.7	16.3	16.2	16.5	15.7	16.1	15.1	16.5	16.8	15.3	15.3	16.5	16.4	16.6	15.9
White, total	6.2	5.2	5.0	5.2	5.1	4.9	5.0	4.9	5.0	4.9	4.9	5.3	5.1	5.2	5.2
Men, 20 years and over	4.6	3.7	3.4	3.5	3.6	3.4	3.4	3.4	3.3	3.4	3.6	3.8	3.7	3.7	3.8
Women, 20 years and over	6.2	5.2	5.0	5.1	5.0	5.0	5.0	4.9	5.1	5.0	4.7	5.2	4.8	5.1	4.9
Both sexes, 16-19 years	15.4	13.9	13.8	14.2	13.7	13.6	13.6	13.9	14.3	13.0	13.3	14.9	14.6	14.4	14.0
Black and other, total	13.1	11.9	11.7	11.5	11.2	11.9	11.2	11.8	11.6	11.3	10.8	11.0	10.6	11.7	10.8
Men, 20 years and over	10.0	8.6	8.3	8.4	7.8	8.6	8.8	8.6	8.4	7.9	8.3	8.3	7.9	9.0	8.3
Women, 20 years and over	11.7	10.6	10.3	10.2	10.6	10.6	9.8	10.8	9.9	10.8	9.8	10.3	9.6	10.1	9.3
Both sexes, 16-19 years	38.3	36.3	36.5	34.9	32.7	35.5	31.5	34.5	36.9	34.0	30.9	30.7	31.5	35.7	33.1
Married men, spouse present	3.6	2.8	2.4	2.5	2.6	2.6	2.6	2.7	2.5	2.6	2.9	3.0	2.8	2.9	2.9
Married women, spouse present	6.5	5.5	5.5	5.6	5.3	5.1	5.1	5.2	5.2	5.2	4.8	5.4	4.7	5.3	4.8
Women who head families	9.3	8.5	7.7	7.7	7.8	8.3	8.3	8.4	8.9	9.1	8.1	7.9	7.6	8.4	8.3
Full-time workers	6.5	5.5	5.2	5.3	5.2	5.2	5.1	5.3	5.2	5.1	5.3	5.4	5.4	5.5	5.4
Part-time workers	9.8	9.0	8.9	9.2	9.1	8.6	9.2	8.8	9.6	8.6	8.2	8.8	8.3	9.0	8.2
Unemployed 15 weeks and over	2.0	1.4	1.2	1.2	1.2	1.2	1.3	1.2	1.2	1.1	1.0	1.2	1.1	1.2	1.1
Labor force time lost ¹	7.6	6.5	6.2	6.2	6.2	6.2	6.1	6.5	6.3	6.3	6.4	6.5	6.2	6.4	6.4
OCCUPATION															
White-collar workers	4.3	3.5	3.2	3.5	3.3	3.4	3.4	3.3	3.2	3.4	3.2	3.6	3.3	3.5	3.1
Professional and technical	3.0	2.6	2.4	3.0	2.5	2.3	2.1	2.2	2.0	2.5	2.5	2.6	2.5	2.8	2.4
Managers and administrators, except															
farm	2.8	2.1	2.2	1.9	2.0	1.9	2.2	2.3	2.2	2.0	1.9	2.3	2.2	2.3	1.9
Salesworkers	5.3	4.1	3.1	3.6	3.8	4.3	4.1	4.0	4.0	4.5	3.5	4.2	3.9	3.8	3.5
Clerical workers	5.9	4.9	4.5	4.6	4.6	4.7	4.9	4.5	4.6	4.6	4.4	5.0	4.5	4.7	4.3
Blue-collar workers	8.1	6.9	6.4	6.8	6.4	6.4	6.6	6.9	6.7	6.5	6.8	7.6	7.1	7.3	7.5
Craft and kindred workers	5.6	4.6	4.0	4.7	4.5	4.7	4.6	4.2	4.0	4.2	4.2	4.9	4.1	4.8	4.9
Operatives, except transport	9.5	8.1	7.5	7.7	7.6	7.6	7.7	8.6	8.3	7.7	8.3	9.3	9.2	9.2	8.9
Transport equipment operatives	6.6	5.2	4.2	5.3	4.9	5.0	5.2	6.0	5.4	5.5	5.2	6.8	6.2	5.6	4.9
Nonfarm laborers	12.0	10.7	11.6	11.0	9.4	9.3	10.3	10.5	11.1	10.3	10.9	11.5	10.8	10.6	12.7
Service workers	8.2	7.4	7.4	7.7	7.9	7.1	7.2	7.4	7.2	7.2	7.2	7.0	6.7	7.0	6.6
Farmworkers	4.6	3.8	3.2	3.4	2.8	3.6	3.2	3.4	3.5	3.1	4.5	3.8	4.2	4.3	4.4
INDUSTRY															
Nonagricultural private wage and salary workers ²	7.0	5.9	5.6	5.8	5.7	5.6	5.5	5.7	5.7	5.6	5.7	6.1	5.8	6.0	5.9
Construction	12.7	10.6	10.8	12.1	10.6	11.5	10.2	10.3	9.6	9.6	9.5	9.5	8.8	10.1	10.5
Manufacturing	6.7	5.5	5.1	5.0	5.0	4.8	5.2	5.4	5.4	5.3	5.8	6.2	6.1	6.2	5.9
Durable goods	6.2	4.9	4.6	4.4	4.4	4.1	4.3	4.6	4.4	4.8	5.5	5.7	5.3	5.6	5.7
Nondurable goods	7.4	6.3	5.8	6.0	5.9	5.8	6.4	6.5	7.0	6.2	6.2	6.9	7.3	7.0	6.1
Transportation and public utilities	4.7	3.7	3.3	3.3	3.5	3.0	4.0	2.9	3.5	3.0	3.9	3.8	4.1	3.8	4.3
Wholesale and retail trade	8.0	6.9	6.5	6.8	6.5	6.6	6.2	6.6	6.4	6.8	6.2	6.6	6.4	6.5	6.5
Finance and service industries	6.0	5.1	5.0	5.1	5.1	4.8	4.7	4.8	5.0	4.7	4.9	5.4	4.7	4.9	4.6
Government workers	4.2	3.9	3.9	4.0	4.0	3.7	4.1	3.6	3.5	3.6	3.5	3.8	3.3	4.1	3.6
Agricultural wage and salary workers	11.1	8.8	7.9	7.7	7.2	8.9	7.7	8.6	9.3	7.7	10.4	9.9	10.3	9.8	10.2

¹ Aggregate hours lost by the unemployed and persons on part time for economic reasons as a percent of potentially available labor force hours.

² Includes mining, not shown separately.

5. Unemployment rates, by sex and age, seasonally adjusted

Sex and age	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and over	7.0	6.0	5.8	5.9	5.8	5.7	5.7	5.8	5.8	5.6	5.7	6.0	5.8	6.0	5.8
16 to 19 years	17.7	16.3	16.2	16.5	15.7	16.1	15.5	16.5	16.8	15.3	15.3	16.5	16.4	16.6	15.9
16 to 17 years	19.9	19.3	19.3	20.2	18.4	18.4	18.9	19.1	19.2	16.7	17.1	18.1	16.8	18.5	17.4
18 to 19 years	16.2	14.2	14.0	13.8	13.6	14.6	13.1	14.3	15.2	14.1	14.4	15.5	16.0	15.3	14.8
20 to 24 years	10.9	9.5	9.0	9.3	8.6	8.6	8.8	8.5	8.9	8.9	9.0	9.3	9.2	9.5	8.8
25 years and over	4.9	4.0	3.8	3.9	3.9	3.9	3.9	4.0	3.8	3.8	3.9	4.1	3.8	4.0	4.0
25 to 54 years	5.1	4.2	4.0	4.2	4.2	4.1	4.1	4.2	4.0	4.0	4.0	4.3	4.1	4.3	4.3
55 years and over	4.1	3.2	2.9	2.9	2.9	3.0	3.1	3.1	3.2	2.9	3.2	3.2	2.9	2.9	2.8
Men, 16 years and over	6.2	5.2	5.0	5.1	5.1	5.0	5.0	5.1	4.9	4.7	5.0	5.2	5.2	5.2	5.2
16 to 19 years	17.3	15.7	15.9	16.7	16.1	16.5	16.0	16.2	16.1	14.1	14.9	16.0	16.2	15.7	15.9
16 to 17 years	19.5	19.2	20.1	20.7	19.1	19.2	19.9	18.0	19.0	15.8	15.2	17.3	16.6	17.1	18.3
18 to 19 years	15.6	13.2	12.7	13.6	13.5	14.7	13.2	14.2	14.1	13.5	14.9	15.3	15.6	14.6	13.9
20 to 24 years	10.7	9.1	8.5	8.9	8.4	8.2	8.4	7.8	8.0	8.0	8.8	8.9	8.8	9.5	8.4
25 years and over	4.2	3.3	3.1	3.2	3.2	3.2	3.2	3.3	3.1	3.1	3.3	3.5	3.4	3.4	3.5
25 to 54 years	4.3	3.4	3.2	3.4	3.3	3.2	3.3	3.4	3.1	3.1	3.3	3.6	3.5	3.6	3.8
55 years and over	3.9	3.1	2.5	2.6	2.8	2.8	2.8	3.0	2.9	3.1	3.4	3.2	2.9	2.7	2.6
Women, 16 years and over	8.2	7.2	6.9	6.9	6.7	6.7	6.7	6.9	7.0	6.9	6.6	7.0	6.6	7.0	6.6
16 to 19 years	18.3	17.0	16.5	16.3	15.3	15.7	14.8	16.8	17.7	16.6	15.8	17.1	16.7	17.6	16.0
16 to 17 years	20.4	19.5	18.3	19.6	17.5	17.4	17.8	20.2	19.3	17.7	19.2	18.9	17.0	20.0	16.3
18 to 19 years	16.8	15.3	15.5	14.1	13.6	14.4	13.0	14.4	16.4	14.8	13.8	15.8	16.5	16.0	15.9
20 to 24 years	11.2	10.1	9.6	9.7	8.9	9.1	9.4	9.4	9.9	9.9	9.3	9.9	9.7	9.6	9.3
25 years and over	6.0	5.1	4.9	5.0	5.0	4.9	4.8	4.9	5.0	4.8	4.7	5.0	4.6	4.9	4.7
25 to 54 years	6.4	5.4	5.2	5.3	5.4	5.3	5.2	5.2	5.2	5.3	5.0	5.4	4.9	5.3	5.0
55 years and over	4.5	3.3	3.5	3.3	3.1	3.3	3.6	3.1	3.7	2.7	2.9	3.3	3.0	3.4	3.1

6. Unemployed persons, by reason for unemployment, seasonally adjusted

[Numbers in thousands]

Reason for unemployment	1978		1979										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
NUMBER OF UNEMPLOYED													
Lost last job	2,372	2,442	2,454	2,481	2,440	2,521	2,361	2,358	2,532	2,724	2,608	2,771	2,745
On layoff	746	715	753	792	789	846	710	796	793	960	836	916	1,008
Other job losers	1,626	1,727	1,701	1,689	1,652	1,675	1,652	1,562	1,739	1,765	1,771	1,855	1,737
Left last job	825	871	927	829	863	847	951	867	838	894	818	825	843
Reentered labor force	1,754	1,937	1,692	1,756	1,788	1,790	1,762	1,738	1,737	1,798	1,785	1,788	1,665
Seeking first job	872	826	823	874	822	811	841	787	694	720	803	793	737
PERCENT DISTRIBUTION													
Total unemployed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Job losers	40.7	40.2	41.6	41.8	41.3	42.2	39.9	41.0	43.7	44.4	43.4	44.9	45.8
On layoff	12.8	11.8	12.8	13.3	13.3	14.2	12.0	13.8	13.7	15.6	13.9	14.8	16.8
Other job losers	27.9	28.4	28.9	28.4	27.9	28.1	27.9	27.2	30.0	28.8	29.5	30.0	29.0
Job leavers	14.2	14.3	15.7	14.0	14.6	14.2	16.1	15.1	14.4	14.6	13.6	13.4	14.1
Reentrants	30.1	31.9	28.7	29.6	30.2	30.0	29.8	30.2	29.9	29.3	29.7	29.0	27.8
New entrants	15.0	13.6	14.0	14.7	13.9	13.6	14.2	13.7	12.0	11.7	13.4	12.8	12.3
UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE													
Job losers	2.3	2.4	2.4	2.4	2.4	2.5	2.3	2.3	2.5	2.6	2.5	2.7	2.6
Job leavers .....	.8	.9	.9	.8	.8	.8	.9	.8	.8	.9	.8	.8	.8
Reentrants	1.7	1.9	1.7	1.7	1.7	1.8	1.7	1.7	1.7	1.7	1.7	1.7	1.6
New entrants .....	.9	.8	.8	.9	.8	.8	.8	.8	.7	.7	.8	.8	.7

7. Duration of unemployment, seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks	2,856	2,793	2,833	2,876	2,713	2,743	2,751	2,939	2,787	2,927	2,784	3,226	2,743	2,963	2,970
5 to 14 weeks	2,089	1,875	1,774	1,979	1,877	1,870	1,857	1,874	1,935	1,782	1,970	1,743	2,050	1,965	1,795
15 weeks and over	1,911	1,379	1,196	1,208	1,251	1,260	1,305	1,235	1,213	1,086	1,052	1,191	1,133	1,223	1,190
15 to 26 weeks	896	746	685	726	728	712	729	692	705	616	600	662	627	703	665
27 weeks and over	1,015	633	511	482	523	548	576	543	508	470	451	529	507	520	524
Average (mean) duration, in weeks	14.3	11.9	11.0	10.7	11.2	11.3	11.7	11.0	11.1	10.4	10.0	10.5	10.6	10.5	10.5

EMPLOYMENT, HOURS, AND EARNINGS DATA FROM ESTABLISHMENT SURVEYS

EMPLOYMENT, HOURS, AND EARNINGS DATA in this section are compiled from payroll records reported monthly on a voluntary basis to the Bureau of Labor Statistics and its cooperating State agencies by 162,000 establishments representing all industries except agriculture. In most industries, the sampling probabilities are based on the size of the establishment; most large establishments are therefore in the sample. (An establishment is not necessarily a firm; it may be a branch plant, for example, or warehouse.) Self-employed persons and others not on a regular civilian payroll are outside the scope of the survey because they are excluded from establishment records. This largely accounts for the difference in employment figures between the household and establishment surveys.

LABOR TURNOVER DATA in this section are compiled from personnel records reported monthly on a voluntary basis to the Bureau of Labor Statistics and its cooperating State agencies. A sample of 40,000 establishments represents all industries in the manufacturing and mining sectors of the economy.

Definitions

Employed persons are all persons who received pay (including holiday and sick pay) for any part of the payroll period including the 12th of the month. Persons holding more than one job (about 5 percent of all persons in the labor force) are counted in each establishment which reports them.

Production workers in manufacturing include blue-collar worker supervisors and all nonsupervisory workers closely associated with production operations. Those workers mentioned in tables 14-20 include production workers in manufacturing and mining; construction workers in construction; and nonsupervisory workers in transportation and public utilities, in wholesale and retail trade, in finance, insurance, and real estate, and in service industries. These groups account for about four-fifths of the total employment on private nonagricultural payrolls.

Earnings are the payments production or nonsupervisory workers receive during the survey period, including premium pay for overtime or late-shift work but excluding irregular bonuses and other special payments. **Real earnings** are earnings adjusted to eliminate the effects of price change. The **Hourly Earnings Index** is calculated from average hourly earnings data adjusted to exclude the effects of two types of changes that are unrelated to underlying wage-rate developments: fluctuations in overtime premiums in manufacturing (the only sector for which overtime data are available) and the effects of changes and seasonal factors in the proportion of workers in high-wage and low-wage industries. **Spendable earnings** are earnings from which estimated social security and Federal income taxes have been deducted. The Bureau of Labor Statistics computes spendable earnings from gross

weekly earnings for only two illustrative cases: (1) a worker with no dependents and (2) a married worker with three dependents.

Hours represent the average weekly hours of production or nonsupervisory workers for which pay was received and are different from standard or scheduled hours. **Overtime hours** represent the portion of gross average weekly hours which were in excess of regular hours and for which overtime premiums were paid.

Labor turnover is the movement of all wage and salary workers from one employment status to another. **Accession rates** indicate the average number of persons added to a payroll in a given period per 100 employees; **separation rates** indicate the average number dropped from a payroll per 100 employees. Although month-to-month changes in employment can be calculated from the labor turnover data, the results are not comparable with employment data from the employment and payroll survey. The labor turnover survey measures changes during the calendar month while the employment and payroll survey measures changes from midmonth to midmonth.

Notes on the data

Establishment data collected by the Bureau of Labor Statistics are periodically adjusted to comprehensive counts of employment (called "benchmarks"). The latest complete adjustment was made with the release of September 1979 data, published in the November 1979 issue of the *Review*. Consequently, data published in the *Review* prior to that issue are not necessarily comparable to current data. Complete comparable historical unadjusted and seasonally adjusted data are published in a Supplement to Employment and Earnings (unadjusted data from April 1977 through June 1979 and seasonally adjusted data from January 1974 through June 1979) and in *Employment and Earnings, United States, 1909-78*, BLS Bulletin 1312-11 (for prior periods).

Data on recalls were shown for the first time in tables 12 and 13 in the January 1978 issue of the *Review*. For a detailed discussion of the recalls series, along with historical data, see "New Series on Recalls from the Labor Turnover Survey," *Employment and Earnings*, December 1977, pp. 10-19.

A comprehensive discussion of the differences between household and establishment data on employment appears in Gloria P. Green, "Comparing employment estimates from household and payroll surveys," *Monthly Labor Review*, December 1969, pp. 9-20. See also *BLS Handbook of Methods for Surveys and Studies*, Bulletin 1910 (Bureau of Labor Statistics, 1976).

The formulas used to construct the spendable average weekly earnings series reflect the latest provisions of the Federal income tax and social security tax laws. For the spendable average weekly earnings formulas for the years 1977-79, see *Employment and Earnings*, September 1979, pp. 6-8. Beginning with data for January 1978, real earnings data are adjusted using the revised Consumer Price Index for Urban Wage Earners and Clerical Workers. Data prior to January 1978 are based on the unrevised Consumer Price Index for Urban Wage Earners and Clerical Workers.

8. Employment by industry, 1949-78

[Nonagricultural payroll data, in thousands]

Year	Total	Mining	Construction	Manufacturing	Transportation and public utilities	Wholesale and retail trade	Wholesale trade	Retail trade	Finance, insurance, and real estate	Services	Government		
											Total	Federal	State and local
1949	43,754	930	2,194	14,441	4,001	9,264	2,602	6,662	1,828	5,240	5,856	1,908	3,948
1950	45,197	901	2,364	15,241	4,034	9,386	2,635	6,751	1,888	5,357	6,026	1,928	4,098
1951	47,819	929	2,637	16,393	4,226	9,742	2,727	7,015	1,956	5,547	6,389	2,302	4,087
1952	48,793	898	2,668	16,632	4,248	10,004	2,812	7,192	2,035	5,699	6,609	2,420	4,188
1953	50,202	866	2,659	17,549	4,290	10,247	2,854	7,393	2,111	5,835	6,645	2,305	4,340
1954	48,990	791	2,646	16,314	4,084	10,235	2,867	7,368	2,200	5,969	6,751	2,188	4,563
1955	50,641	792	2,839	16,882	4,141	10,535	2,926	7,610	2,298	6,240	6,914	2,187	4,727
1956	52,369	822	3,039	17,243	4,244	10,858	3,018	7,840	2,389	6,497	7,278	2,209	5,069
1957	52,853	828	2,962	17,174	4,241	10,886	3,028	7,858	2,438	6,708	7,616	2,217	5,399
1958	51,324	751	2,817	15,945	3,976	10,750	2,980	7,770	2,481	6,765	7,839	2,191	5,648
1959 ¹	53,268	732	3,004	16,675	4,011	11,127	3,082	8,045	2,549	7,087	8,083	2,233	5,850
1960	54,189	712	2,926	16,796	4,004	11,391	3,143	8,248	2,629	7,378	8,353	2,270	6,083
1961	53,999	672	2,859	16,326	3,903	11,337	3,133	8,204	2,688	7,620	8,594	2,279	6,315
1962	55,549	650	2,948	16,853	3,906	11,566	3,198	8,368	2,754	7,982	8,890	2,340	6,550
1963	56,653	635	3,010	16,995	3,903	11,778	3,248	8,530	2,830	8,277	9,225	2,358	6,868
1964	58,283	634	3,097	17,274	3,951	12,160	3,337	8,823	2,911	8,660	9,596	2,348	7,248
1965	60,765	632	3,232	18,062	4,036	12,716	3,466	9,250	2,977	9,036	10,074	2,378	7,696
1966	63,901	627	3,317	19,214	4,158	13,245	3,597	9,648	3,058	9,498	10,784	2,564	8,220
1967	65,803	613	3,248	19,447	4,268	13,606	3,689	9,917	3,185	10,045	11,391	2,719	8,672
1968	67,897	606	3,350	19,781	4,318	14,099	3,779	10,320	3,337	10,567	11,839	2,737	9,102
1969	70,384	619	3,575	20,167	4,442	14,705	3,907	10,798	3,512	11,169	12,195	2,758	9,437
1970	70,880	623	3,588	19,367	4,515	15,040	3,993	11,047	3,645	11,548	12,554	2,731	9,823
1971	71,214	609	3,704	18,623	4,476	15,352	4,001	11,351	3,772	11,797	12,881	2,696	10,185
1972	73,675	628	3,889	19,151	4,541	15,949	4,113	11,836	3,908	12,276	13,334	2,684	10,649
1973	76,790	642	4,097	20,154	4,656	16,607	4,277	12,329	4,046	12,857	13,732	2,663	11,068
1974	78,265	697	4,020	20,077	4,725	16,987	4,433	12,554	4,148	13,441	14,170	2,724	11,446
1975	76,945	752	3,525	18,323	4,542	17,060	4,415	12,645	4,165	13,892	14,686	2,748	11,937
1976	79,382	779	3,576	18,997	4,582	17,755	4,546	13,209	4,271	14,551	14,871	2,733	12,138
1977	82,423	813	3,851	19,682	4,713	18,516	4,708	13,808	4,467	15,303	15,079	2,727	12,352
1978	86,446	851	4,271	20,476	4,927	19,499	4,957	14,542	4,727	16,220	15,476	2,753	12,723

¹Data include Alaska and Hawaii beginning in 1959.

9. Employment by State

[Nonagricultural payroll data, in thousands]

State	Oct. 1978	Sept. 1979	Oct. 1979 ^P	State	Oct. 1978	Sept. 1979	Oct. 1979 ^P
Alabama	1,359.5	1,359.0	1,362.8	Montana	281.6	300.2	294.3
Alaska	166.1	171.4	167.4	Nebraska	608.8	621.9	620.1
Arizona	914.8	955.0	971.6	Nevada	367.6	383.5	382.9
Arkansas	737.5	751.6	753.6	New Hampshire	372.3	391.1	389.2
California	9,404.0	9,764.0	9,811.6	New Jersey	3,014.3	3,042.4	3,052.3
Colorado	1,166.0	1,198.1	1,206.9	New Mexico	454.4	474.2	473.5
Connecticut	1,377.6	1,409.8	1,414.5	New York	7,108.3	7,123.6	7,161.4
Delaware	252.0	248.4	250.5	North Carolina	2,307.5	2,363.3	2,372.0
District of Columbia	589.1	592.9	595.5	North Dakota	241.4	249.8	252.2
Florida	3,148.8	3,259.4	3,293.8	Ohio	4,471.7	4,527.7	4,528.4
Georgia	2,010.4	2,025.5	2,028.8	Oklahoma	1,045.9	1,091.2	1,091.7
Hawaii	379.7	390.3	392.5	Oregon	1,032.3	1,067.1	1,072.2
Idaho ¹	344.4	344.2	342.4	Pennsylvania	4,721.0	4,698.5	4,734.5
Illinois	4,831.9	4,886.8	4,849.4	Rhode Island	410.0	406.8	405.2
Indiana	2,228.3	2,263.6	2,263.1	South Carolina	1,150.6	1,167.7	1,176.2
Iowa	1,126.7	1,143.7	1,130.5	South Dakota	236.2	238.2	236.6
Kansas	922.6	953.2	958.4	Tennessee	1,736.7	1,737.8	1,745.5
Kentucky	1,266.8	1,287.2	1,287.8	Texas	5,341.1	5,562.4	5,593.4
Louisiana	1,428.2	1,447.3	1,454.6	Utah	542.7	571.5	573.7
Maine	413.6	418.1	416.2	Vermont	195.1	199.2	200.2
Maryland	1,618.3	1,628.5	1,626.3	Virginia	2,089.6	2,121.6	2,126.3
Massachusetts	2,551.2	2,597.4	2,602.4	Washington	1,550.4	1,638.8	1,641.3
Michigan	3,651.7	3,580.0	3,610.1	West Virginia	637.6	640.8	NA
Minnesota	1,725.7	1,779.7	1,795.6	Wisconsin	1,932.1	1,994.9	2,006.1
Mississippi	831.9	834.1	838.9	Wyoming	196.7	220.5	221.5
Missouri	1,958.7	1,975.1	1,978.5				

¹ Revised series; not strictly comparable with previously published data.

10. Employment by industry division and major manufacturing group

[Nonagricultural payroll data, in thousands]

Industry division and group	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. P	Nov. P
TOTAL	82,423	86,446	88,622	88,893	87,128	87,331	88,207	88,820	89,671	90,541	89,618	89,673	90,211	90,667	90,987
MINING	813	851	920	916	910	915	926	932	944	968	976	986	980	983	987
CONSTRUCTION	3,851	4,271	4,584	4,402	3,998	3,957	4,226	4,413	4,662	4,881	4,993	5,048	4,984	4,975	4,897
MANUFACTURING	19,682	20,476	20,903	20,902	20,763	20,775	20,887	20,907	20,988	21,234	20,965	20,996	21,192	21,085	21,017
Production workers	14,135	14,714	15,058	15,047	14,910	14,908	14,993	15,002	15,061	15,240	14,946	14,960	15,172	15,076	15,004
Durable goods	11,597	12,246	12,583	12,616	12,561	12,579	12,664	12,697	12,739	12,877	12,712	12,598	12,805	12,729	12,687
Production workers	8,307	8,786	9,057	9,081	9,016	9,018	9,081	9,105	9,129	9,223	9,031	8,907	9,116	9,052	9,004
Lumber and wood products	721.9	752.4	757.2	753.9	739.0	737.7	745.5	748.8	763.8	783.2	776.8	780.0	776.3	771.8	749.6
Furniture and fixtures	464.3	491.1	498.0	498.4	497.0	495.2	491.8	487.8	483.9	484.2	475.5	483.5	485.3	487.9	490.6
Stone, clay, and glass products	668.7	698.0	712.9	703.6	681.6	680.6	697.2	706.6	718.6	733.1	727.1	728.2	723.6	720.2	716.8
Primary metal industries	1,181.6	1,212.7	1,236.1	1,243.0	1,243.8	1,244.8	1,251.1	1,259.0	1,258.6	1,274.3	1,260.7	1,244.5	1,244.3	1,224.1	1,221.0
Fabricated metal products	1,582.8	1,673.4	1,717.9	1,723.6	1,716.0	1,715.6	1,719.8	1,723.7	1,727.8	1,749.0	1,715.7	1,716.1	1,735.3	1,738.7	1,741.2
Machinery, except electrical	2,174.7	2,319.2	2,384.5	2,415.7	2,428.7	2,446.4	2,459.5	2,468.0	2,463.6	2,491.2	2,485.1	2,467.1	2,496.4	2,443.3	2,451.6
Electric and electronic equipment	1,878.0	1,999.5	2,057.2	2,062.4	2,060.9	2,071.0	2,082.6	2,086.1	2,095.2	2,128.2	2,111.7	2,089.5	2,136.1	2,141.1	2,144.9
Transportation equipment	1,871.5	1,991.7	2,073.4	2,087.6	2,075.2	2,062.7	2,083.9	2,082.2	2,091.8	2,077.9	2,027.7	1,933.2	2,051.0	2,040.1	2,011.4
Instruments and related products	615.1	653.5	672.0	675.6	677.5	680.2	683.2	686.5	686.5	698.8	692.9	695.3	692.7	695.0	696.9
Miscellaneous manufacturing	438.4	454.0	473.4	452.3	441.2	444.8	449.0	448.0	448.9	457.4	438.6	460.6	463.8	466.5	463.1
Nondurable goods	8,086	8,230	8,320	8,286	8,202	8,196	8,223	8,210	8,249	8,357	8,253	8,398	8,387	8,356	8,330
Production workers	5,828	5,928	6,001	5,966	5,894	5,890	5,912	5,897	5,932	6,017	5,915	6,053	6,056	6,024	6,000
Food and kindred products	1,711.0	1,721.2	1,740.9	1,717.2	1,678.0	1,658.1	1,666.9	1,657.3	1,669.6	1,716.6	1,737.8	1,810.0	1,814.1	1,765.9	1,731.2
Tobacco manufactures	70.7	69.6	74.2	73.9	69.8	66.4	64.4	62.5	61.9	62.1	62.1	69.0	72.2	72.2	64.6
Textile mill products	910.2	900.2	901.8	899.9	896.3	896.4	894.4	890.4	892.5	900.4	875.5	890.4	888.9	889.0	893.6
Apparel and other textile products	1,316.3	1,332.5	1,345.0	1,327.4	1,313.6	1,320.6	1,326.6	1,323.7	1,327.5	1,333.1	1,278.7	1,308.9	1,309.1	1,316.2	1,312.5
Paper and allied products	691.6	700.9	702.4	704.1	700.0	703.4	708.8	710.8	712.7	724.6	719.6	723.3	718.5	717.6	717.5
Printing and publishing	1,141.4	1,193.1	1,215.1	1,226.4	1,221.0	1,225.7	1,229.5	1,231.0	1,234.7	1,243.4	1,245.8	1,245.4	1,246.1	1,255.4	1,264.8
Chemicals and allied products	1,073.7	1,096.3	1,103.2	1,103.0	1,100.0	1,099.7	1,103.9	1,106.7	1,110.9	1,126.6	1,123.0	1,121.2	1,114.9	1,116.1	1,118.8
Petroleum and coal products	202.3	208.7	210.7	209.0	205.8	206.4	208.3	210.8	212.9	216.8	218.0	218.3	218.1	218.0	219.1
Rubber and miscellaneous plastics products	713.5	751.9	771.9	773.5	771.0	773.8	774.4	772.0	777.0	779.4	767.4	765.8	762.0	762.5	762.1
Leather and leather products	254.8	255.6	255.1	251.5	246.3	245.1	245.7	245.1	249.2	253.7	224.7	245.8	243.1	243.0	245.3
TRANSPORTATION AND PUBLIC UTILITIES	4,713	4,927	5,063	5,084	5,010	5,028	5,060	4,989	5,125	5,231	5,200	5,210	5,242	5,243	5,259
WHOLESALE AND RETAIL TRADE	18,516	19,499	20,095	20,523	19,765	19,548	19,690	19,957	20,119	20,222	20,118	20,137	20,260	20,315	20,557
WHOLESALE TRADE	4,708	4,957	5,069	5,092	5,066	5,067	5,098	5,112	5,146	5,211	5,208	5,211	5,206	5,234	5,254
RETAIL TRADE	13,808	14,542	15,026	15,431	14,699	14,481	14,592	14,845	14,973	15,011	14,910	14,926	15,054	15,081	15,303
FINANCE, INSURANCE, AND REAL ESTATE	4,467	4,727	4,817	4,832	4,829	4,845	4,870	4,900	4,936	5,003	5,032	5,053	5,002	5,013	5,046
SERVICES	15,303	16,220	16,537	16,547	16,353	16,545	16,749	16,897	17,039	17,239	17,314	17,312	17,225	17,295	17,317
GOVERNMENT	15,079	15,476	15,703	15,687	15,500	15,718	15,799	15,825	15,858	15,763	15,020	14,931	15,326	15,758	15,907
Federal	2,727	2,753	2,746	2,733	2,730	2,738	2,740	2,750	2,773	2,824	2,838	2,844	2,751	2,756	2,760
State and local	12,352	12,723	12,957	12,954	12,770	12,980	13,059	13,075	13,085	12,939	12,182	12,087	12,575	13,002	13,147

11. Employment by industry division and major manufacturing group, seasonally adjusted

[Nonagricultural payroll data, in thousands]

Industry division and group	1978		1979										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. P	Nov. P
TOTAL	87,840	88,133	88,433	88,700	89,039	89,036	89,398	89,626	89,713	89,762	89,803	89,967	90,185
MINING	919	922	927	937	940	940	944	949	956	968	973	980	986
CONSTRUCTION	4,429	4,469	4,497	4,486	4,614	4,559	4,648	4,662	4,688	4,674	4,671	4,693	4,731
MANUFACTURING	20,772	20,881	20,958	21,025	21,073	21,066	21,059	21,063	21,079	20,957	20,949	20,886	20,887
Production workers	14,933	15,021	15,085	15,128	15,153	15,134	15,112	15,096	15,090	14,956	14,957	14,890	14,877
Durable goods	12,510	12,583	12,640	12,715	12,751	12,752	12,739	12,760	12,786	12,714	12,737	12,640	12,614
Production workers	8,983	9,042	9,085	9,138	9,158	9,146	9,119	9,123	9,124	9,044	9,066	8,965	8,928
Lumber and wood products	760	765	768	768	769	761	762	757	753	752	758	760	752
Furniture and fixtures	492	494	497	496	493	490	487	485	488	484	480	482	485
Stone, clay, and glass products	704	710	709	712	718	714	715	715	711	710	708	708	708
Primary metal industries	1,242	1,247	1,250	1,256	1,259	1,260	1,254	1,257	1,256	1,245	1,236	1,225	1,227
Fabricated metal products	1,706	1,718	1,725	1,733	1,732	1,732	1,730	1,737	1,730	1,714	1,716	1,723	1,729
Machinery, except electrical	2,382	2,404	2,419	2,437	2,450	2,466	2,471	2,484	2,500	2,492	2,496	2,451	2,449
Electric and electronic equipment	2,037	2,050	2,065	2,079	2,093	2,101	2,106	2,124	2,131	2,092	2,117	2,122	2,124
Transportation equipment	2,057	2,063	2,069	2,094	2,094	2,084	2,077	2,057	2,073	2,079	2,086	2,024	1,995
Instruments and related products	670	674	679	682	685	689	688	693	694	695	692	696	695
Miscellaneous manufacturing	460	458	459	458	458	455	449	451	450	451	448	449	450
Nondurable goods	8,262	8,298	8,318	8,310	8,322	8,314	8,320	8,303	8,293	8,243	8,212	8,246	8,273
Production workers	5,950	5,979	6,000	5,990	5,995	5,988	5,993	5,973	5,966	5,912	5,891	5,925	5,949
Food and kindred products	1,725	1,736	1,735	1,729	1,736	1,728	1,725	1,720	1,707	1,696	1,691	1,706	1,716
Tobacco manufactures	69	69	68	68	69	69	70	69	68	64	65	65	60
Textile mill products	897	899	900	899	897	892	893	892	892	886	884	886	889
Apparel and other textile products	1,330	1,333	1,339	1,327	1,324	1,325	1,324	1,312	1,324	1,302	1,294	1,298	1,298
Paper and allied products	700	703	706	711	716	717	714	715	718	717	714	715	715
Printing and publishing	1,212	1,218	1,225	1,229	1,232	1,234	1,236	1,242	1,250	1,247	1,245	1,253	1,261
Chemicals and allied products	1,102	1,106	1,109	1,108	1,108	1,111	1,114	1,119	1,116	1,111	1,110	1,114	1,118
Petroleum and coal products	210	211	211	212	213	213	213	212	212	213	215	216	219
Rubber and miscellaneous plastics products	763	770	774	779	780	781	784	775	777	764	751	750	753
Leather and leather products	254	253	251	248	247	244	247	247	229	243	243	243	244
TRANSPORTATION AND PUBLIC UTILITIES	5,038	5,054	5,071	5,094	5,116	5,024	5,130	5,190	5,169	5,194	5,180	5,217	5,233
WHOLESALE AND RETAIL TRADE	19,829	19,858	19,965	20,016	20,054	20,088	20,129	20,116	20,122	20,126	20,169	20,244	20,285
WHOLESALE TRADE	5,054	5,077	5,102	5,118	5,134	5,138	5,156	5,180	5,182	5,185	5,190	5,208	5,238
RETAIL TRADE	14,775	14,781	14,863	14,898	14,920	14,950	14,973	14,936	14,940	14,941	14,979	15,036	15,047
FINANCE, INSURANCE, AND REAL ESTATE	4,827	4,847	4,868	4,884	4,899	4,915	4,936	4,958	4,972	5,003	4,997	5,018	5,056
SERVICES	16,554	16,630	16,670	16,763	16,833	16,880	16,954	17,051	17,092	17,141	17,191	17,260	17,334
GOVERNMENT	15,472	15,472	15,477	15,495	15,510	15,564	15,598	15,637	15,635	15,699	15,673	15,669	15,673
Federal	2,757	2,734	2,758	2,757	2,757	2,758	2,770	2,788	2,785	2,813	2,762	2,770	2,771
State and local	12,715	12,738	12,719	12,738	12,753	12,806	12,828	12,849	12,850	12,886	12,911	12,899	12,902

12. Labor turnover rates in manufacturing, 1976 to date

[Per 100 employees]

Year	Annual average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Total accessions													
1976	3.9	3.9	3.5	4.2	3.9	4.5	4.8	4.2	5.1	4.4	3.5	2.9	2.2
1977	4.0	3.7	3.7	4.0	3.8	4.6	4.9	4.3	5.3	4.6	3.9	3.1	2.4
1978	4.1	3.8	3.2	3.8	4.0	4.7	4.9	4.4	5.4	4.9	4.3	3.3	2.4
1979	...	4.0	3.4	3.8	3.9	4.7	4.8	4.3	4.9	4.4	P4.1	...	...
New hires													
1976	2.6	2.1	2.1	2.7	2.6	3.1	3.6	2.9	3.6	3.2	2.5	1.9	1.3
1977	2.8	2.2	2.1	2.6	2.7	3.5	3.7	3.0	4.0	3.5	3.0	2.2	1.6
1978	3.1	2.5	2.2	2.7	2.9	3.6	3.9	3.3	4.2	3.9	3.5	2.6	1.7
1979	...	2.8	2.5	2.8	2.9	3.6	3.8	3.1	3.7	3.4	P3.1	...	...
Recalls													
1976	1.0	1.4	1.0	1.2	1.0	1.0	1.1	1.1	1.1	.8	.7	.7	.7
1977	.9	1.2	1.3	1.1	.9	.8	.8	.9	1.0	.8	.6	.6	.6
1978	.7	1.0	.7	.8	.8	.8	.7	.8	.9	.7	.6	.5	.5
1979	...	.9	.7	.7	.7	.8	.7	.9	.9	.8	P.7	...	...
Total separations													
1976	3.8	3.7	3.0	3.5	3.6	3.4	3.6	4.3	4.9	4.7	4.1	3.4	3.5
1977	3.8	3.9	3.4	3.4	3.4	3.5	3.5	4.3	5.1	4.9	3.8	3.4	3.4
1978	3.9	3.6	3.1	3.5	3.6	3.7	3.8	4.1	5.3	4.8	4.1	3.5	3.4
1979	...	3.8	3.2	3.6	3.6	3.8	3.9	4.3	5.7	4.7	P4.2	...	...
Quits													
1976	1.7	1.3	1.2	1.6	1.7	1.7	1.8	1.9	2.8	2.5	1.7	1.2	1.0
1977	1.8	1.4	1.3	1.6	1.7	1.9	1.9	1.9	3.1	2.8	1.9	1.5	1.2
1978	2.1	1.5	1.4	1.8	2.0	2.1	2.2	2.1	3.5	3.1	2.3	1.7	1.3
1979	...	1.8	1.6	1.9	2.0	2.1	2.1	2.0	3.3	2.7	P2.1	...	...
Layoffs													
1976	1.3	1.6	1.0	1.1	1.1	.9	.9	1.6	1.1	1.3	1.5	1.5	1.8
1977	1.1	1.7	1.4	1.0	.9	.8	.8	1.5	1.0	1.1	1.1	1.1	1.5
1978	.9	1.2	.9	.9	.8	.7	.7	1.0	.8	.8	.9	1.0	1.4
1979	...	1.1	.8	.8	.9	.7	.8	1.4	1.3	1.1	P1.2	...	...

13. Labor turnover rates in manufacturing, by major industry group

[Per 100 employees]

Major industry group	Accession rates									Separation rates								
	Total			New hires			Recalls			Total			Quits			Layoffs		
	Oct. 1978	Sept. 1979	Oct. 1979 ^P	Oct. 1978	Sept. 1979	Oct. 1979 ^P	Oct. 1978	Sept. 1979	Oct. 1979 ^P	Oct. 1978	Sept. 1979	Oct. 1979 ^P	Oct. 1978	Sept. 1979	Oct. 1979 ^P	Oct. 1978	Sept. 1979	Oct. 1979 ^P
MANUFACTURING	4.3	4.4	4.1	3.5	3.4	3.1	0.6	0.8	0.7	4.1	4.7	4.2	2.3	2.7	2.1	0.9	1.1	1.2
Seasonally adjusted	4.3	3.8	4.1	3.3	2.8	2.9	...	...	...	3.9	3.9	3.9	2.2	1.9	2.0	.9	1.2	1.1
Durable goods	4.0	4.0	3.7	3.3	3.0	2.8	.4	.7	.6	3.6	4.1	3.7	1.9	2.2	1.8	.6	.9	1.0
Lumber and wood products	5.8	5.7	5.1	5.2	4.9	4.6	.4	.6	.4	6.4	6.4	6.7	4.1	4.5	3.6	1.1	.7	1.9
Furniture and fixtures	6.6	5.8	5.5	6.0	5.2	4.8	.4	.6	.5	5.9	5.4	5.3	4.1	3.6	3.2	.5	.6	.8
Stone, clay, and glass products	3.8	3.8	3.6	3.2	3.1	2.9	.5	.6	.5	3.9	4.6	4.4	2.1	2.6	2.0	.8	1.0	1.5
Primary metal industries	2.7	2.4	2.5	1.9	1.6	1.5	.6	.6	.7	2.6	3.9	3.6	1.0	1.3	1.0	.7	1.6	1.8
Fabricated metal products	4.6	4.6	4.4	3.9	3.6	3.5	.4	.7	.7	4.2	4.6	4.4	2.3	2.5	2.1	.9	1.1	1.3
Machinery, except electrical	3.4	3.0	2.9	2.8	2.5	2.4	.3	.3	.2	2.6	3.0	2.7	1.4	1.7	1.3	.3	.5	.6
Electric and electronic equipment	3.9	3.7	3.3	3.0	2.9	2.6	.3	.4	.4	3.4	3.7	3.0	1.8	2.2	1.6	.6	.5	.5
Transportation equipment	3.5	4.4	...	2.5	2.2	...	.6	1.7	...	2.8	4.0	...	1.2	1.4	...	.6	1.8	...
Instruments and related products	3.1	3.0	3.2	2.7	2.5	2.6	.1	.2	.3	2.8	3.4	2.9	1.8	2.4	1.7	.3	.3	.6
Miscellaneous manufacturing	6.5	6.9	6.4	5.6	5.9	5.3	.7	.7	.9	6.5	6.7	6.5	3.9	4.0	3.4	1.2	1.1	1.7
Nondurable goods	4.8	5.1	4.7	3.8	4.0	3.6	.8	.9	.8	4.9	5.5	5.0	2.8	3.4	2.7	1.3	1.3	1.4
Food and kindred products	6.8	8.0	6.5	5.0	6.0	4.9	1.6	1.8	1.3	7.9	8.9	8.1	3.7	5.1	4.0	3.2	2.7	3.2
Tobacco manufacturers	3.4	5.4	...	2.4	2.2	...	.6	2.1	...	3.3	3.4	...	1.5	1.5	...	.9	1.0	...
Textile mill products	5.1	4.9	5.1	4.2	4.0	4.1	.5	.5	.6	5.1	5.1	5.0	3.4	3.5	3.1	.7	.6	.8
Apparel and other products	5.8	6.2	6.2	4.4	4.4	4.5	1.1	1.5	1.5	5.7	6.2	6.1	3.5	3.9	3.4	1.2	1.4	1.7
Paper and allied products	2.9	2.9	2.7	2.4	2.5	2.1	.3	.3	.4	2.8	3.6	2.7	1.4	2.0	1.3	.6	.7	.7
Printing and publishing	3.8	4.1	3.9	3.4	3.6	3.4	.3	.4	.4	3.3	4.0	3.5	2.2	2.8	2.3	.6	.5	.6
Chemicals and allied products	1.7	1.7	1.7	1.4	1.4	1.4	.2	.2	1.2	1.6	2.2	1.6	.7	1.2	.7	.4	.4	.4
Petroleum and coal products	1.8	3.5	2.5	1.6	3.3	2.3	.1	.1	...	1.6	2.5	2.2	.8	1.4	.8	.2	.5	.8
Rubber and miscellaneous plastics products	5.7	5.3	4.8	4.9	4.3	3.8	.5	.6	.6	5.1	6.1	5.3	3.1	3.6	2.8	.7	1.3	1.2
Leather and leather products	7.1	7.3	6.6	5.7	5.6	5.1	1.0	1.2	1.1	8.2	8.6	7.1	5.0	5.3	4.3	2.1	2.2	1.7

14. Hours and earnings, by industry division, 1947-78

[Gross averages, production or nonsupervisory workers on nonagricultural payrolls]

Year	Average weekly earnings	Average weekly hours	Average hourly earnings	Average weekly earnings	Average weekly hours	Average hourly earnings	Average weekly earnings	Average weekly hours	Average hourly earnings	Average weekly earnings	Average weekly hours	Average hourly earnings
	Total private			Mining			Construction			Manufacturing		
1947	\$45.58	40.3	\$1.131	\$59.94	40.8	\$1.469	\$58.87	38.2	\$1.541	\$49.17	40.4	\$1.217
1948	49.00	40.0	1.225	65.56	39.4	1.664	65.27	38.1	1.713	53.12	40.0	1.328
1949	50.24	39.4	1.275	62.33	36.3	1.717	67.56	37.7	1.792	53.88	39.1	1.378
1950	53.13	39.8	1.335	67.16	37.9	1.772	69.68	37.4	1.863	58.32	40.5	1.440
1951	57.86	39.9	1.45	74.11	38.4	1.93	76.96	38.1	2.02	63.34	40.6	1.56
1952	60.65	39.9	1.52	77.59	38.6	2.01	82.86	38.9	2.13	66.75	40.7	1.64
1953	63.76	39.6	1.61	83.03	38.8	2.14	86.41	37.9	2.28	70.47	40.5	1.74
1954	64.52	39.1	1.65	82.60	38.6	2.14	88.91	37.2	2.39	70.49	39.6	1.78
1955	67.72	39.6	1.71	89.54	40.7	2.20	90.90	37.1	2.45	75.30	40.7	1.85
1956	70.74	39.3	1.80	95.06	40.8	2.33	96.38	37.5	2.57	78.78	40.4	1.95
1957	73.33	38.8	1.89	98.25	40.1	2.45	100.27	37.0	2.71	81.19	39.8	2.04
1958	75.08	38.5	1.95	96.08	38.9	2.47	103.78	36.8	2.82	82.32	39.2	2.10
1959 ¹	78.78	39.0	2.02	103.68	40.5	2.56	108.41	37.0	2.93	88.26	40.3	2.19
1960	80.67	38.6	2.09	105.04	40.4	2.60	112.67	36.7	3.07	89.72	39.7	2.26
1961	82.60	38.6	2.14	106.92	40.5	2.64	118.08	36.9	3.20	92.34	39.8	2.32
1962	85.91	38.7	2.22	110.70	41.0	2.70	122.47	37.0	3.31	96.56	40.4	2.39
1963	88.46	38.8	2.28	114.40	41.6	2.75	127.19	37.3	3.41	99.23	40.5	2.45
1964	91.33	38.7	2.36	117.74	41.9	2.81	132.06	37.2	3.55	102.97	40.7	2.53
1965	95.45	38.8	2.46	123.52	42.3	2.92	138.38	37.4	3.70	107.53	41.2	2.61
1966	98.82	38.6	2.56	130.24	42.7	3.05	146.26	37.6	3.89	112.19	41.4	2.71
1967	101.84	38.0	2.68	135.89	42.6	3.19	154.95	37.7	4.11	114.49	40.6	2.82
1968	107.73	37.8	2.85	142.71	42.6	3.35	164.49	37.3	4.41	122.51	40.7	3.01
1969	114.61	37.7	3.04	154.80	43.0	3.60	181.54	37.9	4.79	129.51	40.6	3.19
1970	119.83	37.1	3.23	164.40	42.7	3.85	195.45	37.3	5.24	133.33	39.8	3.35
1971	127.31	36.9	3.45	172.14	42.4	4.06	211.67	37.2	5.69	142.44	39.9	3.57
1972	136.90	37.0	3.70	189.14	42.6	4.44	221.19	36.5	6.06	154.71	40.5	3.82
1973	145.39	36.9	3.94	201.40	42.4	4.75	235.89	36.8	6.41	166.46	40.7	4.09
1974	154.76	36.5	4.24	219.14	41.9	5.23	249.25	36.6	6.81	176.80	40.0	4.42
1975	163.53	36.1	4.53	249.31	41.9	5.95	266.08	36.4	7.31	190.79	39.5	4.83
1976	175.45	36.1	4.86	273.90	42.4	6.46	283.73	36.8	7.71	209.32	40.1	5.22
1977	189.00	36.0	5.25	301.20	43.4	6.94	295.65	36.5	8.10	228.90	40.3	5.68
1978	203.70	35.8	5.69	332.11	43.3	7.67	318.32	36.8	8.65	249.27	40.4	6.17
	Transportation and public utilities			Wholesale and retail trade			Finance, insurance, and real estate			Services		
1947				\$38.07	40.5	\$0.940	\$43.21	37.9	\$1.140			
1948				40.80	40.4	1.010	45.48	37.9	1.200			
1949				42.93	40.5	1.060	47.63	37.8	1.260			
1950				44.55	40.5	1.100	50.52	37.7	1.340			
1951				47.79	40.5	1.18	54.67	37.7	1.45			
1952				49.20	40.0	1.23	57.08	37.8	1.51			
1953				51.35	39.5	1.30	59.57	37.7	1.58			
1954				53.33	39.5	1.35	62.04	37.6	1.65			
1955				55.16	39.4	1.40	63.92	37.6	1.70			
1956				57.48	39.1	1.47	65.68	36.9	1.78			
1957				59.60	38.7	1.54	67.53	36.7	1.84			
1958				61.76	38.6	1.60	70.12	37.1	1.89			
1959 ¹				64.41	38.8	1.66	72.74	37.3	1.95			
1960				66.01	38.6	1.71	75.14	37.2	2.02			
1961				67.41	38.3	1.76	77.12	36.9	2.09			
1962				69.91	38.2	1.83	80.94	37.3	2.17			
1963				72.01	38.1	1.89	84.38	37.5	2.25			
1964	\$118.78	41.1	\$2.89	74.66	37.9	1.97	85.79	37.3	2.30	\$70.03	36.1	\$1.94
1965	125.14	41.3	3.03	76.91	37.7	2.04	88.91	37.2	2.39	73.60	35.9	2.05
1966	128.13	41.2	3.11	79.39	37.1	2.14	92.13	37.3	2.47	77.04	35.5	2.17
1967	130.82	40.5	3.23	82.35	36.6	2.25	95.72	37.1	2.58	80.38	35.1	2.29
1968	138.85	40.6	3.42	87.00	36.1	2.41	101.75	37.0	2.75	83.97	34.7	2.42
1969	147.74	40.7	3.63	91.39	35.7	2.56	106.70	37.1	2.93	90.57	34.7	2.61
1970	155.93	40.5	3.85	96.02	35.3	2.72	112.67	36.7	3.07	96.66	34.4	2.81
1971	168.82	40.1	4.21	101.09	35.1	2.88	117.85	36.6	3.22	103.06	33.9	3.04
1972	187.86	40.4	4.65	106.45	34.9	3.05	122.98	36.6	3.36	110.85	33.9	3.27
1973	203.31	40.5	5.02	111.76	34.6	3.23	129.20	36.6	3.53	117.29	33.8	3.47
1974	217.48	40.2	5.41	119.02	34.2	3.48	137.61	36.5	3.77	126.00	33.6	3.75
1975	233.44	39.7	5.88	126.45	33.9	3.73	148.19	36.5	4.06	134.67	33.5	4.02
1976	256.71	39.8	6.45	133.79	33.7	3.97	155.43	36.4	4.27	143.52	33.3	4.31
1977	278.90	39.9	6.99	142.52	33.3	4.28	165.26	36.4	4.54	153.45	33.0	4.65
1978	302.80	40.0	7.57	153.64	32.9	4.67	178.36	36.4	4.90	163.67	32.8	4.99

¹ Data include Alaska and Hawaii beginning in 1959.

15. Weekly hours, by industry division and major manufacturing group

[Gross averages, production or nonsupervisory workers on private nonagricultural payrolls]

Industry division and group	Annual Average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	36.0	35.8	35.8	36.1	35.2	35.4	35.7	35.1	35.5	35.9	36.0	36.0	35.8	35.7	35.5
MINING	43.4	43.3	43.8	43.4	42.4	42.6	42.9	42.6	42.8	43.3	41.7	43.1	43.5	43.6	43.8
CONSTRUCTION	36.5	36.8	36.5	37.0	34.6	35.4	37.0	35.5	37.2	37.9	37.7	38.0	37.9	37.6	36.5
MANUFACTURING	40.3	40.4	40.9	41.4	40.1	40.2	40.6	38.9	40.1	40.4	39.9	40.0	40.3	40.3	40.2
Overtime hours	3.5	3.6	3.8	3.9	3.5	3.5	3.6	2.5	3.3	3.4	3.2	3.3	3.6	3.4	3.3
Durable goods	41.0	41.1	41.6	42.3	40.9	41.1	41.4	39.3	40.8	41.0	40.4	40.4	40.8	40.8	40.7
Overtime hours	3.7	3.8	4.1	4.3	3.8	3.9	3.9	2.6	3.6	3.6	3.4	3.4	3.6	3.5	3.4
Lumber and wood products	39.8	39.8	39.9	40.1	38.5	39.0	39.7	39.1	39.6	40.2	39.4	39.9	40.1	39.7	38.6
Furniture and fixtures	39.0	39.3	39.4	40.1	38.3	38.1	39.0	37.5	38.2	38.8	38.0	38.6	39.0	39.3	39.1
Stone, clay, and glass products	41.3	41.6	42.1	42.2	40.5	40.6	41.8	41.1	41.9	42.1	41.5	41.7	41.7	41.7	41.7
Primary metal industries	41.3	41.8	42.2	42.5	42.2	42.1	41.9	41.7	41.4	41.6	41.3	40.8	41.3	40.9	40.4
Fabricated metal products	41.0	41.0	41.4	42.2	40.8	40.9	41.3	38.8	40.7	41.0	40.3	40.5	40.8	40.9	40.9
Machinery except electrical	41.5	42.0	42.5	43.6	42.1	42.5	42.6	40.3	41.7	42.0	41.2	41.3	41.9	41.6	41.8
Electric and electronic equipment	40.4	40.3	40.7	41.3	40.3	40.5	40.7	38.8	40.2	40.5	39.6	39.7	40.5	40.3	40.9
Transportation equipment	42.5	42.2	43.0	44.5	41.9	42.1	42.3	37.9	41.6	41.3	40.9	40.5	40.7	41.2	40.5
Instruments and related products	40.6	40.9	41.3	41.7	40.6	41.0	41.3	40.0	40.8	40.7	40.3	40.3	40.7	40.8	41.7
Miscellaneous manufacturing	38.8	38.8	39.4	39.4	38.6	38.6	39.2	37.6	38.5	39.0	38.7	38.9	39.3	39.4	39.8
Nondurable goods	39.4	39.4	39.7	39.9	38.9	38.9	39.3	38.2	39.1	39.4	39.2	39.4	39.6	39.4	39.5
Overtime hours	3.2	3.2	3.3	3.3	3.0	3.0	3.1	2.5	2.9	3.0	3.0	3.2	3.5	3.2	3.2
Food and kindred products	40.0	39.7	40.0	40.3	39.5	39.2	39.6	39.0	39.6	39.8	40.1	40.3	40.6	40.1	40.0
Tobacco manufactures	37.8	38.1	38.7	38.8	36.1	36.2	38.1	37.6	38.9	39.0	36.1	37.6	39.1	38.8	38.8
Textile mill products	40.4	40.4	40.6	40.8	39.9	39.9	40.4	38.6	40.1	40.6	39.9	40.3	40.8	40.8	41.1
Apparel and other textile products	35.6	35.6	35.9	35.8	34.6	34.9	35.4	33.9	35.1	35.6	35.4	35.6	35.4	35.5	35.5
Paper and allied products	42.9	42.9	43.2	43.4	42.6	42.2	42.6	41.6	42.4	42.8	42.5	42.6	42.7	42.7	42.7
Printing and publishing	37.7	37.6	38.1	38.3	37.1	37.3	37.7	36.8	37.3	37.4	37.4	37.9	37.9	37.5	37.9
Chemicals and allied products	41.7	41.9	42.3	42.3	41.7	41.7	41.9	41.9	41.8	41.8	41.7	41.8	41.8	41.7	42.1
Petroleum and coal products	42.7	43.6	44.5	43.7	42.8	42.7	43.8	43.9	43.7	43.4	44.1	43.6	44.7	44.2	44.0
Rubber and miscellaneous plastics products	41.0	40.9	41.4	42.0	41.1	41.2	41.4	39.4	40.5	40.7	40.2	40.0	40.5	40.4	40.1
Leather and leather products	36.9	37.1	37.0	37.1	36.3	35.9	35.9	35.3	36.4	37.1	36.9	36.6	36.8	36.5	36.8
TRANSPORTATION AND PUBLIC UTILITIES	39.9	40.0	39.9	40.2	39.6	39.9	39.8	39.0	39.6	40.0	40.0	40.3	39.9	39.8	39.7
WHOLESALE AND RETAIL TRADE	33.3	32.9	32.5	33.1	32.0	32.1	32.4	32.5	32.4	32.9	33.3	33.2	32.7	32.5	32.4
WHOLESALE TRADE	38.8	38.8	38.8	39.1	38.4	38.4	38.9	38.6	38.9	39.0	39.0	38.9	38.8	38.9	39.0
RETAIL TRADE	31.6	31.0	30.6	31.3	29.9	30.1	30.3	30.6	30.4	31.0	31.5	31.4	30.7	30.5	30.4
FINANCE, INSURANCE, AND REAL ESTATE	36.4	36.4	36.3	36.3	36.4	36.4	36.3	36.4	36.1	36.2	36.4	36.2	36.3	36.3	36.4
SERVICES	33.0	32.8	32.6	32.5	32.4	32.4	32.6	32.5	32.5	32.9	33.3	33.2	32.7	32.6	32.6

16. Weekly hours, by industry division and major manufacturing group, seasonally adjusted

[Gross averages, production or nonsupervisory workers on private nonagricultural payrolls]

Industry division and group	1978		1979										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	35.8	35.8	35.8	35.7	35.9	35.3	35.7	35.6	35.6	35.6	35.7	35.6	35.6
MINING	43.3	43.4	43.4	43.1	43.1	42.9	42.8	43.0	41.6	43.2	43.1	43.0	43.3
CONSTRUCTION	36.8	37.0	37.1	36.6	37.1	35.5	37.1	37.2	36.8	37.2	37.5	36.6	36.8
MANUFACTURING	40.6	40.6	40.6	40.6	40.6	39.1	40.2	40.1	40.2	40.1	40.2	40.2	40.0
Overtime hours	3.7	3.7	3.7	3.7	3.7	2.7	3.5	3.4	3.3	3.2	3.2	3.2	3.2
Durable goods	41.3	41.4	41.4	41.4	41.4	39.5	40.9	40.7	40.7	40.7	40.7	40.7	40.5
Overtime hours	4.0	4.0	4.1	4.1	4.0	2.7	3.8	3.6	3.5	3.3	3.3	3.3	3.3
Lumber and wood products	40.0	39.9	39.9	39.6	40.0	39.1	39.4	39.4	39.3	39.5	39.7	39.3	38.7
Furniture and fixtures	39.1	39.2	38.9	38.8	39.1	38.1	38.5	38.5	38.4	38.3	38.6	38.8	38.8
Stone, clay, and glass products	41.9	41.9	41.8	41.6	42.0	41.2	41.7	41.6	41.4	41.3	41.5	41.3	41.5
Primary metal industries	42.2	42.2	42.3	42.2	42.0	41.8	41.4	41.2	41.3	41.0	41.0	41.1	40.4
Fabricated metal products	41.1	41.3	41.1	41.3	41.3	39.1	40.7	40.7	40.8	40.6	40.7	40.8	40.6
Machinery, except electrical	42.2	42.4	42.3	42.5	42.4	40.5	42.0	42.0	41.9	41.6	41.9	41.6	41.5
Electric and electronic equipment	40.4	40.5	40.5	40.7	40.7	39.0	40.4	40.3	40.2	39.8	40.3	40.3	40.6
Transportation equipment	42.7	42.8	42.8	42.7	42.3	37.9	41.5	40.8	40.9	41.7	40.6	41.2	40.3
Instruments and related products	40.9	40.9	41.1	41.2	41.2	40.3	40.8	40.6	40.7	40.5	40.6	40.7	41.3
Miscellaneous manufacturing	38.9	38.9	39.0	39.0	39.0	37.6	38.6	38.9	39.3	39.1	39.1	39.2	39.3
Nondurable goods	39.5	39.4	39.5	39.3	39.4	38.6	39.2	39.2	39.2	39.2	39.3	39.3	39.3
Overtime hours	3.2	3.2	3.2	3.2	3.3	2.7	3.0	3.0	3.0	3.0	3.1	3.0	3.1
Food and kindred products	39.8	39.9	40.0	39.8	40.0	39.6	39.8	39.8	39.8	39.7	40.0	40.0	39.8
Tobacco manufactures	37.5	38.1	37.2	36.9	38.0	37.6	38.9	37.6	38.5	38.0	38.6	38.3	37.6
Textile mill products	40.4	40.4	40.7	40.1	40.3	38.8	40.0	40.1	40.1	40.1	40.6	40.8	40.9
Apparel and other textile products	35.6	35.5	35.3	35.4	35.4	34.2	35.2	35.2	35.5	35.3	35.3	35.3	35.2
Paper and allied products	43.0	42.8	42.8	42.7	42.8	41.8	42.6	42.5	42.5	42.6	42.4	42.7	42.5
Printing and publishing	37.8	37.6	37.7	37.7	37.7	37.1	37.4	37.4	37.5	37.7	37.5	37.4	37.6
Chemicals and allied products	42.1	41.8	42.0	42.0	41.9	41.7	41.9	41.7	41.9	42.0	41.7	41.7	41.9
Petroleum and coal products	44.1	43.8	43.5	43.6	44.0	43.9	43.7	43.3	43.6	43.7	44.1	43.8	43.6
Rubber and miscellaneous plastics products	41.1	41.2	41.4	41.2	41.3	39.7	40.9	40.7	40.6	40.2	40.3	40.2	39.8
Leather and leather products	36.9	36.7	36.8	36.4	36.3	35.6	36.1	36.4	36.6	36.5	37.0	36.5	36.7
TRANSPORTATION AND PUBLIC UTILITIES	39.9	40.0	40.0	40.0	40.0	39.2	39.8	39.8	39.7	39.9	39.9	39.8	39.7
WHOLESALE AND RETAIL TRADE	32.8	32.8	32.5	32.5	32.7	32.8	32.6	32.6	32.6	32.5	32.6	32.7	32.7
WHOLESALE TRADE	38.8	38.9	38.7	38.7	39.0	38.7	39.0	38.8	38.8	38.7	38.7	38.8	39.0
RETAIL TRADE	30.9	30.9	30.6	30.6	30.7	30.9	30.6	30.6	30.6	30.5	30.7	30.7	30.7
FINANCE, INSURANCE, AND REAL ESTATE	36.4	36.3	36.3	36.4	36.4	36.5	36.1	36.2	36.3	36.1	36.4	36.2	36.5
SERVICES	32.7	32.6	32.6	32.6	32.8	32.7	32.7	32.7	32.8	32.7	32.7	32.6	32.7

17. Hourly earnings, by industry division and major manufacturing group

[Gross averages, production or nonsupervisory workers on private nonagricultural payrolls]

Industry division and group	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL PRIVATE	\$5.25	\$5.69	\$5.88	\$5.91	\$5.97	\$6.00	\$6.02	\$6.03	\$6.09	\$6.12	\$6.16	\$6.19	\$6.31	\$6.32	\$6.34
MINING	6.94	7.67	8.05	8.06	8.20	8.21	8.27	8.54	8.45	8.49	8.52	8.48	8.57	8.57	8.71
CONSTRUCTION	8.10	8.65	8.89	8.92	8.98	9.02	8.97	9.02	9.14	9.13	9.24	9.32	9.51	9.49	9.49
MANUFACTURING	5.68	6.17	6.38	6.48	6.49	6.52	6.56	6.54	6.63	6.66	6.71	6.69	6.80	6.82	6.85
Durable goods	6.06	6.58	6.82	6.93	6.92	6.96	6.99	6.95	7.07	7.11	7.15	7.12	7.24	7.25	7.28
Lumber and wood products	5.10	5.60	5.75	5.79	5.79	5.83	5.84	5.90	5.97	6.16	6.23	6.23	6.32	6.25	6.24
Furniture and fixtures	4.34	4.68	4.80	4.86	4.87	4.93	4.95	4.94	4.97	5.05	5.04	5.10	5.18	5.20	5.22
Stone, clay, and glass products	5.81	6.32	6.54	6.58	6.57	6.58	6.64	6.73	6.78	6.85	6.89	6.90	6.98	6.99	7.03
Primary metal industries	7.40	8.20	8.52	8.56	8.62	8.75	8.75	8.92	8.83	8.91	9.04	9.10	9.16	9.11	9.20
Fabricated metal products	5.91	6.34	6.54	6.62	6.60	6.65	6.72	6.62	6.77	6.81	6.80	6.83	6.93	6.97	7.00
Nondurable goods	5.11	5.53	5.70	5.75	5.81	5.82	5.85	5.90	5.91	5.94	6.03	6.04	6.11	6.14	6.20
Food and kindred products	5.37	5.80	5.97	6.02	6.09	6.10	6.12	6.19	6.22	6.22	6.28	6.28	6.33	6.36	6.49
Tobacco manufactures	5.54	6.13	6.02	6.18	6.36	6.53	6.64	6.80	6.83	6.82	6.83	6.59	6.54	6.42	7.01
Textile mill products	3.99	4.30	4.45	4.48	4.52	4.51	4.52	4.48	4.52	4.54	4.65	4.77	4.82	4.83	4.85
Apparel and other textile products	3.62	3.94	4.04	4.08	4.17	4.17	4.19	4.19	4.20	4.21	4.23	4.21	4.28	4.32	4.33
Paper and allied products	5.96	6.52	6.75	6.79	6.80	6.83	6.88	6.92	6.96	7.05	7.17	7.22	7.32	7.33	7.40
Printing and publishing	6.12	6.50	6.66	6.70	6.72	6.73	6.77	6.72	6.83	6.88	6.90	6.94	7.04	7.06	7.09
Chemicals and allied products	6.43	7.01	7.22	7.28	7.32	7.32	7.36	7.50	7.47	7.53	7.60	7.65	7.73	7.81	7.87
Petroleum and coal products	7.83	8.63	8.78	8.89	9.01	9.10	9.31	9.44	9.39	9.32	9.39	9.35	9.51	9.50	9.57
Rubber and miscellaneous plastics products	5.17	5.52	5.71	5.77	5.82	5.84	5.86	5.82	5.90	5.91	5.95	5.94	6.03	6.13	6.11
Leather and leather products	3.61	3.89	3.98	4.01	4.13	4.14	4.17	4.18	4.18	4.19	4.19	4.22	4.29	4.31	4.33
TRANSPORTATION AND PUBLIC UTILITIES	6.99	7.57	7.78	7.85	7.90	7.92	7.90	7.88	7.94	8.03	8.23	8.32	8.45	8.46	8.49
WHOLESALE AND RETAIL TRADE	4.28	4.67	4.80	4.81	4.96	4.97	4.98	5.00	5.00	5.02	5.05	5.06	5.13	5.14	5.18
WHOLESALE TRADE	5.39	5.88	6.07	6.14	6.18	6.21	6.23	6.30	6.29	6.34	6.39	6.41	6.51	6.51	6.58
RETAIL TRADE	3.85	4.20	4.31	4.31	4.47	4.47	4.47	4.49	4.49	4.50	4.51	4.52	4.58	4.59	4.62
FINANCE, INSURANCE, AND REAL ESTATE	4.54	4.90	5.03	5.07	5.13	5.19	5.16	5.23	5.22	5.22	5.29	5.29	5.38	5.38	5.39
SERVICES	4.65	4.99	5.13	5.16	5.23	5.27	5.26	5.29	5.27	5.27	5.29	5.30	5.45	5.48	5.52

18. Hourly Earnings Index for production or nonsupervisory workers on private nonagricultural payrolls, by industry division

[Seasonally adjusted data: 1967 = 100]

Industry	1978		1979											Percent change	
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P	Oct. 1979 to Nov. 1979	Nov. 1978 to Nov. 1979
TOTAL PRIVATE (in current dollars) ..	219.2	220.9	222.6	224.0	225.2	226.8	227.5	229.0	230.9	232.2	234.3	235.0	236.9	0.8	8.1
Mining	249.9	250.9	252.1	253.7	256.1	264.1	262.7	264.9	266.9	265.6	266.1	268.0	271.4	1.3	8.6
Construction	211.6	213.0	213.8	216.7	216.5	218.1	220.4	222.1	223.1	224.4	223.9	225.6	225.6	.8	6.6
Manufacturing	222.4	224.2	225.4	227.2	228.7	231.0	232.3	233.9	235.4	236.9	238.7	240.0	241.9	.8	8.7
Transportation and public utilities	236.3	239.0	240.8	241.7	243.1	241.7	243.7	246.4	251.3	252.6	255.6	256.6	258.2	.6	9.3
Wholesale and retail trade	213.0	214.6	217.7	218.1	219.4	220.9	221.0	222.6	223.8	225.4	227.0	227.3	229.6	1.0	7.8
Finance, insurance, and real estate	200.7	202.1	202.4	204.2	204.8	207.5	207.0	208.0	210.8	211.5	214.4	213.6	215.3	.8	7.3
Services	217.7	219.3	220.8	222.2	223.3	225.0	224.3	225.7	227.0	228.4	231.5	232.2	233.8	.7	7.4
TOTAL PRIVATE (in constant dollars) ..	108.6	108.7	108.5	107.8	107.3	106.9	106.1	105.7	105.6	105.1	104.9	104.3	(¹)	(¹)	(¹)

¹ Not available.

19. Weekly earnings, by industry division and major manufacturing group

[Gross averages, production or nonsupervisory workers on private nonagricultural payrolls]

Industry division and group	Annual average		1978		1979										
	1977	1978	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
	TOTAL PRIVATE	\$189.00	\$203.70	\$210.50	\$213.35	\$210.14	\$212.40	\$214.91	\$211.65	\$216.20	\$219.71	\$221.76	\$222.84	\$225.90	\$225.62	$225.07
MINING	301.20	332.11	352.59	349.80	347.68	349.75	354.78	363.80	361.66	367.62	355.28	365.49	372.80	373.65	381.50
CONSTRUCTION	295.65	318.32	324.49	330.04	310.71	319.31	331.89	320.21	340.01	346.03	348.35	354.16	360.43	356.82	346.39
MANUFACTURING	228.90	249.27	260.94	268.27	260.25	262.10	266.34	254.41	265.86	269.06	267.73	267.60	274.04	274.85	275.37
Durable goods	248.46	270.44	283.71	293.14	283.03	286.06	289.39	273.14	288.46	291.51	288.86	287.65	295.39	295.80	296.30
Lumber and wood products	202.98	222.88	229.43	232.18	222.92	227.37	231.85	230.69	236.41	247.63	245.46	248.58	253.43	248.13	240.86
Furniture and fixtures	169.26	183.92	189.12	194.89	186.52	187.83	193.05	185.25	189.85	195.94	191.52	196.86	202.02	204.36	204.10
Stone, clay, and glass products	239.95	262.91	275.33	277.68	266.09	267.15	277.55	276.60	284.08	288.39	285.94	287.73	291.07	291.48	293.15
Primary metal industries	305.62	342.76	359.54	363.80	363.76	368.38	366.63	371.96	365.56	370.66	373.35	371.28	378.31	372.60	371.68
Fabricated metal products	242.31	259.94	270.76	279.36	269.28	271.99	277.54	256.86	275.54	279.21	274.04	276.62	282.74	285.07	286.30
Machinery except electrical	259.79	284.34	297.93	311.74	298.91	304.30	306.29	286.13	302.33	308.28	302.82	303.56	313.41	310.75	314.34
Electric and electronic equipment	217.76	234.55	242.98	251.52	246.23	248.27	250.71	237.07	249.64	253.13	248.29	252.49	261.63	261.55	266.67
Transportation equipment	309.40	333.80	355.61	374.25	349.45	351.54	356.17	313.05	356.10	352.29	349.70	341.82	349.61	356.38	350.73
Instruments and related products	214.77	233.54	241.19	248.12	243.19	246.82	249.45	241.20	249.29	248.68	248.25	247.44	252.75	257.86	267.30
Miscellaneous manufacturing	169.17	181.97	188.73	191.48	190.30	191.07	194.04	186.50	192.50	194.61	194.66	196.06	199.25	201.33	204.17
Nondurable goods	201.33	217.88	226.29	229.43	226.01	226.40	229.91	225.38	231.08	234.04	236.38	237.98	241.96	241.92	244.90
Food and kindred products	214.80	230.26	238.80	242.61	240.56	239.12	242.35	241.41	246.31	247.56	251.83	253.08	257.00	255.04	259.60
Tobacco manufactures	209.41	233.55	232.97	239.78	229.60	236.39	252.98	255.68	265.69	265.98	246.56	247.78	255.71	249.10	271.99
Textile mill products	161.20	173.72	180.67	182.78	180.35	179.50	182.61	172.93	181.25	184.32	185.54	192.23	196.66	197.06	199.34
Apparel and other textile products	128.87	140.26	145.04	146.06	144.28	145.53	148.33	142.04	147.42	149.88	149.74	149.88	151.51	153.36	153.72
Paper and allied products	255.68	279.71	291.60	294.69	289.68	288.23	293.09	287.87	295.10	302.74	304.73	307.57	312.56	312.99	315.98
Printing and publishing	230.72	244.40	253.75	256.61	249.31	251.03	255.23	247.30	254.76	257.31	258.06	263.03	266.82	264.75	268.71
Chemicals and allied products	268.13	293.72	305.41	307.94	305.24	305.24	308.38	314.25	312.25	314.75	316.92	319.77	323.11	325.68	331.33
Petroleum and coal products	334.34	376.27	390.71	388.49	385.63	388.57	407.78	414.42	410.34	404.49	414.10	407.66	425.10	419.90	421.08
Rubber and miscellaneous plastics products	211.97	225.77	236.39	242.34	239.20	240.61	242.60	229.31	238.95	240.54	239.19	237.60	244.22	247.65	245.01
Leather and leather products	133.21	144.32	147.26	148.77	149.92	148.63	149.70	147.55	152.15	155.45	154.61	154.45	157.87	157.32	159.34
TRANSPORTATION AND PUBLIC UTILITIES	278.90	302.80	310.42	315.57	312.84	316.01	314.42	307.32	314.42	321.20	329.20	335.30	337.16	336.71	337.05
WHOLESALE AND RETAIL TRADE	142.52	153.64	156.00	159.21	158.72	159.54	161.35	162.50	162.00	165.16	168.17	167.99	167.75	167.05	167.83
WHOLESALE TRADE	209.13	228.14	235.52	240.07	237.31	238.46	242.35	243.18	244.68	247.26	249.21	249.35	252.59	253.24	256.62
RETAIL TRADE	121.66	130.20	131.89	134.90	133.65	134.55	135.44	137.39	136.50	139.50	142.07	141.93	140.61	140.00	140.45
FINANCE, INSURANCE, AND REAL ESTATE	165.26	178.36	182.59	184.04	186.73	188.92	187.31	190.37	188.44	188.96	192.56	191.50	195.29	195.29	196.20
SERVICES	153.45	163.67	167.24	167.70	169.45	170.75	171.48	171.93	171.28	173.38	176.16	175.96	178.22	178.65	179.95

20. Gross and spendable weekly earnings, in current and 1967 dollars, 1960 to date

[Averages for production or nonsupervisory workers on private nonagricultural payrolls]

Year and month	Private nonagricultural workers						Manufacturing workers					
	Gross average weekly earnings		Spendable average weekly earnings				Gross average weekly earnings		Spendable average weekly earnings			
			Worker with no dependents		Married worker with 3 dependents				Worker with no dependents		Married worker with 3 dependents	
	Current dollars	1967 dollars	Current dollars	1967 dollars	Current dollars	1967 dollars	Current dollars	1967 dollars	Current dollars	1967 dollars	Current dollars	1967 dollars
1960	\$80.67	\$90.95	\$65.59	\$73.95	\$72.96	\$82.25	\$89.72	\$101.15	\$72.57	\$81.82	\$80.11	\$90.32
1961	82.60	92.19	67.08	74.87	74.48	83.13	92.34	103.06	74.60	83.26	82.18	91.72
1962	85.91	94.82	69.56	76.78	76.99	84.98	96.56	106.58	77.86	85.94	85.53	94.40
1963	88.46	96.47	71.05	77.48	78.56	85.67	99.23	108.21	79.51	86.71	87.25	95.15
1964	91.33	98.31	75.04	80.78	82.57	88.88	102.97	110.84	84.40	90.85	92.18	99.22
1965	95.45	101.01	79.32	83.94	86.63	91.67	107.53	113.79	89.08	94.26	96.78	102.41
1966	98.82	101.67	81.29	83.63	88.66	91.21	112.19	115.42	91.45	94.08	99.33	102.19
1967	101.84	101.84	83.38	83.38	90.86	90.86	114.49	114.49	92.97	92.97	100.93	100.93
1968	107.73	103.39	86.71	83.21	95.28	91.44	122.51	117.57	97.70	93.76	106.75	102.45
1969	114.61	104.38	90.96	82.84	99.99	91.07	129.51	117.95	101.90	92.81	111.44	101.49
1970	119.83	103.04	96.21	82.73	104.90	90.20	133.33	114.64	106.32	91.42	115.58	99.38
1971	127.31	104.95	103.80	85.57	112.43	92.69	142.44	117.43	114.97	94.78	124.24	102.42
1972	136.90	109.26	112.19	89.54	121.68	97.11	154.71	123.47	125.34	100.03	135.57	108.20
1973	145.39	109.23	117.51	88.29	127.38	95.70	166.46	125.06	132.57	99.60	143.50	107.81
1974	154.76	104.78	124.37	84.20	134.61	91.14	176.80	119.70	140.19	94.92	151.56	102.61
1975	163.53	101.45	132.49	82.19	145.65	90.35	190.79	118.36	151.61	94.05	166.29	103.16
1976	175.45	102.90	143.30	84.05	155.87	91.42	209.32	122.77	167.83	98.43	181.32	106.35
1977	189.00	104.13	155.19	85.50	169.93	93.63	228.90	126.12	183.80	101.27	200.06	110.23
1978	203.70	104.30	165.39	84.69	180.71	92.53	249.27	127.63	197.40	101.08	214.87	110.02
1978: November	210.50	104.31	170.28	84.38	185.81	92.08	260.94	129.31	205.21	101.69	223.76	110.88
December	213.35	105.15	172.31	84.92	187.95	92.63	268.27	132.22	210.12	103.56	229.40	113.06
1979: January	210.14	102.66	170.88	83.48	187.22	91.46	260.25	127.14	206.40	100.83	225.48	110.15
February	212.40	102.56	172.53	83.31	188.98	91.25	262.10	126.56	207.69	100.28	226.89	109.56
March	214.91	102.68	174.35	83.30	190.93	91.22	266.34	127.25	210.65	100.65	230.10	109.94
April	211.65	99.93	171.98	81.20	188.39	88.95	254.41	120.12	202.32	95.52	221.05	104.37
May	^c 216.20	100.89	175.29	81.80	191.93	89.56	265.86	124.06	^c 210.32	98.14	229.74	107.20
June	219.71	101.30	177.85	82.00	194.67	89.75	269.06	124.05	212.51	97.98	232.17	107.04
July	221.76	101.08	179.35	81.75	196.26	89.45	267.73	122.03	211.61	96.45	231.16	105.36
August	222.84	100.60	180.13	81.32	197.11	88.99	267.60	120.81	211.52	95.49	231.06	104.32
September	225.90	100.98	182.36	81.52	199.42	89.15	274.04	122.50	215.89	96.51	235.94	105.47
October ^p	225.62	100.01	182.16	80.74	199.21	88.30	274.85	121.83	216.44	95.94	236.56	104.86
November ^p	225.07	(¹)	181.76	(¹)	198.79	(¹)	275.37	(¹)	216.79	(¹)	236.95	(¹)

¹Not available.
c = Corrected.

NOTE: The earnings expressed in 1967 dollars have been adjusted for changes in price level as measured by the Bureau's Consumer Price Index for Urban Wage Earners and Clerical Workers

(revised). These series are described in "The Spendable Earnings Series: A Technical Note on its Calculation", **Employment and Earnings and Monthly Report on the Labor Force**, February 1969, pp. 6-13. See also "Spendable Earnings Formulas, 1977-79" **Employment and Earnings**, September 1979, pp. 6-8.

UNEMPLOYMENT INSURANCE DATA

UNEMPLOYMENT INSURANCE DATA are compiled monthly by the Employment and Training Administration of the U.S. Department of Labor from records of State and Federal unemployment insurance claims filed and benefits paid. Railroad unemployment insurance data are prepared by the U.S. Railroad Retirement Board.

Definitions

Data for **all programs** represent an unduplicated count of insured unemployment under the State, Ex-Servicemen, and UCFE programs, and the Railroad Insurance Act.

Under both State and Federal unemployment insurance programs for civilian employees, insured workers must report the completion of at least 1 week of unemployment before they are defined as unem-

ployed. Persons not covered by unemployment insurance (about one-third of the labor force) and those who have exhausted or not yet earned benefit rights are excluded from the scope of the survey. **Initial claims** are notices filed by persons in unemployment insurance programs to indicate they are out of work and wish to begin receiving compensation. A claimant who continued to be unemployed a full week is then counted in the insured unemployment figure. The **rate of insured unemployment** expresses the number of insured unemployed as a percent of the average insured employment in a 12-month period.

An **application** for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year. **Number of payments** are payments made in 14-day registration periods. The **average amount of benefit payment** is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments. However, **total benefits** paid have been adjusted.

21. Unemployment insurance and employment service operations

[All items except average benefits amounts are in thousands]

Item	1978			1979									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.
All programs:													
Insured unemployment	1,999	2,148	2,567	3,198	3,209	2,921	2,610	2,230	2,119	2,429	2,377	2,164	2,236
State unemployment insurance program:¹													
Initial claims ²	1,289	1,526	1,882	2,421	1,576	1,396	1,589	1,309	1,400	1,976	1,545	1,219	.....
Insured unemployment (average weekly volume)	1,816	2,009	2,421	3,037	3,053	2,750	2,440	2,078	1,991	2,300	2,245	2,024	2,057
Rate of insured unemployment	2.4	2.7	3.2	3.9	4.0	3.6	3.1	2.6	2.5	2.8	2.7	2.4	2.4
Weeks of unemployment compensated	6,405	6,744	7,907	11,371	10,762	11,105	8,956	8,442	7,197	7,889	8,830	6,993	.....
Average weekly benefit amount for total unemployment	\$83.42	\$83.99	\$85.34	\$88.28	\$90.31	\$90.28	\$89.25	\$88.37	\$87.25	\$86.40	\$88.56	\$89.07	.....
Total benefits paid	\$18,887	\$20,591	\$21,040	\$24,425	\$20,489	\$22,794	\$19,617	\$20,440	\$18,623	\$20,965	\$22,550	\$19,634	.....
Unemployment compensation for ex-servicemen:³													
Initial claims ¹	23	23	24	24	21	21	20	20	24	28	28	23	.....
Insured unemployment (average weekly volume)	49	48	50	54	53	52	48	45	45	51	52	52	52
Weeks of unemployment compensated	203	244	228	262	219	241	207	214	193	216	234	211	.....
Total benefits paid	\$18,887	\$20,591	\$21,040	\$24,425	\$20,489	\$22,794	\$19,617	\$20,440	\$18,623	\$20,965	\$22,550	\$19,634	.....
Unemployment compensation for Federal civilian employees:⁴													
Initial claims	18	16	18	21	13	12	12	12	13	16	13	13	.....
Insured unemployment (average weekly volume)	34	32	34	37	35	33	27	24	23	25	25	25	28
Weeks of unemployment compensated	120	135	136	158	133	143	112	106	91	96	107	91	.....
Total benefits paid	\$10,414	\$11,826	\$12,174	\$14,222	\$12,256	\$13,168	\$10,345	\$9,330	\$8,341	\$9,802	\$9,829	\$8,456	.....
Railroad unemployment insurance:													
Applications	8	15	10	8	6	5	3	3	9	15	8	13	.....
Insured unemployment (average weekly volume)	18	17	17	26	24	23	18	10	8	11	12	21	.....
Number of payments	53	33	30	50	50	23	40	29	19	20	26	32	.....
Average amount of benefit payment	\$192.38	\$171.54	\$189.59	\$200.80	\$200.54	\$204.72	\$195.55	\$177.39	\$183.13	\$190.10	\$195.61	\$189.08	.....
Total benefits paid	\$10,070	\$5,394	\$5,678	\$9,634	\$9,871	\$10,538	\$7,276	\$5,681	\$3,314	\$3,699	\$3,767	\$5,747	.....
Employment service:⁵													
New applications and renewals	1,670	3,026	414	5,630	.....	8,059	9,180	10,452	11,907	13,186	14,479	.....	.....
Nonfarm placements	467	827	1,120	1,414	.....	1,991	2,291	2,616	3,051	3,482	3,935	.....	.....

¹Initial claims and State insured unemployment include data under the program for Puerto Rican sugarcane workers.

²Includes interstate claims for the Virgin Islands. Excludes transition claims under State programs.

³Excludes data on claims and payments made jointly with other programs.

⁴Includes the Virgin Islands. Excludes data on claims and payments made jointly with State programs.

⁵Cumulative total for fiscal year (October 1 - September 30).

NOTE: Data for Puerto Rico included. Dashes indicate data not available.

PRICE DATA

PRICE DATA are gathered by the Bureau of Labor Statistics from retail and primary markets in the United States. Price indexes are given in relation to a base period (1967 = 100, unless otherwise noted).

Definitions

The **Consumer Price Index** is a monthly statistical measure of the average change in prices in a fixed market basket of goods and services. Effective with the January 1978 index, the Bureau of Labor Statistics began publishing CPI's for two groups of the population. One index, a new CPI for All Urban Consumers, covers 80 percent of the total noninstitutional population; and the other index, a revised CPI for Urban Wage Earners and Clerical Workers, covers about half the new index population. The All Urban Consumers index includes, in addition to wage earners and clerical workers, professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees, and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, fuel, drugs, transportation fares, doctor's and dentist's fees, and other goods and services that people buy for day-to-day living. The quantity and quality of these items is kept essentially unchanged between major revisions so that only price changes will be measured. Prices are collected from over 18,000 tenants, 24,000 retail establishments, and 18,000 housing units for property taxes in 85 urban areas across the country. All taxes directly associated with the purchase and use of items are included in the index. Because the CPI's are based on the expenditures of two population groups in 1972-73, they may not accurately reflect the experience of individual families and single persons with different buying habits.

Though the CPI is often called the "Cost-of-Living Index," it measures only price change, which is just one of several important factors affecting living costs. Area indexes do not measure differences in the level of prices among cities. They only measure the average change in prices for each area since the base period.

Producer Price Indexes measure average changes in prices received in primary markets of the United States by producers of commodities in all stages of processing. The sample used for calculating these indexes contains about 2,800 commodities and about 10,000 quotations per month selected to represent the movement of prices of all commodities produced in the manufacturing, agriculture, forestry, fishing, mining, gas and electricity, and public utilities sectors. The universe includes all commodities produced or imported for sale in commercial transactions in primary markets in the United States.

Producer Price Indexes can be organized by stage of processing or by commodity. The stage of processing structure organizes products by degree of fabrication (that is, finished goods, intermediate or semifinished goods, and crude materials). The commodity structure organizes products by similarity of end-use or material composition.

To the extent possible, prices used in calculating Producer Price Indexes apply to the first significant commercial transaction in the United States, from the production or central marketing point. Price data are generally collected monthly, primarily by mail questionnaire.

Most prices are obtained directly from producing companies on a voluntary and confidential basis. Prices generally are reported for the Tuesday of the week containing the 13th day of the month.

In calculating Producer Price Indexes, price changes for the various commodities are averaged together with implicit quantity weights representing their importance in the total net selling value of all commodities as of 1972. The detailed data are aggregated to obtain indexes for stage of processing groupings, commodity groupings, durability of product groupings, and a number of special composite groupings.

Price indexes for the output of selected SIC industries measure average price changes in commodities produced by particular industries, as defined in the *Standard Industrial Classification Manual 1972* (Washington, U.S. Office of Management and Budget, 1972). These indexes are derived from several price series, combined to match the economic activity of the specified industry and weighted by the value of shipments in the industry. They use data from comprehensive industrial censuses conducted by the U.S. Bureau of the Census and the U.S. Department of Agriculture.

Notes on the data

Beginning with the May 1978 issue of the *Review*, regional CPI's cross classified by population size, were introduced. These indexes will enable users in local areas for which an index is not published to get a better approximation of the CPI for their area by using the appropriate population size class measure for their region. The cross-classified indexes will be published bimonthly. (See table 24.)

For further details about the new and the revised indexes and a comparison of various aspects of these indexes with the old unrevised CPI, see *Facts About the Revised Consumer Price Index*, a pamphlet in the Consumer Price Index Revision 1978 series. See also *The Consumer Price Index: Concepts and Content Over the Years*. Report 517, revised edition (Bureau of Labor Statistics, May 1978).

For interarea comparisons of living costs at three hypothetical standards of living, see the family budget data published in the *Handbook of Labor Statistics, 1977*, Bulletin 1966 (Bureau of Labor Statistics, 1977), tables 122-133. Additional data and analysis on price changes are provided in the *CPI Detailed Report* and *Producer Prices and Price Indexes*, both monthly publications of the Bureau.

As of January 1976, the Wholesale Price Index (as it was then called) incorporated a revised weighting structure reflecting 1972 values of shipments. From January 1967 through December 1975, 1963 values of shipments were used as weights.

For a discussion of the general method of computing consumer, producer, and industry price indexes, see *BLS Handbook of Methods for Surveys and Studies*, Bulletin 1910 (Bureau of Labor Statistics, 1976), chapters 13-15. See also John F. Early, "Improving the measurement of producer price change," *Monthly Labor Review*, April 1978, pp. 7-15. For industry prices, see also Bennett R. Moss, "Industry and Sector Price Indexes," *Monthly Labor Review*, August 1965, pp. 974-82.

22. Consumer Price Index for Urban Wage Earners and Clerical Workers, annual averages and changes, 1967-78

[1967 = 100]

Year	All items		Food and beverages		Housing		Apparel and upkeep		Transportation		Medical care		Entertainment		Other goods and services	
	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change	Index	Percent change
1967	100.0	..	100.0	...	100.0	...	100.0	..	100.0	...	100.0	...	100.0	...	100.0	...
1968	104.2	4.2	103.6	3.6	104.0	4.0	105.4	5.4	103.2	3.2	106.1	6.1	105.7	5.7	105.2	5.2
1969	109.8	5.4	108.8	5.0	110.4	6.2	111.5	5.8	107.2	3.9	113.4	6.9	111.0	5.0	110.4	4.9
1970	116.3	5.9	114.7	5.4	118.2	7.1	116.1	4.1	112.7	5.1	120.6	6.3	116.7	5.1	116.8	5.8
1971	121.3	4.3	118.3	3.1	123.4	4.4	119.8	3.2	118.6	5.2	128.4	6.5	122.9	5.3	122.4	4.8
1972	125.3	3.3	123.2	4.1	128.1	3.8	122.3	2.1	119.9	1.1	132.5	3.2	126.5	2.9	127.5	4.2
1973	133.1	6.2	139.5	13.2	133.7	4.4	126.8	3.7	123.8	3.3	137.7	3.9	130.0	2.8	132.5	3.9
1974	147.7	11.0	158.7	13.8	148.8	11.3	136.2	7.4	137.7	11.2	150.5	9.3	139.8	7.5	142.0	7.2
1975	161.2	9.1	172.1	8.4	164.5	10.6	142.3	4.5	150.6	9.4	168.6	12.0	152.2	8.9	153.9	8.4
1976	170.5	5.8	177.4	3.1	174.6	6.1	147.6	3.7	165.5	9.9	184.7	9.5	159.8	5.0	162.7	5.7
1977	181.5	6.5	188.0	6.0	186.5	6.8	154.2	4.5	177.2	7.1	202.4	9.6	167.7	4.9	172.2	5.8
1978	195.3	7.6	206.2	9.7	202.6	8.6	159.5	3.4	185.8	4.9	219.4	8.4	176.2	5.1	183.2	6.4

23. Consumer Price Index for All Urban Consumers and revised CPI for Urban Wage Earners and Clerical Workers, U.S. city average—general summary and groups, subgroups, and selected items

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers (revised)						
	1978		1979					1978		1979				
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
All items	200.9	214.1	216.6	218.9	221.1	223.4	225.4	200.7	214.3	216.9	219.4	221.5	223.7	225.6
Food and beverages	211.6	228.2	229.3	230.7	230.2	231.0	232.1	211.5	228.2	229.3	230.9	230.4	231.2	232.3
Housing	209.5	222.4	225.5	228.4	231.5	234.6	237.7	209.1	222.3	225.5	228.4	231.5	234.5	237.7
Apparel and upkeep	163.3	166.1	165.7	164.3	166.3	169.8	171.0	163.6	165.7	165.3	164.5	166.2	169.3	170.8
Transportation	189.7	207.7	212.6	216.6	219.6	221.4	222.7	190.3	208.6	213.7	217.8	220.7	222.4	223.4
Medical care	224.7	236.3	237.7	239.9	241.8	243.7	245.9	224.9	236.3	238.2	240.5	242.6	244.7	247.2
Entertainment	179.3	187.8	188.2	189.1	190.2	191.1	192.0	178.3	187.1	187.5	188.6	188.9	190.2	191.4
Other goods and services	188.3	193.9	194.5	195.2	197.0	201.7	202.3	187.6	193.8	194.3	195.1	197.2	200.6	201.4
Commodities	191.8	205.8	208.4	210.5	212.2	214.1	215.6	191.8	206.1	208.7	211.0	212.6	214.4	215.8
Commodities less food and beverages	180.2	192.9	196.0	198.4	200.9	203.3	204.9	180.0	193.1	196.3	198.8	201.3	203.5	205.0
Nondurables less food and beverages	180.1	195.7	200.5	204.2	208.8	213.2	214.9	180.2	196.6	201.6	205.6	210.5	214.8	216.6
Durables	178.8	189.2	191.1	192.6	193.6	194.5	196.0	178.5	188.9	190.8	192.2	192.9	193.5	194.8
Services	217.6	229.5	232.1	234.7	237.6	240.7	243.6	217.3	229.7	232.3	235.1	237.9	241.0	244.0
Rent, residential	167.4	173.8	174.7	175.9	177.5	179.0	181.4	167.4	173.7	174.7	175.8	177.3	178.9	181.2
Household services less rent	244.3	260.2	264.5	268.6	272.8	276.7	280.7	244.2	261.1	265.6	269.8	274.1	278.2	282.3
Transportation services	200.4	209.8	210.9	212.6	214.9	216.6	218.5	200.7	210.5	211.6	213.3	215.3	216.8	218.6
Medical care services	241.5	254.4	255.9	258.5	260.6	262.8	265.3	241.6	254.0	256.1	258.8	261.2	263.8	266.8
Other services	189.9	197.6	198.4	199.3	200.5	204.7	205.7	189.8	198.0	198.7	200.1	201.2	204.9	206.4
Special Indexes:														
All items less food	196.7	208.9	211.8	214.2	216.9	219.6	221.8	196.4	209.1	212.0	214.6	217.3	219.8	222.0
All items less mortgage interest costs	196.9	208.7	211.0	213.0	214.7	216.7	218.3	196.7	209.1	211.5	213.7	215.3	217.2	218.7
Commodities less food	179.1	191.6	194.7	197.0	199.5	201.8	203.4	179.0	191.8	194.9	197.4	199.9	202.0	203.5
Nondurables less food	178.1	193.2	197.6	201.1	205.4	209.6	211.3	178.3	194.0	198.6	202.5	207.0	211.0	212.9
Nondurables less food and apparel	188.8	210.2	217.0	222.8	228.3	232.7	234.8	188.9	211.0	218.0	223.9	229.7	234.2	236.3
Nondurables	196.6	212.8	215.7	218.3	220.4	223.1	224.5	196.7	213.2	216.3	219.2	221.3	223.9	225.3
Services less rent	226.7	239.8	242.6	245.6	248.8	252.1	255.1	226.4	240.1	243.0	246.1	249.2	252.6	255.7
Services less medical care	213.6	225.3	228.0	230.6	233.6	236.7	239.6	213.2	225.6	228.2	231.0	233.9	236.9	239.9
Domestically produced farm foods	205.1	224.2	224.9	225.9	223.5	223.7	224.1	204.9	223.9	224.6	225.8	223.4	223.6	224.0
Selected beef cuts	212.6	271.9	268.3	267.8	253.0	255.3	257.3	213.4	273.1	269.9	270.1	255.5	258.0	259.1
Energy	226.5	260.8	275.4	287.1	296.3	304.3	307.5	226.4	262.2	277.3	289.2	298.8	307.0	310.2
All items less energy	199.2	210.7	212.2	213.8	215.4	217.3	219.2	199.0	210.8	212.3	213.9	215.3	217.0	218.8
All items less food and energy	194.0	204.1	205.8	207.3	209.4	211.5	213.6	193.7	204.0	205.5	207.2	209.0	211.0	213.0
Commodities less food and energy	175.1	183.6	184.8	185.6	186.8	188.2	189.6	174.9	183.3	184.5	185.4	186.4	187.5	188.7
Energy commodities	218.0	266.4	284.9	300.8	314.5	325.3	329.0	218.3	267.3	286.2	301.9	315.8	326.5	330.2
Services less energy	215.8	227.8	229.9	232.4	235.4	238.4	241.3	215.5	228.0	230.1	232.7	235.7	238.7	241.7
Purchasing power of the consumer dollar, 1967 = \$1	\$0.498	\$0.467	\$0.462	\$0.457	\$0.452	\$0.448	\$0.444	\$0.498	\$0.467	\$0.461	\$0.456	\$0.451	\$0.447	\$0.443

23. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers (revised)						
	1978	1979					1978	1979						
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
BEVERAGES	211.6	228.2	229.3	230.7	230.2	231.0	232.1	211.5	228.2	229.3	230.9	230.4	231.2	232.3
Food	216.8	234.3	235.4	236.9	236.3	237.1	238.2	216.7	234.2	235.4	237.1	236.5	237.3	238.3
Food at home	215.4	233.4	234.2	235.5	233.9	234.7	235.4	215.1	232.8	233.6	235.0	233.5	234.2	234.8
Cereals and bakery products	205.1	216.2	217.8	220.1	223.7	225.6	227.0	206.0	216.8	218.2	221.1	224.1	226.6	227.9
Cereals and bakery products (12/77 = 100)	110.5	114.6	115.5	116.6	118.5	120.0	120.8	110.6	114.7	115.4	117.0	119.0	120.6	121.4
Flour and prepared flour mixes (12/77 = 100)	111.8	116.7	117.8	119.4	122.5	123.4	124.0	112.1	117.0	118.4	120.3	123.3	125.1	125.0
Cereal (12/77 = 100)	109.2	115.1	115.8	117.0	118.0	118.8	119.2	109.5	115.4	116.0	117.4	118.5	118.7	119.3
Rice, pasta, and cornmeal (12/77 = 100)	111.3	111.9	112.8	113.6	115.7	116.6	120.4	110.7	111.7	111.8	113.4	115.8	119.1	120.8
Bakery products (12/77 = 100)	107.9	114.4	115.2	116.4	118.3	119.2	119.9	108.5	114.7	115.5	117.0	118.5	119.7	120.3
White bread	178.0	189.0	190.3	194.2	198.4	200.7	202.5	178.9	189.0	189.5	194.3	198.0	200.5	202.3
Other breads (12/77 = 100)	108.5	114.9	115.3	116.2	118.6	119.6	120.5	110.0	116.2	117.1	118.5	120.8	122.5	123.8
Fresh biscuits, rolls, and muffins (12/77 = 100)	108.7	114.7	115.8	116.1	118.1	119.0	119.4	108.6	114.5	115.4	115.8	117.7	118.6	118.7
Fresh cakes and cupcakes (12/77 = 100)	107.4	113.3	114.0	114.8	116.6	116.7	117.6	108.2	113.9	114.8	115.9	116.3	116.8	118.1
Cookies (12/77 = 100)	106.8	113.4	114.1	114.8	115.6	115.9	116.6	107.9	114.9	116.2	117.2	117.2	117.8	118.3
Crackers and bread and cracker products (12/77 = 100)	107.5	113.3	112.2	112.7	114.7	114.8	115.0	107.6	113.2	112.7	112.9	114.9	114.9	115.0
Fresh sweetrolls, coffeeecake, and donuts (12/77 = 100)	106.0	113.7	115.9	116.0	117.5	118.8	118.9	107.5	115.3	117.8	117.8	119.3	121.6	120.7
Frozen and refrigerated bakery products and fresh pies, tarts, and turnovers (12/77 = 100)	109.9	116.6	117.6	119.8	120.8	121.7	122.5	108.7	114.1	113.9	116.5	117.1	118.6	118.8
Meats, poultry, fish, and eggs	211.7	242.2	239.8	239.0	230.2	231.0	230.3	211.1	241.2	239.0	238.3	229.6	230.5	229.7
Meats, poultry, and fish	216.1	247.9	246.1	245.0	235.8	236.0	235.9	215.5	246.9	245.3	244.2	235.3	235.4	235.3
Meats	215.3	252.1	249.6	248.0	237.8	238.1	238.6	214.8	250.9	248.8	247.4	237.6	237.7	238.1
Beef and veal	211.3	270.3	266.9	266.4	251.9	254.2	256.2	212.0	271.3	268.2	268.4	254.1	256.4	257.5
Ground beef other than canned	210.5	280.6	278.7	274.5	260.3	261.4	263.4	211.3	280.0	278.8	274.7	261.9	263.5	265.8
Chuck roast	213.0	285.7	279.7	280.5	257.5	261.0	263.3	216.7	293.1	286.0	288.7	264.0	267.9	268.3
Round roast	192.0	244.4	236.8	239.1	222.2	229.2	230.3	192.8	244.1	240.0	242.7	225.9	231.0	233.0
Round steak	202.6	256.5	250.0	248.1	238.1	239.2	242.2	200.2	253.2	247.5	246.4	235.4	235.7	239.4
Sirloin steak	212.1	259.0	258.8	260.7	247.5	251.0	250.4	212.7	259.3	261.1	260.7	247.3	253.9	249.6
Other beef and veal (12/77 = 100)	123.7	152.8	151.3	151.8	145.0	145.6	147.1	123.9	153.4	151.6	152.8	146.0	146.6	147.0
Pork	218.7	222.2	217.2	215.1	207.4	206.5	204.3	217.9	221.6	217.2	214.9	207.6	206.1	204.7
Bacon	220.5	215.8	203.9	200.0	192.5	194.0	190.5	222.8	216.7	206.0	201.6	195.0	195.6	194.4
Pork chops	207.5	210.1	206.4	207.7	195.3	198.1	195.1	207.0	211.3	207.4	209.2	196.2	196.1	194.9
Ham other than canned (12/77 = 100)	103.2	101.8	99.5	97.2	96.4	95.2	94.8	103.9	96.6	97.0	96.1	94.9	94.3	94.0
Sausage	265.3	276.1	276.1	270.4	263.8	258.4	257.6	262.9	274.2	276.0	269.5	263.2	258.4	258.1
Canned ham	223.9	229.5	226.0	224.4	221.1	216.6	218.2	219.9	229.6	226.4	222.3	218.9	215.3	215.8
Other pork (12/77 = 100)	120.2	127.0	124.4	124.2	118.3	117.4	115.2	118.3	126.5	124.4	123.2	118.4	117.5	115.1
Other meats	216.7	244.0	248.9	245.1	243.5	240.2	240.7	214.6	240.0	245.2	241.0	239.9	236.6	238.0
Frankfurters	210.9	245.2	249.3	243.2	241.9	235.9	236.8	210.0	242.4	249.0	243.0	242.6	236.1	237.7
Bologna, liverwurst, and salami (12/77 = 100)	120.6	134.1	136.7	135.4	134.3	133.2	134.2	119.4	132.2	133.4	132.3	129.7	129.5	130.7
Other luncheon meats (12/77 = 100)	113.2	121.8	123.1	122.0	122.7	121.6	120.3	111.6	118.6	120.6	119.4	120.8	119.0	118.8
Lamb and organ meats (12/77 = 100)	116.9	138.5	143.9	141.0	137.6	135.6	137.7	116.5	140.0	145.9	141.1	137.9	136.9	138.8
Poultry	177.3	188.0	187.2	186.2	177.1	174.8	170.3	174.9	186.2	185.1	184.0	174.3	172.8	168.3
Fresh whole chicken	177.6	185.9	185.8	184.1	171.3	169.9	159.7	173.8	183.9	181.5	179.6	166.7	165.8	157.7
Fresh and frozen chicken parts (12/77 = 100)	112.4	120.4	120.3	119.4	112.1	111.8	110.1	111.7	120.2	120.1	119.1	111.1	110.9	108.8
Other poultry (12/77 = 100)	117.2	125.1	123.4	123.6	123.0	119.2	120.3	115.8	122.9	122.7	123.2	122.1	119.8	119.4
Fish and seafood	281.7	297.2	301.0	304.3	306.5	309.7	311.5	279.6	292.7	295.9	298.3	301.4	304.4	306.5
Canned fish and seafood (12/77 = 100)	105.8	109.8	110.3	111.4	112.7	113.9	115.2	105.7	108.6	109.2	110.2	111.5	113.5	114.5
Fresh and frozen fish and seafood (12/77 = 100)	108.2	115.2	117.2	118.6	119.2	120.4	120.7	107.0	113.2	114.9	115.7	116.9	117.5	118.1
Eggs	159.1	172.9	161.9	165.8	161.8	170.7	161.3	159.1	171.5	161.6	165.4	160.5	170.5	160.3
Dairy Products	191.1	203.8	205.5	206.3	208.6	211.3	213.3	191.7	204.3	205.9	206.7	208.9	212.0	214.0
Fresh milk and cream (12/77 = 100)	107.8	114.7	115.7	116.1	117.7	119.0	120.3	107.9	115.2	116.0	116.3	117.9	119.5	120.4
Fresh whole milk	176.5	188.1	189.4	190.0	192.8	195.4	197.6	176.8	188.7	189.8	190.3	193.0	195.6	197.4
Other fresh milk and cream (12/77 = 100)	107.6	114.3	115.6	116.3	117.4	118.1	119.2	107.8	114.9	116.0	116.5	117.7	119.3	119.8
Processed dairy products (12/77 = 100)	108.3	115.8	116.8	117.3	118.2	120.1	120.9	109.0	116.0	117.0	117.6	118.4	120.5	121.7
Butter	189.3	199.4	199.9	200.6	203.0	209.9	213.3	189.9	201.5	202.0	202.6	205.7	212.3	216.6
Cheese (12/77 = 100)	107.8	116.3	116.9	117.7	118.4	120.1	121.0	108.1	116.1	116.3	117.4	118.4	120.2	121.1
Ice cream and related products (12/77 = 100)	108.0	115.2	116.9	117.0	117.8	120.1	120.4	109.9	115.7	117.8	118.4	118.1	120.7	121.9
Other dairy products (12/77 = 100)	107.0	112.7	114.5	114.5	115.4	115.5	116.4	107.1	112.6	114.6	114.3	115.4	115.6	116.9
Fruits and vegetables	216.3	226.8	233.8	238.1	237.8	231.8	232.0	214.0	224.9	231.5	236.6	237.0	229.6	230.2
Fresh fruits and vegetables	221.5	231.0	243.3	249.4	247.5	234.7	235.5	217.9	228.7	240.4	248.1	247.9	232.9	233.6
Fresh fruits	244.4	249.6	266.0	278.2	286.9	271.6	260.4	241.4	245.7	261.1	278.2	288.9	271.2	260.6
Apples	195.3	229.9	232.9	250.2	275.2	244.7	212.7	197.6	224.2	233.7	248.4	275.9	243.1	212.9
Bananas	181.4	212.6	225.3	221.0	202.3	210.3	206.6	181.5	209.1	221.7	218.5	202.5	208.4	199.7
Oranges	312.9	267.1	311.5	313.5	316.2	312.3	306.7	296.6	259.7	293.0	306.1	298.6	291.8	290.3
Other fresh fruits (12/77 = 100)	132.4	135.4	141.4	151.3	157.5	147.1	143.9	133.0	134.7	140.7	154.2	163.5	152.3	149.7
Fresh vegetables	200.1	213.6	222.0	222.4	210.7	200.3	212.2	196.8	213.4	221.8	221.0	211.0	198.4	209.4
Potatoes	198.5	203.9	221.5	225.7	211.4	199.3	191.1	196.2	203.5	224.3	227.9	212.1	193.4	183.8
Lettuce	202.6	194.1	193.1	200.0	235.7	219.6	262.9	195.6	195.1	186.0	195.9	240.3	222.9	264.2
Tomatoes	159.5	219.7	222.0	185.8	187.0	178.5	194.4	163.5	217.9	223.0	189.4	185.6	179.2	194.1
Other fresh vegetables (12/77 = 100)	116.5	122.9	128.1	132.1	113.8									

23. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers (revised)						
	1978	1979					1978	1979						
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
FOOD AND BEVERAGES—Continued														
Food—Continued														
Food at home—Continued														
Fruits and vegetables—Continued														
Cut corn and canned beans except lima (12/77=100)	108.2	112.2	113.2	114.3	113.9	114.7	113.6	107.1	111.0	112.0	112.4	112.0	112.6	111.9
Other canned and dried vegetables (12/77=100)	104.3	107.4	107.7	108.8	109.7	110.1	109.9	103.1	105.7	106.3	107.5	108.1	108.7	108.5
Other foods at home	254.5	266.0	267.1	269.5	272.8	276.0	278.0	254.7	265.3	266.2	268.7	271.8	274.7	276.5
Sugar and sweets	262.3	276.3	277.4	279.4	281.0	282.0	283.1	262.2	275.6	276.6	278.3	279.9	281.2	282.2
Candy and chewing gum (12/77=100)	110.1	117.1	117.4	118.5	119.4	119.7	119.7	110.4	116.9	117.0	118.1	119.0	119.3	119.6
Sugar and artificial sweeteners (12/77=100)	110.5	115.3	115.4	115.4	115.6	115.9	115.9	110.5	115.4	115.3	115.4	115.5	116.4	116.9
Other sweets (12/77=100)	106.9	111.7	112.6	113.8	114.6	115.3	115.9	105.9	110.4	111.9	112.6	113.6	114.0	114.8
Fats and oils (12/77=100)	216.3	225.3	226.3	227.4	228.9	231.5	231.9	217.1	225.1	226.6	227.6	228.9	230.7	231.9
Margarine	231.6	238.8	239.1	240.2	240.3	245.5	244.4	232.2	236.9	238.4	239.7	239.8	242.8	244.9
Nondairy substitutes and peanut butter (12/77=100)	107.4	112.4	112.8	113.7	114.0	114.6	115.1	107.6	112.1	112.5	113.6	114.0	114.5	114.6
Other fats, oils, and salad dressings (12/77=100)	111.9	117.0	117.8	118.3	119.7	120.6	121.1	112.5	117.4	118.2	118.5	119.6	120.4	121.0
Nonalcoholic beverages	340.4	349.3	350.4	354.6	361.8	367.7	372.1	341.0	348.4	348.5	353.6	360.0	365.0	368.2
Cola drinks, excluding diet cola	223.4	237.4	237.9	238.3	239.2	242.7	246.4	223.1	235.6	234.7	236.5	236.9	240.1	242.0
Carbonated drinks, including diet cola (12/77=100)	109.1	115.1	115.3	115.6	116.2	117.9	118.5	108.2	112.9	112.5	113.0	114.2	115.7	116.1
Roasted coffee	371.8	341.2	347.3	376.5	411.7	425.9	432.4	372.0	340.3	347.3	375.1	406.1	418.2	424.4
Freeze dried and instant coffee	346.7	329.8	330.2	335.6	349.5	359.9	366.5	346.4	328.6	328.9	336.2	349.4	358.9	365.3
Other noncarbonated drinks (12/77=100)	108.5	113.5	113.4	113.1	114.2	114.0	114.8	108.3	112.3	112.3	112.2	113.0	112.7	113.5
Other prepared foods	193.2	206.6	207.8	209.1	210.5	212.6	213.4	193.3	206.5	207.9	208.8	210.4	212.4	213.4
Canned and packaged soup (12/77=100)	103.9	111.4	112.6	113.2	113.2	113.1	113.4	103.4	111.6	112.6	113.1	113.3	113.3	113.3
Frozen prepared foods (12/77=100)	107.9	118.3	119.2	121.4	120.7	123.1	123.1	107.5	117.3	118.6	119.5	118.7	121.1	122.0
Snacks (12/77=100)	104.1	113.1	113.3	114.0	115.7	118.4	119.6	104.6	113.6	113.7	114.8	116.4	119.0	120.6
Seasonings, olives, pickles, and relish (12/77=100)	109.1	114.0	114.4	115.0	115.9	117.4	118.8	108.9	113.6	114.0	114.2	115.4	116.3	116.7
Other condiments (12/77=100)	107.0	113.1	113.6	114.3	115.2	115.9	115.8	107.8	113.9	114.9	115.2	116.2	117.5	117.0
Miscellaneous prepared foods (12/77=100)	108.3	114.5	115.1	115.3	116.3	116.8	117.2	108.4	114.2	114.8	115.2	116.3	116.3	116.7
Other canned and packaged prepared foods (12/77=100)	108.0	114.6	115.6	115.8	116.8	116.7	116.7	107.8	114.2	115.3	115.3	116.7	116.7	116.9
Food away from home	224.6	241.1	242.7	244.9	246.5	247.6	249.6	224.5	242.0	244.4	246.5	248.3	249.3	251.3
Lunch (12/77=100)	109.4	117.7	118.5	119.6	120.3	120.7	121.3	109.1	118.5	119.6	120.4	121.3	121.7	122.2
Dinner (12/77=100)	108.8	116.8	117.7	118.9	119.8	120.3	121.6	108.8	116.8	118.2	119.7	120.5	120.9	122.4
Other meals and snacks (12/77=100)	108.6	115.9	116.6	117.3	117.8	118.6	119.5	108.8	116.6	117.4	118.2	119.1	119.9	120.5
Alcoholic beverages	163.1	171.5	172.1	172.7	173.3	174.2	176.0	163.8	171.9	172.4	173.3	173.6	174.9	176.9
Alcoholic beverages at home (12/77=100)														
Beer and ale	158.1	169.2	170.0	170.3	170.6	172.3	175.1	159.1	169.2	169.8	170.5	170.3	171.8	175.2
Whiskey	123.4	126.5	126.8	127.4	128.4	129.0	129.4	124.3	127.8	128.2	129.2	129.9	130.4	131.0
Wine	180.9	192.7	193.2	194.1	196.0	195.2	198.0	185.9	196.2	197.8	199.4	202.7	202.5	205.5
Other alcoholic beverages (12/77=100)	102.7	104.7	105.2	105.2	105.4	105.5	105.9	102.3	105.0	104.9	105.0	105.1	105.3	105.9
Alcoholic beverages away from home (12/77=100)	108.2	113.7	113.9	114.5	114.6	115.1	115.9	106.6	111.2	111.7	112.3	112.8	113.4	114.2
HOUSING	209.5	222.4	225.5	228.4	231.5	234.6	237.7	209.1	222.3	225.5	228.4	231.5	234.5	237.7
Shelter														
Rent, residential	167.4	173.8	174.7	175.9	177.5	179.0	181.4	167.4	173.7	174.7	175.8	177.3	178.9	181.2
Other rental costs	213.8	230.3	232.3	236.0	238.2	239.3	241.6	213.5	229.6	231.8	235.2	237.6	238.6	241.3
Lodging while out of town	220.3	242.1	244.3	248.8	251.2	251.8	254.2	219.7	240.5	243.1	246.7	249.5	249.9	253.0
Tenants' insurance (12/77=100)	103.5	107.2	108.0	110.9	112.0	113.7	114.1	103.5	107.5	108.2	111.5	112.6	114.1	114.7
Homeownership	237.0	254.9	258.8	263.0	267.6	271.9	276.7	237.1	255.9	259.9	264.2	268.9	273.3	278.3
Home purchase	203.4	217.6	220.9	224.0	226.9	229.8	233.4	203.4	217.6	220.8	224.0	227.0	230.0	233.6
Financing, taxes, and insurance	272.4	297.2	302.2	308.6	316.4	323.0	330.5	273.1	299.2	304.2	310.6	318.7	325.6	333.5
Property insurance	287.9	307.1	310.6	312.6	316.7	319.9	319.9	287.9	306.9	310.1	312.1	314.2	318.5	321.9
Property taxes	195.4	181.2	181.3	181.8	183.1	184.7	185.1	196.0	182.7	182.8	183.3	184.6	186.1	186.5
Contracted mortgage interest cost	314.6	358.4	366.0	375.6	387.2	396.7	408.1	314.6	358.9	366.2	375.8	387.4	397.1	408.8
Mortgage interest rates	152.1	162.0	163.0	164.9	167.7	169.7	172.0	152.2	162.2	163.1	164.9	167.8	169.7	172.0
Maintenance and repairs	240.7	252.4	255.5	257.9	259.7	262.5	264.7	238.6	253.4	256.7	259.1	260.8	263.4	265.3
Maintenance and repair services	260.2	273.2	277.4	280.0	281.8	284.4	287.0	258.0	275.5	280.2	282.8	284.2	287.2	289.4
Maintenance and repair commodities	195.0	203.8	204.4	206.1	208.1	211.5	212.5	194.8	204.0	204.9	206.5	209.0	210.8	211.9
Paint and wallpaper, supplies, tools, and equipment (12/77=100)	106.7	110.7	111.8	112.5	114.3	117.0	117.4	106.1	110.8	112.1	112.8	115.0	116.1	116.6
Lumber, awnings, glass, and masonry (12/77=100)	107.4	112.6	112.9	113.7	113.7	115.2	116.0	108.4	113.3	113.9	114.4	114.8	115.7	116.2
Plumbing, electrical, heating, and cooling supplies (12/77=100)	103.4	108.4	108.6	110.1	110.8	111.9	112.8	104.0	109.5	109.3	110.2	111.5	112.6	113.8
Miscellaneous supplies and equipment (12/77=100)	104.9	110.2	109.3	110.3	111.1	112.9	113.3	103.8	108.6	107.6	109.5	110.3	111.2	111.9
Fuel and other utilities	220.1	232.2	239.0	243.5	247.2	251.2	252.9	220.3	232.5	239.4	244.1	247.7	251.7	253.4
Fuels														
Fuel oil, coal, and bottled gas	300.1	364.3	391.2	412.9	438.6	461.6	470.8	300.3	364.8	391.6	413.5	439.0	462.5	471.7
Fuel oil	300.1	375.3	405.9	429.5	458.2	482.5	491.2	300.2	375.7	406.1	430.0	458.5	483.3	491.9
Other fuels (6/78=100)	98.5	100.1	102.6	106.2	109.3	114.4	118.5	98.8	100.2	102.6	106.5	109.4	114.6	118.8
Gas (piped) and electricity	240.0	251.6	259.9	264.5	266.5	270.1	272.5	239.9	251.4	259.8	264.6	266.5	269.9	272.2
Electricity	207.7	214.3	223.7	227.4	229.2	230.6	228.7	208.1	214.7	224.3	228.0	229.7	231.1	228.8
Utility (piped) gas	276.2	296.8	301.8	307.7	309.7	317.5	329.1	275.0	295.4	300.1	306.5	308.5	315.8	327.4

23. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers (revised)						
	1978	1979						1978	1979					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
HOUSING—Continued														
Fuel and other utilities—Continued														
Other utilities and public services	158.9	159.0	159.2	159.4	159.8	159.8	158.8	159.0	159.1	159.2	159.4	159.8	159.8	158.9
Telephone services	133.0	132.2	132.0	132.1	132.5	132.4	131.2	133.0	132.2	132.0	132.2	132.5	132.4	131.3
Local charges (12/77 = 100)	101.4	100.6	100.0	100.1	100.5	100.4	98.7	101.5	100.6	100.1	100.2	100.6	100.5	98.8
Intrastate toll calls (12/77 = 100)	99.1	98.3	98.4	98.4	98.5	98.4	98.4	99.2	98.3	98.5	98.5	98.5	98.4	98.4
Intrastate toll calls (12/77 = 100)	100.3	100.7	101.2	101.3	101.5	101.4	101.7	100.2	100.6	101.1	101.2	101.4	101.3	101.5
Water and sewerage maintenance	235.9	241.4	243.1	244.0	244.6	245.3	245.6	236.0	241.5	243.3	244.0	244.6	245.5	245.8
Household furnishings and operations	181.9	189.2	190.1	190.4	191.2	192.2	193.3	180.5	188.1	188.8	189.0	189.8	190.6	191.7
Housefurnishings	157.7	162.6	163.1	162.9	163.2	164.1	165.2	156.6	162.4	162.8	162.5	163.0	163.5	164.4
Textile housefurnishings	167.9	173.1	174.9	173.6	172.8	175.3	177.8	167.9	173.1	174.0	171.6	173.0	174.9	177.2
Household linens (12/77 = 100)	103.5	106.1	106.8	104.3	103.6	106.7	107.7	103.1	105.8	105.1	103.1	103.7	106.3	107.4
Curtains, drapes, slipcovers, and sewing materials (12/77 = 100)	105.8	109.7	111.4	112.4	112.0	112.0	114.2	106.4	110.3	112.3	111.4	112.7	112.2	114.1
Furniture and bedding	170.7	176.9	177.5	176.8	177.1	178.3	180.0	168.9	176.4	177.6	177.2	177.3	178.5	180.3
Bedroom furniture (12/77 = 100)	107.9	112.8	112.9	113.2	114.0	114.8	116.4	105.9	110.8	111.7	112.1	112.7	113.0	114.8
Sofas (12/77 = 100)	104.0	106.2	107.8	106.2	106.3	107.1	107.3	103.9	108.4	110.1	108.7	108.2	108.6	109.6
Living room chairs and tables (12/77 = 100)	103.0	103.7	103.5	104.5	104.9	105.1	106.2	102.8	105.4	105.4	106.2	106.1	106.7	107.5
Other furniture (12/77 = 100)	108.2	114.7	114.7	113.3	112.7	113.9	115.0	106.7	112.9	113.3	112.5	112.5	114.2	114.7
Appliances including TV and sound equipment	132.6	135.6	135.6	135.4	135.8	136.2	136.9	132.1	135.8	135.3	135.0	135.5	135.7	135.7
Television and sound equipment (12/77 = 100)	102.8	104.0	104.0	103.9	104.3	104.7	104.9	101.7	103.8	103.3	103.3	104.4	104.4	104.1
Television	102.1	102.8	102.7	102.6	102.8	102.9	103.4	101.2	102.2	102.0	101.6	101.9	101.9	102.0
Sound equipment (12/77 = 100)	104.6	106.1	106.3	106.1	106.8	107.5	107.4	103.2	106.3	105.5	105.8	106.7	107.4	106.9
Household appliances	150.4	155.4	155.4	155.1	155.5	155.8	156.9	150.7	156.0	155.6	154.9	155.1	155.2	155.6
Refrigerators and home freezer	150.1	152.4	151.9	152.9	154.6	154.1	155.3	153.3	156.9	156.0	157.3	157.9	156.5	157.9
Laundry equipment (12/77 = 100)	105.5	109.8	110.8	110.7	110.7	110.9	112.1	105.2	109.9	110.5	110.1	110.2	111.2	111.3
Other household appliances (12/77 = 100)	105.7	109.7	109.5	108.7	108.6	109.1	109.8	105.1	108.8	108.3	107.1	107.1	107.2	107.2
Stoves, dishwashers, vacuums, and sewing machines (12/77 = 100)	107.3	110.0	109.8	109.0	108.5	108.6	109.0	105.9	109.6	108.9	107.6	107.7	107.7	106.9
Office machines, small electric appliances, and air conditioners (12/77 = 100)	103.8	109.3	109.2	108.5	108.8	109.7	110.7	104.1	108.0	107.6	106.5	106.4	106.8	107.6
Other household equipment (12/77 = 100)	105.2	109.3	109.5	110.3	110.7	110.9	111.2	103.9	109.0	109.6	110.4	110.6	110.3	110.8
Floor and window coverings, infants' laundry cleaning and outdoor equipment (12/77 = 100)	104.9	108.5	108.5	109.1	109.5	111.1	109.8	100.3	104.6	104.2	104.6	105.9	105.8	105.5
Clocks, lamps, and decor items (12/77 = 100)	102.9	105.2	105.9	107.5	107.1	108.0	108.6	103.5	105.9	106.3	107.2	106.7	107.0	107.1
Tableware, serving pieces, and nonelectric kitchenware (12/77 = 100)	107.7	113.0	113.2	114.4	115.1	114.7	115.4	105.3	111.7	112.9	114.1	113.9	114.5	114.7
Lawn equipment, power tools, and other hardware (12/77 = 100)	103.7	107.9	107.9	107.6	108.5	107.6	108.5	104.5	110.1	110.6	111.0	111.5	109.5	111.0
Housekeeping supplies	210.0	220.5	221.5	222.3	223.4	224.1	224.8	209.3	219.4	219.9	220.7	221.6	222.6	223.9
Soaps and detergents	202.0	209.6	210.2	210.9	212.5	215.1	217.9	201.2	208.2	208.8	210.5	210.9	214.5	216.3
Other laundry and cleaning products (12/77 = 100)	106.6	110.1	110.7	111.3	112.0	112.3	113.7	105.9	110.0	110.8	111.3	111.9	112.4	113.5
Cleansing and toilet tissue, paper towels and napkins (12/77 = 100)	108.5	116.3	116.7	116.5	116.2	116.4	117.2	109.7	117.1	117.2	116.9	116.3	117.1	117.9
Stationery, stationery supplies, and gift wrap (12/77 = 100)	103.2	107.3	108.2	108.9	109.5	109.9	109.5	103.2	106.7	107.0	107.5	108.5	108.3	108.6
Miscellaneous household products (12/77 = 100)	107.3	111.6	111.8	112.3	112.9	113.3	114.3	105.8	110.4	110.1	110.5	111.3	111.6	112.7
Lawn and garden supplies (12/77 = 100)	102.7	111.7	112.3	113.0	113.8	112.7	110.0	101.1	110.0	110.3	110.4	111.3	109.9	108.8
Housekeeping services	233.7	246.2	248.0	249.7	251.6	253.4	254.6	233.2	244.9	247.0	248.6	250.4	252.1	253.9
Postage	257.3	257.3	257.3	257.3	257.3	257.3	257.3	257.2	257.2	257.2	257.2	257.2	257.2	257.2
Moving, storage, freight, household laundry, and drycleaning services (12/77 = 100)	107.6	113.8	115.1	116.3	117.3	118.1	118.8	107.8	114.1	115.5	116.5	117.7	118.6	119.7
Appliance and furniture repair (12/77 = 100)	104.2	108.5	109.1	109.5	110.7	111.7	112.3	103.9	107.6	108.8	109.4	110.3	111.1	112.1
APPAREL AND UPKEEP	163.3	166.1	165.7	164.3	166.3	169.8	171.0	163.6	165.7	165.3	164.5	166.2	169.3	170.8
Apparel commodities	159.3	160.8	160.2	158.6	160.6	164.2	165.2	159.6	160.6	160.0	159.1	160.7	163.9	165.3
Apparel commodities less footwear	157.7	158.4	157.4	155.6	157.7	161.5	162.3	158.2	158.1	157.2	156.0	157.9	161.2	162.4
Men's and boys'	159.1	160.1	160.4	159.2	159.6	162.7	164.2	159.8	160.8	160.9	160.6	161.1	163.2	164.4
Men's (12/77 = 100)	100.9	101.1	101.1	100.0	100.6	102.7	103.5	101.7	101.8	101.6	101.3	101.9	103.2	103.8
Suits, sport coats, and jackets (12/77 = 100)	100.3	98.5	98.5	96.8	97.1	100.0	101.6	99.8	97.2	96.8	95.8	96.2	98.3	99.1
Coats and jackets (12/77 = 100)	99.7	94.8	94.5	94.4	95.5	96.5	97.8	101.8	97.9	97.8	97.6	99.2	99.1	99.5
Furnishings and special clothing (12/77 = 100)	103.0	107.4	108.1	108.4	109.3	110.6	109.9	103.1	106.1	106.2	106.6	107.0	108.6	109.1
Shirts (12/77 = 100)	100.9	103.9	103.5	100.9	103.2	107.2	108.5	102.6	105.0	104.5	104.1	104.9	107.1	108.3
Dungarees, jeans, and trousers (12/77 = 100)	100.6	100.0	99.9	99.0	98.1	99.0	99.5	101.7	102.1	101.7	101.5	101.9	102.5	102.8
Boys' (12/77 = 100)	100.4	102.8	103.5	104.2	103.3	104.8	106.3	99.9	101.9	103.1	103.5	102.7	103.9	105.3
Coats, jackets, sweaters, and shirts (12/77 = 100)	96.3	99.3	100.0	101.7	101.1	102.7	103.9	95.6	98.1	99.4	101.3	100.3	102.0	103.8
Furnishings (12/77 = 100)	104.1	107.1	108.3	108.0	107.9	109.4	110.8	103.1	106.1	107.8	107.1	107.0	108.8	110.1
Suits, trousers, sport coats, and jackets (12/77 = 100)	102.1	103.8	104.4	104.8	103.1	104.5	106.5	101.9	103.2	104.1	103.9	102.9	103.5	104.7
Women's and girls'	154.0	153.2	150.8	147.8	151.3	155.9	155.5	154.0	152.0	149.9	147.5	150.5	154.4	154.8
Women's (12/77 = 100)	102.6	102.4	100.8	98.4	100.7	103.9	103.4	102.7	102.2	100.6	98.7	100.4	103.0	103.3
Coats and jackets	172.5	164.3	162.4	162.1	170.4	174.1	173.9	172.8	173.0	166.9	166.8	173.1	175.7	174.1
Dresses	165.2	170.4	163.5	157.2	162.8	171.1	167.2	165.9	162.0	156.6	152.8	152.8	158.5	159.1
Separates and sportswear (12/77 = 100)	101.2	99.7	98.4	95.0	96.3	99.8	99.6	100.2	98.7	98.5	98.7	97.7	100.4	100.4
Underwear, nightwear, and hosiery (12/77 = 100)	102.6	105.4	105.6	105.6	106.2	106.2	106.6	103.1	106.1	106.5	106.1	107.0	107.4	107.9
Suits (12/77 = 100)	99.4	93.5	91.7	87.3	89.8	96.7	97.1	99.7	95.6	92.4	87.9	91.0	98.1	99.9
Girls' (12/77 = 100)	101.5	99.1	98.0	98.1	100.5	102.4	103.6	101.2	96.3	95.9	95.5	98.8	101.1	101.5
Coats, jackets, dresses, and suits (12/77 = 100)	101.2	98.1	95.8	98.7	100.8	102.8	102.8	99.2	95.8	93.4	94.6	95.9	98.5	97.9
Separates and sportswear (12/77 = 100)	101.6	96.3	95.7	93.9	98.3	100.3	102.5	103.0	92.2	93.8	92.5	99.7	102.1	103.5
Underwear, nightwear, hosiery, and accessories (12/77 = 100)	102.0	105.8	105.7	104.6	104.1	105.7	106.7	101.5	104.3	103.4	102.0	101.8	103.5	103.9

23. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers (revised)						
	1978	1979						1978	1979					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
APPAREL AND UPKEEP—Continued														
Apparel commodities—Continued														
Apparel commodities less footwear—Continued														
Infants' and toddlers'	220.0	221.2	220.9	219.0	221.2	223.4	224.8	219.3	223.6	223.9	221.9	224.2	226.0	228.7
Other apparel commodities	161.9	166.9	167.3	167.9	169.8	172.6	175.5	164.1	167.3	167.8	168.4	170.2	174.9	178.7
Sewing materials and notions (12/77 = 100)	99.4	101.2	101.0	101.3	102.3	102.3	102.2	99.0	96.4	95.7	95.6	96.8	100.4	100.8
Jewelry and luggage (12/77 = 100)	107.0	110.7	111.3	111.7	113.0	115.6	118.3	109.4	113.5	114.3	114.9	116.1	118.9	122.3
Footwear	167.8	175.0	176.7	176.6	177.5	180.1	182.6	167.0	175.2	176.0	176.6	176.9	179.4	181.9
Men's (12/77 = 100)	105.9	111.8	114.0	113.4	114.5	115.0	116.7	105.6	112.2	113.2	114.5	115.2	116.3	118.0
Boys' and girls' (12/77 = 100)	103.8	109.3	110.3	111.0	112.0	111.6	113.0	104.6	109.8	110.0	111.2	111.4	111.6	113.0
Womens' (12/77 = 100)	105.4	108.3	108.4	108.3	108.1	112.0	113.5	103.9	107.7	107.9	106.9	106.5	109.6	111.1
Apparel services	190.1	203.1	204.8	205.7	207.7	210.2	212.5	190.2	202.6	203.6	204.9	206.7	208.7	210.8
Laundry and drycleaning other than coin operated (12/77 = 100)	109.2	118.4	119.7	120.6	122.1	123.6	125.2	109.8	118.4	119.2	120.3	121.8	123.2	124.7
Other apparel services (12/77 = 100)	106.9	111.2	111.4	111.2	111.9	113.0	114.0	106.2	110.9	111.1	111.2	111.5	112.3	112.9
TRANSPORTATION	189.7	207.7	212.6	216.6	219.6	221.4	222.7	190.3	208.6	213.7	217.8	220.7	222.4	223.4
Private	189.4	208.1	213.3	217.4	220.4	222.0	223.1	189.8	208.8	214.1	218.3	221.2	222.7	223.7
New cars	155.5	165.8	166.3	166.7	166.6	166.1	167.5	155.1	165.3	165.9	166.6	166.3	165.9	167.4
Used cars	195.4	205.4	208.9	209.2	207.0	202.9	199.9	195.4	205.4	208.9	209.2	207.0	202.9	199.9
Gasoline	201.9	247.7	265.0	280.0	292.0	301.0	303.8	202.0	248.5	266.2	281.0	293.3	302.3	305.2
Automobile maintenance and repair	226.4	240.1	242.0	244.0	245.7	247.1	249.1	226.8	240.5	242.3	244.2	246.0	247.5	249.4
Body work (12/77 = 100)	107.8	114.1	116.0	117.4	118.6	119.4	120.6	108.3	115.2	116.0	117.6	118.6	119.2	120.4
Automobile drive train, brake, and miscellaneous mechanical repair (12/77 = 100)	108.4	114.9	115.8	116.7	117.4	118.1	119.4	109.1	115.8	116.7	117.5	118.2	119.0	120.2
Maintenance and servicing (12/77 = 100)	107.5	114.3	115.0	115.9	116.3	116.9	117.5	107.1	113.8	114.6	115.3	116.0	116.8	117.3
Power plant repair (12/77 = 100)	107.1	113.1	113.9	114.8	116.0	116.7	117.8	107.3	113.3	114.3	115.2	116.3	117.0	118.0
Other private transportation	186.9	196.4	197.3	198.5	200.5	201.7	203.7	187.2	196.9	197.7	199.1	201.0	202.3	204.0
Other private transportation commodities	161.2	171.0	171.8	173.3	175.1	177.7	182.0	162.9	172.1	172.6	174.4	176.1	178.7	181.6
Motor oil, coolant, and other products (12/77 = 100)	104.2	109.9	110.3	110.5	112.2	114.4	115.9	104.8	108.6	109.3	109.9	112.0	114.5	115.9
Automobile parts and equipment (12/77 = 100)	104.2	110.6	111.2	112.3	113.4	114.9	117.9	105.4	111.6	111.9	113.2	114.1	115.7	117.6
Tires	143.0	151.4	151.9	153.7	154.7	156.4	160.7	144.7	153.8	153.7	155.7	156.1	158.1	161.1
Other parts and equipment (12/77 = 100)	105.8	113.0	114.1	114.8	116.7	119.1	121.8	107.0	112.4	113.4	114.3	116.8	118.6	120.0
Other private transportation services	195.5	205.1	206.0	207.1	209.1	210.1	211.4	195.4	205.4	206.3	207.6	209.6	210.6	211.9
Automobile insurance	218.7	226.5	227.3	229.1	232.3	233.5	233.8	218.8	226.4	227.2	229.0	232.3	233.5	233.7
Automobile finance charges (12/77 = 100)	105.0	115.5	116.3	116.8	117.2	117.7	120.4	104.6	114.8	115.6	116.4	116.4	117.0	119.4
Automobile rental, registration, and other fees (12/77 = 100)	103.5	106.5	106.8	106.9	107.5	107.8	107.9	103.5	106.8	107.2	107.3	108.1	108.4	108.6
State registration	143.8	144.0	144.0	144.0	144.0	144.0	144.0	143.5	143.9	143.2	143.9	143.9	143.9	143.9
Drivers' license (12/77 = 100)	104.1	104.5	104.5	104.5	104.5	104.5	104.5	103.9	104.3	104.3	104.3	104.3	104.3	104.2
Vehicle inspection (12/77 = 100)	109.5	112.7	114.6	114.6	114.6	114.6	114.6	110.8	113.5	115.5	115.5	115.5	115.5	115.5
Other vehicle related fees (12/77 = 100)	106.1	113.0	113.6	114.0	115.5	116.1	116.4	106.9	115.8	116.6	116.9	119.3	120.3	120.8
Public	189.3	193.3	194.0	197.1	200.8	205.2	209.1	190.2	194.2	194.8	197.6	200.6	204.1	207.3
Airline fare	189.5	193.7	194.3	198.5	205.2	214.1	220.6	189.1	193.2	193.8	198.4	205.2	214.2	220.7
Inter-city bus fare	243.7	250.1	253.9	258.8	263.2	268.0	276.0	244.1	249.2	253.2	258.5	263.0	268.0	275.5
Intra-city mass transit	185.4	187.9	188.4	189.8	190.5	190.5	191.3	185.3	188.0	188.4	189.7	190.2	190.2	191.0
Taxi fare	206.7	216.2	217.2	220.6	224.7	228.5	233.6	210.9	221.8	223.3	226.5	230.3	233.9	238.7
Inter-city train fare	195.1	205.2	205.3	216.1	220.6	221.0	221.1	194.9	205.2	205.2	217.1	220.8	221.3	221.4
MEDICAL CARE	224.7	236.3	237.7	239.9	241.8	243.7	245.9	224.9	236.3	238.2	240.5	242.6	244.7	247.2
Medical care commodities	145.9	152.4	153.3	154.1	155.0	155.8	156.6	146.6	153.3	154.5	155.3	156.2	156.7	157.4
Prescription drugs	134.0	140.6	141.3	141.9	142.8	143.5	144.5	134.7	141.5	142.4	143.0	143.7	144.4	145.2
Anti-infective drugs (12/77 = 100)	105.4	110.7	112.0	112.0	112.5	113.1	113.5	106.4	111.7	112.9	113.0	113.2	114.1	114.8
Tranquilizers and sedatives (12/77 = 100)	106.5	113.3	113.7	114.0	114.6	114.9	115.8	106.6	113.7	114.2	114.4	114.8	115.0	115.6
Circulatories and diuretics (12/77 = 100)	104.6	107.9	108.3	108.6	109.3	109.3	109.7	105.6	108.5	109.2	109.1	109.7	110.0	110.6
Hormones, diabetic drugs, biologicals, and prescription and supplies (12/77 = 100)	110.8	117.5	117.9	118.9	120.3	120.9	122.5	111.7	117.5	118.0	119.3	120.4	120.8	122.2
Pain and symptom control drugs (12/77 = 100)	106.3	111.8	112.1	113.1	113.7	114.8	115.6	106.5	112.9	113.4	114.7	115.2	116.0	116.3
Supplements, cough and cold preparations, and respiratory agents (12/77 = 100)	105.3	109.2	109.4	109.5	110.3	110.9	111.3	105.8	110.1	110.9	111.0	111.7	112.2	112.6
Nonprescription drugs and medical supplies (12/77 = 100)	105.2	109.4	110.2	110.8	111.4	112.0	112.5	105.7	110.3	111.2	111.9	112.5	112.8	113.2
Eyeglasses (12/77 = 100)	103.5	106.7	107.4	108.2	108.7	109.2	110.2	103.5	107.0	107.7	108.5	108.9	109.3	110.0
Internal and respiratory over-the-counter drugs	161.9	169.3	170.3	171.3	172.2	173.0	173.7	162.4	170.6	170.7	173.2	174.3	174.7	175.2
Nonprescription medical equipment and supplies (12/77 = 100)	104.5	108.1	109.1	109.7	110.4	110.8	111.0	105.7	109.3	110.3	110.7	111.3	111.2	111.8
Medical care services	241.5	254.4	255.9	258.5	260.6	262.8	265.3	241.6	254.0	256.1	258.8	261.2	263.8	266.8
Professional services	213.7	224.3	225.7	227.6	228.9	230.3	231.6	214.3	225.3	227.3	229.3	231.1	233.1	234.9
Physicians' services	228.1	240.7	241.8	242.7	246.6	248.4	249.7	228.4	241.4	243.6	246.8	248.7	251.5	254.4
Dental services	202.9	212.4	214.3	215.2	216.0	217.2	218.5	204.5	214.6	216.5	217.1	219.0	220.7	221.2
Other professional services (12/77 = 100)	106.4	110.2	110.6	111.5	111.9	112.4	112.7	105.8	109.4	110.0	111.0	111.5	111.7	112.1
Other medical care services	275.2	290.9	292.5	295.8	299.0	302.0	306.2	274.8	289.0	291.2	294.9	298.1	301.3	305.9
Hospital and other medical services (12/77 = 100)	109.4	115.6	116.2	117.3	118.6	119.6	121.3	109.3	114.7	115.3	116.6	117.8	118.9	120.5
Hospital room	343.7	363.9	366.0	369.7	374.2	376.4	380.2	343.7	361.3	362.9	367.5	371.7	374.1	379.4
Other hospital and medical care services	108.7	114.7	115.2	116.4	117.4	118.8	120.8	108.5	113.7	114.3	115.6	116.7	118.0	119.5

23. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers (revised)						
	1978	1979						1978	1979					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
ENTERTAINMENT	179.3	187.8	188.2	189.1	190.2	191.1	192.0	178.3	187.1	187.5	188.6	188.9	190.2	191.4
Entertainment commodities	179.7	188.1	188.7	189.7	191.0	192.0	193.1	178.4	186.8	187.4	188.2	188.4	189.9	190.7
Reading materials (12/77 = 100)	104.3	109.4	109.5	110.0	111.1	111.9	113.8	104.0	109.1	109.1	109.5	110.7	111.4	113.3
Newspapers	202.1	212.2	211.6	212.6	214.0	214.5	217.7	201.7	211.7	211.1	212.2	213.7	214.2	217.4
Magazines, periodicals, and books (12/77 = 100)	106.0	111.2	111.6	112.0	113.7	115.0	117.2	106.0	111.0	111.6	111.7	113.5	114.8	117.2
Sporting goods and equipment (12/77 = 100)	103.4	109.2	109.3	110.0	110.4	111.3	111.2	101.1	106.4	106.6	107.0	105.4	107.5	106.7
Sport vehicles (12/77 = 100)	103.1	110.6	110.3	110.8	111.3	112.3	111.5	100.3	107.0	107.0	106.9	103.9	106.7	104.6
Indoor and warm weather sport equipment (12/77 = 100)	103.3	105.9	106.1	106.7	105.9	106.1	107.5	101.5	102.9	103.3	104.7	104.7	104.7	106.0
Bicycles	154.1	158.7	160.1	162.2	163.8	165.6	167.1	152.7	158.1	160.0	161.8	162.9	164.7	166.9
Other sporting goods and equipment (12/77 = 100)	102.7	106.8	106.9	107.8	108.6	109.3	110.0	101.3	104.7	105.4	106.5	107.2	108.5	109.8
Toys, hobbies and other entertainment (12/77 = 100)	104.1	108.2	108.9	109.4	110.2	110.4	110.8	104.1	108.6	109.0	109.6	110.2	110.4	111.0
Toys, hobbies and music equipment (12/77 = 100)	104.6	108.9	109.2	109.3	110.0	110.4	110.7	103.2	109.0	109.0	109.1	109.8	109.6	110.1
Photographic supplies and equipment (12/77 = 100)	103.9	107.3	107.6	108.4	108.2	108.9	109.4	104.4	107.1	107.3	107.7	107.6	108.8	109.3
Pet supplies and expense (12/77 = 100)	103.4	107.5	109.2	110.3	111.8	111.6	112.1	105.4	108.6	110.0	111.6	112.6	112.9	113.9
Entertainment services	179.1	187.6	187.9	188.6	189.4	190.2	190.8	178.9	188.5	188.8	190.1	190.7	191.8	193.5
Fees for participant sports (12/77 = 100)	106.0	111.6	111.6	111.9	112.3	113.0	113.2	106.4	111.6	111.5	112.1	112.3	113.4	114.9
Admissions (12/77 = 100)	107.5	113.2	113.3	114.3	114.7	115.2	115.7	107.9	113.9	113.2	115.3	115.9	116.3	116.8
Other entertainment services (12/77 = 100)	105.4	108.1	109.0	109.1	109.7	109.4	110.0	102.9	108.8	111.0	110.5	110.9	110.9	111.4
OTHER GOODS AND SERVICES	188.3	193.9	194.5	195.2	197.0	201.7	202.3	187.6	193.8	194.3	195.1	197.2	200.6	201.4
Tobacco products	181.0	186.3	186.4	186.8	189.9	190.9	191.3	180.8	186.3	186.5	186.9	190.1	190.9	191.2
Cigarettes	183.5	188.6	188.8	189.2	192.6	193.6	193.8	183.5	188.9	189.0	189.4	193.1	193.7	193.9
Other tobacco products and smoking accessories (12/77 = 100)	106.4	110.3	110.3	110.8	111.1	112.2	113.0	105.3	109.4	109.8	110.3	110.0	111.0	112.3
Personal care	185.6	193.9	195.0	196.4	197.5	199.0	199.8	185.0	193.7	194.6	196.0	197.6	198.4	199.4
Toilet goods and personal care appliances	180.1	187.3	187.9	188.6	189.7	191.4	192.5	179.0	187.7	187.8	188.1	190.2	191.0	191.6
Products for the hair, hairpieces and wigs (12/77 = 100)	103.9	107.1	108.8	109.4	111.1	111.6	111.9	102.0	107.0	108.9	108.5	110.5	110.6	111.1
Dental and shaving products (12/77 = 100)	106.2	111.5	112.6	113.2	113.6	114.3	114.1	105.9	110.7	110.2	111.0	112.1	112.5	112.7
Cosmetics, bath and nail preparations, manicure and eye makeup implements (12/77 = 100)	104.7	109.5	108.6	109.5	108.9	110.4	110.7	103.7	108.7	107.8	109.0	110.0	110.6	110.1
Other toilet goods and small personal care appliances (12/77 = 100)	103.7	107.1	106.9	106.2	107.6	108.6	110.9	104.9	110.4	109.8	108.8	109.7	110.3	111.7
Personal care services	191.0	200.4	202.0	203.9	205.0	206.4	207.0	191.1	199.8	201.4	204.0	205.0	205.8	207.3
Beauty parlor services for women	192.5	202.4	203.7	205.2	206.1	207.7	208.3	193.2	202.0	203.6	205.9	206.7	207.4	209.1
Haircuts and other barber shop services for men (12/77 = 100)	106.6	111.4	112.6	114.1	115.1	115.5	115.9	106.0	110.7	111.7	113.6	114.2	114.7	115.4
Personal and educational expenses	206.3	208.8	209.1	209.3	210.8	223.3	224.0	206.5	209.3	209.6	209.8	211.2	223.5	224.2
School books and supplies	187.8	191.6	191.6	191.6	192.6	201.5	202.3	189.7	194.2	194.2	194.2	195.2	205.0	205.8
Personal and educational services	211.0	213.2	213.6	213.8	215.4	228.6	229.4	210.9	213.4	213.7	214.0	215.5	228.4	229.0
Tuition and other school fees	108.4	108.7	108.8	108.9	109.4	117.7	118.1	108.3	108.6	108.7	108.8	108.4	117.9	118.2
College tuition (12/77 = 100)	108.6	108.9	109.1	109.2	109.7	116.9	117.3	108.6	108.9	109.1	109.2	109.7	116.8	117.3
Elementary and high school tuition (12/77 = 100)	107.5	107.5	107.5	107.5	108.3	120.9	120.9	107.4	107.4	107.4	107.4	108.4	120.7	120.7
Personal expenses (12/77 = 100)	107.4	112.3	112.6	113.0	114.8	115.1	115.8	107.5	112.3	112.6	113.0	114.4	114.4	114.9
Special Indexes:														
Gasoline, motor oil, coolant and other products	200.4	245.1	261.9	276.6	288.2	297.1	299.8	200.5	245.8	263.1	277.5	289.5	298.3	301.2
Insurance and finance	244.9	264.5	268.2	272.8	278.7	283.5	288.9	244.3	264.4	267.9	272.5	278.3	283.1	288.5
Utilities and public transportation	203.0	208.8	212.7	215.3	217.0	219.3	220.7	203.3	209.3	213.2	215.9	217.4	219.5	220.7
Housekeeping and home maintenance services	254.0	267.1	270.2	272.5	274.4	276.6	278.7	252.5	267.8	271.4	273.7	275.3	277.8	279.9

24. Consumer Price Index for All Urban Consumers: Cross classification of region and population size class by expenditure category and commodity and service group

[December 1977 = 100]

Category and group	Size class A (1.25 million or more)			Size class B (385,000 - 1.250 million)			Size class C (75,000 - 385,000)			Size class D (75,000 or less)		
	1979			1979			1979			1979		
	June	Aug.	Oct.	June	Aug.	Oct.	June	Aug.	Oct.	June	Aug.	Oct.
Northeast												
EXPENDITURE CATEGORY												
All items	113.2	115.0	117.3	115.3	117.3	120.2	117.2	120.2	123.0	115.5	116.9	119.2
Food and beverages	117.3	117.9	119.2	118.5	118.9	119.6	120.8	121.7	121.9	119.3	120.4	119.4
Housing	112.9	114.8	117.9	114.5	116.7	121.3	118.7	122.5	127.7	114.9	116.1	119.9
Apparel and upkeep	103.8	104.9	107.7	106.2	106.1	109.2	102.8	104.3	107.8	106.2	103.4	108.3
Transportation	115.6	119.6	121.1	119.6	123.4	125.0	119.1	123.6	124.9	118.5	122.5	124.5
Medical care	112.0	113.6	115.4	112.5	115.3	118.5	112.8	114.8	117.0	114.0	114.8	116.3
Entertainment	109.2	110.6	111.4	108.3	110.9	113.6	108.4	110.4	110.0	112.4	113.6	114.1
Other goods and services	107.1	108.3	111.7	110.0	111.4	114.1	111.4	113.0	115.6	108.5	109.2	112.5
COMMODITY AND SERVICE GROUP												
Commodities	114.7	116.6	118.6	116.7	119.0	121.8	117.6	120.8	122.8	116.0	117.7	120.0
Commodities less food and beverages	113.2	115.8	118.3	115.9	119.0	122.8	116.1	120.4	123.2	114.4	116.5	120.4
Services	111.2	113.0	115.6	112.9	114.6	117.8	116.5	119.1	123.3	114.8	115.7	117.9
North Central												
EXPENDITURE CATEGORY												
All items	118.2	121.0	123.2	118.0	120.5	122.3	116.8	119.0	121.9	116.6	119.5	122.0
Food and beverages	120.0	120.2	121.2	117.6	118.6	119.2	120.2	120.4	121.6	121.4	122.0	122.8
Housing	121.8	125.8	128.7	121.2	124.1	125.7	117.3	120.3	124.5	115.9	120.5	124.0
Apparel and upkeep	101.7	102.8	105.3	104.0	104.6	109.9	104.0	105.3	107.4	103.7	104.0	110.0
Transportation	118.8	122.8	125.0	118.8	122.9	125.2	120.5	123.7	126.0	120.1	123.2	124.3
Medical care	112.9	115.0	115.9	114.5	117.2	118.6	114.1	116.4	117.5	115.7	117.5	119.1
Entertainment	110.8	111.9	112.6	108.2	109.2	110.7	110.9	110.5	112.7	110.8	111.3	112.7
Other goods and services	108.0	109.0	112.5	114.4	114.9	117.8	108.5	110.0	112.3	110.5	112.7	115.7
COMMODITY AND SERVICE GROUP												
Commodities	118.2	120.7	122.5	117.0	119.4	120.8	117.1	119.1	121.7	116.2	118.9	121.1
Commodities less food and beverage	117.3	120.9	123.0	116.7	119.7	121.5	115.8	118.5	121.7	114.0	117.6	120.4
Services	118.4	121.5	124.3	119.7	122.4	124.7	116.3	118.8	122.2	117.2	120.4	123.3
South												
EXPENDITURE CATEGORY												
All items	116.9	118.7	120.7	117.5	120.1	122.4	117.5	119.9	122.1	115.6	118.5	120.6
Food and beverages	120.6	121.1	122.2	119.5	120.3	121.3	120.5	121.6	122.1	119.7	120.0	121.0
Housing	118.0	119.9	122.0	118.8	122.4	125.8	119.7	122.7	125.9	115.1	119.3	121.6
Apparel and upkeep	108.0	107.5	111.2	107.2	107.3	110.8	103.3	104.5	106.4	103.8	102.8	103.9
Transportation	118.7	122.6	124.2	119.8	123.5	124.5	118.2	121.8	123.2	118.2	122.4	124.4
Medical care	111.6	113.3	116.0	114.0	115.7	116.9	114.1	115.5	117.6	115.9	118.5	122.5
Entertainment	107.7	108.1	109.4	111.5	111.9	113.2	111.1	111.8	113.6	112.4	115.9	117.1
Other goods and services	110.2	111.5	114.4	109.9	110.8	114.0	109.6	111.4	114.2	111.7	114.3	117.3
COMMODITY AND SERVICE GROUP												
Commodities	117.3	118.9	120.5	117.1	119.3	121.2	116.9	119.3	120.7	115.9	118.6	120.2
Commodities less food and beverages	115.8	118.0	119.8	116.1	118.9	121.2	115.3	118.3	120.1	114.3	118.0	119.9
Services	116.5	118.4	121.0	118.1	121.2	124.3	118.5	120.8	124.2	115.1	118.5	121.1
West												
EXPENDITURE CATEGORY												
All items	116.0	118.7	120.8	118.7	120.9	123.6	116.9	119.5	122.2	115.1	118.8	122.8
Food and beverages	119.8	119.4	121.2	121.6	121.4	123.1	119.6	120.1	121.1	119.2	121.6	121.5
Housing	115.3	119.0	121.2	119.5	122.4	126.2	117.4	120.5	124.8	112.6	117.8	124.8
Apparel and upkeep	106.0	104.8	107.9	108.3	108.8	111.0	103.4	103.9	104.4	109.4	109.5	114.0
Transportation	120.5	125.3	127.2	121.0	124.8	126.7	121.4	125.0	126.3	119.2	123.1	124.6
Medical care	114.7	116.8	119.8	114.6	116.6	117.8	113.8	116.5	118.4	116.9	119.0	120.7
Entertainment	108.2	109.3	109.3	113.2	114.4	115.6	109.9	112.6	113.8	114.5	115.7	117.8
Other goods and services	110.2	112.4	115.2	110.9	112.5	115.3	109.4	110.7	113.0	113.0	114.4	116.0
COMMODITY AND SERVICE GROUP												
Commodities	117.1	118.7	120.5	119.3	120.8	123.1	117.4	119.4	121.7	116.1	119.1	120.7
Commodities less food and beverage	116.0	118.3	120.2	118.3	120.6	123.1	116.5	119.1	121.9	114.8	118.0	120.4
Services	114.5	118.8	121.3	117.9	121.0	124.4	116.3	119.6	122.8	113.6	118.5	125.9

25. Consumer Price Index—U.S. city average, and selected areas

[1967 = 100 unless otherwise specified]

Area ¹	All Urban Consumers						Urban Wage Earners and Clerical Workers (revised)							
	1978		1979				1978		1979					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
U.S. city average ²	200.9	214.1	216.6	218.9	221.1	223.4	225.4	200.7	214.3	216.9	219.4	221.5	223.7	225.6
Anchorage, Alaska (10/67 = 100) .....	...	203.5	...	207.4	...	213.2	...	...	202.5	...	206.4	...	210.9	...
Atlanta, Ga.	198.6	...	212.6	...	216.9	...	220.8	198.3	...	214.5	...	219.0	...	223.5
Baltimore, Md. ....	...	215.3	...	221.0	...	224.9	...	...	216.0	...	221.4	...	224.9	...
Boston, Mass. ....	...	209.5	...	214.2	...	218.1	...	...	208.7	...	213.7	...	217.9	...
Buffalo, N.Y.	198.1	...	209.3	...	214.6	...	218.7	197.8	...	209.7	...	215.3	...	218.6
Chicago, Ill.-Northwestern Ind.	195.4	210.1	213.5	217.4	218.6	221.3	221.8	195.2	209.6	213.2	216.8	218.2	220.6	221.7
Cincinnati, Ohio-Ky.-Ind. ....	...	221.5	...	224.8	...	229.0	...	...	223.1	...	226.5	...	230.8	...
Cleveland, Ohio	199.9	...	219.9	...	221.4	...	224.7	200.5	...	221.2	...	222.6	...	225.5
Dallas-Ft. Worth, Tex.	199.8	...	217.5	...	222.9	...	228.2	200.1	...	218.0	...	223.0	...	228.0
Denver-Boulder, Colo. ....	...	231.1	...	236.5	...	240.8	...	...	233.2	...	239.3	...	243.6	...
Detroit, Mich.	200.9	213.9	215.4	219.5	222.2	223.7	227.2	200.7	214.1	215.5	219.8	222.6	223.5	226.9
Honolulu, Hawaii	188.8	...	204.4	...	207.2	...	210.5	188.7	...	203.6	...	207.2	...	211.1
Houston, Tex.	214.9	...	235.5	...	240.6	...	244.2	213.7	...	234.5	...	239.0	...	241.8
Kansas City, Mo.-Kansas	197.0	...	219.5	...	224.6	...	229.9	197.2	...	218.4	...	223.1	...	227.9
Los Angeles-Long Beach, Anaheim, Calif.	197.8	211.0	212.9	214.7	217.5	220.7	221.8	197.2	212.4	214.5	216.8	219.6	223.0	224.0
Miami, Fla. (11/77 = 100) ....	...	112.5	...	115.7	...	117.4	...	...	113.8	...	116.9	...	118.7	...
Milwaukee, Wis. ....	...	217.1	...	222.7	...	226.0	...	...	219.5	...	225.0	...	228.7	...
Minneapolis-St. Paul, Minn.-Wis.	206.2	...	222.3	...	227.0	...	231.2	206.1	...	223.4	...	228.5	...	233.0
New York, N.Y.-Northeastern N.J.	200.2	210.5	212.5	214.0	215.4	218.1	219.9	199.2	210.3	212.2	214.1	215.3	217.8	219.3
Northeast, Pa. (Scranton) ....	...	207.3	...	211.7	...	215.4	...	...	209.6	...	213.4	...	217.1	...
Philadelphia, Pa.-N.J.	198.4	210.6	213.8	216.1	217.7	219.5	220.1	198.9	211.4	214.5	216.9	218.1	220.3	221.3
Pittsburgh, Pa.	202.7	...	214.5	...	219.1	...	226.0	201.5	...	215.0	...	220.0	...	226.1
Portland, Oreg.-Wash. ....	...	220.7	...	227.4	...	232.2	...	...	221.9	...	227.9	...	232.6	...
St. Louis, Mo.-Ill. ....	...	211.1	...	216.9	...	222.2	...	...	210.3	...	217.4	...	222.5	...
San Diego, Calif. ....	...	228.3	...	236.1	...	240.4	...	...	226.1	...	233.1	...	237.7	...
San Francisco-Oakland, Calif.	203.2	...	212.5	...	218.3	...	221.5	202.6	...	213.7	...	218.6	...	220.8
Seattle-Everett, Wash. ....	...	212.4	...	217.5	...	222.6	...	...	210.9	...	215.9	...	221.0	...
Washington, D.C.-Md.-Va. ....	...	216.0	...	220.4	...	222.9	...	...	217.8	...	221.9	...	224.4	...

¹The areas listed include not only the central city but the entire portion of the Standard Metropolitan Statistical Area, as defined for the 1970 Census of Population, except that the Standard Consolidated Area is used for New York and Chicago.

²Average of 85 cities.

26. Producer Price Indexes, by stage of processing

[1967 = 100]

Commodity grouping	Annual average 1978	1978		1979										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
FINISHED GOODS														
Finished goods	194.6	200.3	202.5	205.4	207.7	209.1	211.4	212.7	213.7	216.2	217.3	220.4	223.7	225.9
Finished consumer goods	192.6	197.9	200.5	203.7	206.3	207.9	210.2	211.6	212.7	215.6	217.2	221.3	224.1	226.6
Finished consumer foods	206.7	211.7	215.8	220.2	225.1	226.3	227.8	226.6	223.6	224.9	223.2	227.8	226.7	230.5
Crude	215.5	220.8	232.1	236.7	257.2	244.6	241.8	226.7	227.1	224.9	231.6	213.9	215.4	228.0
Processed	204.1	209.0	212.5	216.9	220.5	222.8	224.6	224.4	221.3	222.8	220.5	226.8	225.4	228.6
Other nondurable goods	195.4	201.1	202.7	205.4	207.2	209.8	213.1	217.1	221.7	227.1	233.0	238.9	243.0	245.2
Durable goods	165.8	170.7	173.0	175.2	176.2	176.8	178.4	179.5	180.4	181.6	181.2	182.0	187.4	188.5
Capital Equipment	199.1	206.1	207.0	209.3	210.8	211.7	214.0	215.1	215.8	217.2	217.1	217.7	222.5	223.8
INTERMEDIATE MATERIALS														
Intermediate materials, supplies, and components	215.5	222.0	223.0	225.7	228.5	231.5	235.8	238.2	240.3	244.6	247.1	250.7	254.6	256.1
Materials and components for manufacturing	208.3	215.0	215.6	218.6	221.6	224.5	229.0	230.9	232.1	236.0	237.4	240.5	243.9	245.2
Materials for food manufacturing	202.3	207.9	210.7	214.4	217.3	219.6	222.2	222.5	222.3	226.7	225.1	228.6	225.3	227.7
Materials for nondurable manufacturing	195.8	201.0	201.2	203.2	205.3	208.7	213.7	216.7	218.1	222.5	224.5	227.3	231.2	233.1
Materials for durable manufacturing	237.2	245.9	246.4	252.0	256.8	260.0	266.0	267.2	268.9	273.3	274.8	278.7	284.5	284.2
Components for manufacturing	189.1	195.4	196.2	197.2	199.0	200.3	203.1	204.5	205.3	207.7	208.8	210.9	212.5	214.5
Materials and components for construction	224.4	232.1	232.5	236.1	239.0	241.3	244.5	245.2	245.6	247.4	249.0	251.6	254.4	253.8
Processed fuels and lubricants	296.4	297.6	300.4	302.0	304.8	312.9	323.9	336.8	349.5	364.8	384.1	399.4	410.5	416.5
Manufacturing industries	270.4	268.0	268.7	268.3	269.0	275.4	280.7	287.4	293.8	304.0	310.4	317.2	322.5	325.3
Nonmanufacturing industries	320.0	325.2	330.3	334.0	339.1	348.9	365.9	385.5	404.9	425.5	458.6	483.0	500.4	509.7
Containers	212.5	221.7	222.6	223.9	224.3	229.3	231.8	234.5	234.9	235.4	237.2	237.1	240.8	243.5
Supplies	196.9	204.0	206.1	207.4	209.6	211.1	212.8	213.7	216.1	219.6	219.1	220.8	224.4	226.0
Manufacturing industries	183.6	190.4	192.0	193.1	194.3	197.4	199.4	201.5	202.7	204.2	208.3	209.1	211.8	213.1
Nonmanufacturing industries	204.0	211.2	213.6	215.0	217.7	218.4	219.9	220.3	223.2	227.8	224.9	227.0	231.1	232.9
Manufactured animal feeds	200.2	209.1	216.9	215.9	221.6	219.3	219.5	214.6	226.2	241.3	221.1	224.3	229.2	227.3
Other supplies	201.9	208.6	209.7	211.6	213.6	215.0	216.8	218.3	219.2	221.5	222.5	224.3	228.1	230.7
CRUDE MATERIALS														
Crude materials for further processing	240.1	248.4	252.5	260.2	270.4	276.6	279.9	282.3	283.0	287.1	281.7	287.9	289.2	290.8
Foodstuffs and feedstuffs	215.3	220.9	224.8	233.0	243.7	247.4	251.5	251.9	248.2	254.1	243.6	248.7	247.1	246.4
Nonfood materials	286.7	300.2	304.6	311.5	320.7	331.6	333.3	339.6	348.7	349.3	353.5	362.1	368.9	374.8
Nonfood materials except fuel	235.4	246.6	249.6	255.6	264.7	275.5	276.5	276.6	286.6	285.2	286.1	293.3	298.6	304.6
Manufacturing industries	240.8	252.7	255.9	261.8	271.9	283.8	284.8	284.7	295.9	294.0	294.9	302.8	308.5	314.9
Construction	185.7	191.8	192.1	198.8	200.4	201.9	203.6	204.5	205.4	207.2	208.5	209.9	212.2	214.6
Crude fuel	463.7	485.0	495.1	504.3	513.9	525.2	529.2	556.8	563.1	570.7	586.0	599.4	611.4	616.8
Manufacturing industries	481.9	505.6	518.0	529.6	541.6	555.4	560.0	593.8	601.3	610.4	628.9	646.0	660.5	667.0
Nonmanufacturing industries	459.6	479.0	487.2	494.9	502.7	512.1	515.8	538.8	544.3	550.7	563.5	574.2	584.4	589.0
SPECIAL GROUPINGS														
Finished goods excluding foods	188.9	194.8	196.4	198.8	200.2	201.7	204.2	206.3	208.5	211.4	213.4	215.9	220.6	222.2
Finished consumer goods excluding foods	183.7	189.1	191.0	193.3	194.9	196.7	199.3	202.1	205.2	208.4	212.1	215.9	220.6	222.4
Intermediate materials, supplies, and components, excluding intermediate materials for food manufacturing and manufactured animal feeds	216.4	222.0	223.7	226.5	229.1	232.3	236.7	238.8	241.3	245.4	248.6	252.1	256.4	257.8
Intermediate foods and feeds	201.0	207.7	212.2	214.3	218.2	218.9	220.7	219.3	223.0	231.0	223.2	226.6	226.0	227.0
Crude materials for further processing excluding crude foodstuffs and feedstuffs, plant and animal fibers, oilseeds, and leaf tobacco	316.6	331.0	335.9	344.2	356.4	370.6	372.4	379.2	389.5	391.7	396.8	407.6	416.5	423.9

NOTE: Data for July 1979 have been revised to reflect the availability of late reports and corrections by respondents. All data are subject to revision 4 months after original publication.

27. Producer Price Indexes, by commodity groupings¹

[1967 = 100 unless otherwise specified]

Code	Commodity group and subgroup	Annual average 1978	1978			1979									
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
	All commodities	209.3	215.7	217.5	220.8	224.1	226.7	230.0	232.0	233.5	236.9	238.1	241.7	245.2	246.9
	All commodities (1957-59 = 100)	222.1	228.9	230.8	234.2	237.7	240.5	243.7	245.7	247.7	251.4	252.3	256.1	260.2	262.0
	Farm products and processed foods and feeds	206.6	212.3	216.2	221.1	227.2	229.0	244.0	230.8	229.0	232.2	227.3	231.7	230.6	232.3
	Industrial commodities	209.4	216.0	217.2	220.0	222.5	225.4	229.0	231.6	234.0	237.5	240.3	243.8	248.5	250.2
	FARM PRODUCTS AND PROCESSED FOODS AND FEEDS														
	Farm products	212.5	218.2	222.7	230.4	240.9	242.8	223.3	245.4	242.8	246.8	238.5	241.0	239.5	240.2
01-1	Fresh and dried fruits and vegetables	216.5	207.0	221.6	233.7	263.0	235.7	234.7	228.2	226.4	226.7	241.6	208.2	217.8	216.4
01-2	Grains	182.5	189.0	184.7	184.4	189.3	192.0	198.3	210.3	218.7	247.4	229.1	224.4	229.0	226.6
01-3	Livestock	220.1	222.4	230.1	247.3	266.5	275.8	284.0	280.7	264.0	256.0	240.2	256.4	251.7	248.3
01-4	Live poultry	199.8	192.4	198.5	206.0	217.8	217.6	209.4	216.3	182.9	183.8	171.9	173.5	162.0	195.5
01-5	Plant and animal fibers	193.4	211.5	212.8	213.6	205.1	197.8	197.8	207.6	219.5	207.6	207.9	211.3	212.9	215.4
01-6	Fluid milk	219.7	235.8	241.2	241.8	244.6	243.7	242.0	242.0	243.8	247.6	250.0	258.5	258.5	262.5
01-7	Eggs	158.6	177.9	189.0	178.5	176.7	199.9	185.5	163.8	170.7	167.6	166.8	175.4	155.9	178.7
01-8	Hay, hayseeds, and oilseeds	215.8	227.7	234.0	240.1	246.1	249.5	248.3	240.7	258.4	260.1	251.9	240.6	235.1	229.8
01-9	Other farm products	274.9	285.9	271.0	269.7	253.6	254.6	255.1	264.1	281.0	311.9	310.8	315.9	317.6	318.3
02	Processed foods and feeds	202.6	208.2	211.8	215.2	218.9	220.5	222.3	222.0	220.6	223.3	220.3	225.7	224.8	227.1
02-1	Cereal and bakery products	190.3	196.2	196.8	197.2	199.1	200.1	203.0	204.9	206.3	212.4	215.1	217.7	219.2	222.3
02-2	Meats, poultry, and fish	217.1	220.9	229.2	240.3	248.5	250.6	253.0	250.4	241.4	237.7	225.5	239.8	234.4	239.5
02-3	Dairy products	188.4	199.6	202.8	203.5	203.2	204.9	207.1	207.9	208.4	209.0	215.2	218.3	218.2	219.0
02-4	Processed fruits and vegetables	202.6	216.3	218.4	218.5	219.5	219.6	220.5	221.4	221.5	223.6	224.4	225.0	223.3	222.5
02-5	Sugar and confectionery	197.8	202.6	204.5	204.8	208.4	208.4	207.6	211.1	215.7	218.3	217.3	218.6	222.7	
02-6	Beverages and beverage materials	200.0	201.4	201.0	200.9	201.1	201.2	201.5	205.3	208.5	214.1	215.9	217.9	219.2	221.4
02-7	Fats and oils	225.3	227.6	227.6	229.7	237.5	238.6	246.2	241.8	243.6	251.9	251.9	253.5	246.2	242.1
02-8	Miscellaneous processed foods	199.0	203.8	204.1	206.7	208.0	217.5	219.3	220.2	211.1	212.7	217.6	218.8	220.6	222.1
02-9	Manufactured animal feeds	197.4	205.3	211.9	211.3	217.2	215.7	215.6	210.8	220.5	234.9	216.5	219.5	224.3	222.7
	INDUSTRIAL COMMODITIES														
03	Textile products and apparel	159.8	163.2	163.6	164.1	164.2	165.2	166.4	167.2	168.4	169.3	170.4	171.3	171.9	172.4
03-1	Synthetic fibers (12/75 = 100)	109.6	110.6	110.6	113.0	113.5	113.6	115.1	117.4	118.5	119.5	120.9	123.9	125.6	124.9
03-2	Processed yarns and threads (12/75 = 100)	102.4	105.3	104.7	105.3	105.3	107.0	106.8	107.8	108.6	109.5	110.3	111.7	112.2	113.0
03-3	Gray fabrics (12/75 = 100)	118.6	126.7	125.9	125.6	123.2	123.1	124.5	124.7	125.4	128.3	128.9	128.7	129.8	130.6
03-4	Finished fabrics (12/75 = 100)	103.8	104.8	106.0	103.5	104.1	105.4	105.9	107.0	107.6	108.2	108.9	109.0	107.8	108.5
03-81	Apparel	152.4	155.3	155.5	157.4	157.6	158.3	159.8	159.8	160.2	160.3	161.1	161.6	162.1	162.9
03-82	Textile housefurnishings	178.6	180.5	183.4	181.8	186.0	187.4	188.0	188.0	189.3	189.9	190.5	193.9	194.6	194.8
04	Hides, skins, leather, and related products	200.0	215.8	216.2	223.4	232.2	253.3	258.9	269.6	268.0	261.9	258.0	250.7	253.6	248.5
04-1	Hides and skins	360.5	417.0	401.3	452.8	497.8	639.6	642.2	666.9	611.0	566.5	511.9	465.3	478.8	447.6
04-2	Leather	238.6	278.7	279.6	292.8	309.2	371.9	393.6	429.4	414.6	385.2	365.9	330.0	346.6	319.8
04-3	Footwear	183.0	192.2	194.3	196.4	203.0	209.9	212.0	216.3	221.1	221.8	225.6	226.2	229.9	227.3
04-4	Other leather and related products	177.0	185.1	185.3	190.7	192.2	195.9	200.4	209.1	212.3	212.1	211.0	210.2	209.8	208.5
05	Fuels and related products and power	322.5	329.7	334.3	338.1	342.5	350.9	361.5	377.6	393.7	411.8	432.5	454.4	468.8	476.7
05-1	Coal	430.0	442.2	443.7	443.6	444.0	445.3	447.1	450.8	452.0	452.5	454.5	452.8	454.9	455.4
05-2	Coke	411.8	418.8	418.8	421.2	423.7	428.5	430.1	430.6	430.6	430.6	430.6	430.6	431.2	431.2
05-3	Gas fuels ¹	428.7	433.9	444.6	449.9	458.1	471.0	477.4	507.2	522.3	548.4	569.0	599.7	619.1	637.1
05-4	Electric power	250.6	250.3	250.7	251.0	251.1	257.3	260.6	265.9	274.8	279.0	280.5	283.6	289.2	282.1
05-61	Crude petroleum ²	300.1	310.5	312.4	316.4	322.3	324.2	326.2	335.7	356.4	370.6	385.7	422.1	436.7	450.4
05-7	Petroleum products, refined ³	321.0	331.9	338.2	343.9	350.0	360.3	378.6	400.0	423.6	449.8	482.8	513.6	534.4	544.9
06	Chemicals and allied products	198.8	202.3	202.3	205.0	207.3	209.9	215.1	218.0	219.2	225.0	227.3	230.3	233.5	235.6
06-1	Industrial chemicals ⁴	225.6	227.4	229.1	234.0	237.4	239.7	248.2	255.6	259.3	270.4	275.6	278.9	284.2	287.2
06-21	Prepared paint	192.3	196.5	198.7	198.9	202.3	202.3	203.3	201.3	203.3	205.3	205.3	206.0	206.7	206.9
06-22	Paint materials	212.7	219.5	220.7	222.5	224.3	227.0	231.6	236.1	238.5	246.7	245.1	251.2	253.5	254.8
06-3	Drugs and pharmaceuticals	148.1	162.1	153.2	155.4	156.2	156.6	157.5	157.7	159.0	159.2	159.6	161.1	162.9	163.0
06-4	Fats and oils, inedible	315.8	361.2	332.9	336.1	367.9	398.5	448.7	418.3	374.1	381.6	376.4	379.9	366.9	344.3
06-5	Agricultural chemicals and chemical products	198.4	202.3	201.9	201.7	203.1	206.3	208.8	210.0	209.2	211.2	213.5	217.9	223.7	229.2
06-6	Plastic resins and materials	199.8	199.3	201.1	204.2	206.3	210.9	220.6	228.5	230.1	244.5	246.2	252.2	259.2	261.7
06-7	Other chemicals and allied products	181.8	184.3	182.3	184.3	184.7	186.5	186.9	188.9	190.5	191.8	193.9	195.8	196.5	199.3
07	Rubber and plastic products	174.8	179.4	179.7	180.8	183.2	185.9	188.8	190.8	193.1	195.5	197.9	200.3	202.4	204.3
07-1	Rubber and rubber products	185.3	192.5	192.8	194.7	197.6	199.4	201.2	202.6	204.8	209.5	212.4	216.7	219.7	223.3
07-11	Crude rubber	187.2	197.3	197.3	197.9	201.1	204.8	211.6	214.2	222.0	226.1	232.2	231.2	235.2	236.4
07-12	Tires and tubes	179.2	187.7	188.8	191.5	194.1	195.0	196.1	197.3	198.9	206.2	210.1	214.6	217.9	222.7
07-13	Miscellaneous rubber products	189.6	199.2	193.7	195.1	198.1	200.3	201.3	202.6	203.5	205.4	206.1	211.7	214.2	216.9
07-2	Plastic products (6/78 = 100)	101.8	101.8	102.0	102.3	103.5	105.7	108.0	109.5	111.0	111.2	112.3	112.8	113.6	113.8
08	Lumber and wood products	276.0	290.0	288.6	290.2	293.9	300.5	304.9	302.8	299.8	300.1	304.4	309.7	308.8	299.0
08-1	Lumber	322.4	342.0	339.1	336.6	339.9	350.5	355.4	354.8	354.8	355.0	365.2	373.8	370.2	355.5
08-2	Millwork	235.4	241.4	241.6	244.5	251.5	257.8	266.0	261.6	258.9	252.5	249.2	250.9	255.6	252.3
08-3	Plywood	235.6	250.0	249.0	257.4	257.1	254.7	252.4	249.3	248.6	249.7	253.9	258.1	254.4	242.9
08-4	Other wood products	211.8	221.5	222.1	223.2	226.2	232.2	235.5	238.4	238.5	237.6	237.4	238.0	237.7	239.9

See footnotes at end of table.

27. Continued—Producer Price Indexes, by commodity groupings¹

[1967 = 100 unless otherwise specified]

Code	Commodity groups and subgroups	Annual average 1978	1978					1979							
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
INDUSTRIAL COMMODITIES—Continued															
09	Pulp, paper, and allied products	195.6	203.9	205.2	207.0	208.8	212.3	215.0	216.2	216.6	218.3	221.9	222.8	227.2	229.3
09-1	Pulp, paper, and products, excluding building paper and board	195.6	204.2	205.7	207.7	209.5	213.2	216.0	217.2	217.8	219.6	223.2	224.1	228.6	230.9
09-11	Woodpulp	266.5	281.6	281.6	291.3	291.4	294.3	303.8	306.9	308.3	320.3	322.5	322.5	339.4	339.9
09-12	Wastepaper	191.2	191.5	192.2	192.9	194.1	203.2	206.5	206.2	207.2	207.9	206.6	206.7	220.0	
09-13	Paper	206.1	214.0	214.6	217.9	221.2	223.3	226.3	227.2	227.5	228.2	229.6	230.6	242.1	
09-14	Paperboard	179.6	186.9	187.4	188.5	190.2	192.9	197.9	199.2	199.8	201.7	205.0	209.5	211.2	
09-15	Converted paper and paperboard products	185.6	195.3	197.4	198.3	199.8	204.1	205.8	207.0	207.6	209.0	213.7	213.9	216.5	
09-2	Building paper and board	187.4	188.7	186.6	184.1	183.6	182.6	183.4	183.3	180.8	178.0	180.9	184.4	185.5	
10	Metals and metal products	227.1	235.5	236.6	241.9	247.3	251.7	256.0	256.2	258.2	260.8	261.6	263.6	269.4	
10-1	Iron and steel	253.6	261.7	263.2	272.4	274.9	279.9	280.2	279.5	283.2	286.8	285.9	285.3	289.0	
10-13	Steel mill products	254.5	262.0	262.1	271.5	271.8	272.5	275.0	276.7	277.3	284.6	284.6	284.8	288.7	
10-2	Nonferrous metals	207.8	218.2	219.0	223.5	239.2	246.6	259.6	258.2	259.7	262.3	262.3	269.3	282.8	
10-3	Metal containers	243.4	254.5	254.4	256.8	256.8	264.5	270.1	268.5	267.3	267.2	267.7	267.0	280.7	
10-4	Hardware	200.4	208.4	210.7	211.7	213.3	214.2	215.8	216.9	217.1	218.5	220.3	221.4	223.8	
10-5	Plumbing fixtures and brass fittings	199.1	202.2	203.6	204.3	207.8	209.7	212.0	213.8	217.0	219.6	222.2	222.9	223.4	
10-6	Heating equipment	174.4	177.2	179.1	180.1	180.9	183.4	183.8	185.7	185.2	186.0	187.9	191.3	191.9	
10-7	Fabricated structural metal products	226.4	232.4	233.5	238.4	240.5	241.3	243.8	247.0	248.2	250.5	252.3	253.2	255.6	
10-8	Miscellaneous metal products	212.0	219.9	220.8	222.0	223.4	225.2	227.0	228.5	230.1	231.8	236.3	237.4	239.1	
11	Machinery and equipment	196.1	202.7	203.8	205.1	206.5	207.9	209.8	211.4	212.4	214.8	215.7	217.6	219.6	
11-1	Agricultural machinery and equipment	213.1	220.6	221.9	222.8	223.9	224.8	226.4	228.3	229.4	231.2	232.4	236.6	238.8	
11-2	Construction machinery and equipment	232.9	242.3	243.8	245.5	247.9	248.7	251.7	253.7	254.0	257.0	258.0	258.5	262.9	
11-3	Metalworking machinery and equipment	217.0	226.3	228.2	230.4	232.0	233.0	235.3	237.6	239.1	241.4	243.2	246.1	249.1	
11-4	General purpose machinery and equipment	216.6	223.8	225.1	226.3	227.7	230.4	232.6	234.0	235.1	237.1	237.8	239.6	242.1	
11-6	Special industry machinery and equipment	223.0	232.8	233.9	236.2	237.0	239.1	243.4	245.1	246.1	249.8	250.8	251.5	253.9	
11-7	Electrical machinery and equipment	164.9	169.6	170.5	171.2	172.8	173.8	175.0	176.5	177.6	179.9	181.0	182.7	184.1	
11-9	Miscellaneous machinery	194.7	200.2	200.6	202.7	203.4	204.0	205.4	207.1	207.4	209.7	209.8	211.8	212.9	
12	Furniture and household durables	160.4	163.5	164.6	166.6	167.9	168.3	168.7	169.6	170.2	170.7	170.7	171.7	174.1	
12-1	Household furniture	173.5	178.8	179.3	181.0	181.3	181.8	182.7	184.8	185.3	185.8	186.2	188.0	189.3	
12-2	Commercial furniture	201.5	204.9	207.3	214.4	221.2	221.2	221.7	221.9	221.8	222.7	222.7	222.7	223.3	
12-3	Floor coverings	141.6	142.0	142.3	143.4	143.6	144.0	144.4	146.0	146.5	149.1	149.9	150.3	151.8	
12-4	Household appliances	153.0	155.6	155.7	157.0	158.3	158.8	158.7	159.3	160.0	161.1	161.9	162.7	163.2	
12-5	Home electronic equipment	90.2	91.5	92.3	92.2	92.3	92.3	92.3	92.4	92.8	90.2	87.7	87.8	87.8	
12-6	Other household durable goods	203.1	208.7	212.3	216.0	216.6	217.9	218.6	219.5	220.6	223.7	224.8	227.4	244.1	
13	Nonmetallic mineral products	222.8	230.0	231.1	238.3	240.5	240.8	243.4	245.6	246.9	249.5	249.6	252.2	255.6	
13-11	Flat glass	172.8	174.0	178.7	181.1	183.1	183.1	183.1	183.1	184.0	184.1	184.1	184.5	184.7	
13-2	Concrete ingredients	217.7	223.4	223.5	235.9	238.2	239.8	242.0	242.5	243.3	245.1	244.7	245.6	246.9	
13-3	Concrete products	214.0	222.9	224.2	235.6	236.4	237.8	240.5	241.6	243.7	245.2	246.4	248.6	249.4	
13-4	Structural clay products excluding refractories	197.2	204.4	206.5	209.7	210.7	212.8	214.8	215.7	216.5	220.3	222.4	223.8	221.1	
13-5	Refractories	216.5	226.1	226.1	227.5	227.8	228.3	228.4	228.5	232.6	240.8	242.4	243.1	245.0	
13-6	Asphalt roofing	292.0	305.2	305.2	306.8	317.8	303.1	316.4	317.9	323.0	328.4	322.2	332.7	334.0	
13-7	Gypsum products	229.1	242.1	242.7	247.6	250.6	251.0	252.2	248.8	251.3	251.8	252.3	254.9	255.3	
13-8	Glass containers	244.4	250.7	250.7	250.7	250.7	250.7	250.7	265.2	265.2	265.2	265.5	265.5	265.5	
13-9	Other nonmetallic minerals	275.6	283.6	283.6	288.8	293.7	294.5	300.0	303.0	302.0	310.5	309.9	318.8	341.2	
14	Transportation equipment (12/68 = 100)	173.5	180.1	180.5	182.7	183.5	183.8	186.8	187.2	187.5	188.4	187.2	186.2	193.6	
14-1	Motor vehicles and equipment	176.0	182.5	182.8	185.0	185.9	186.1	189.4	189.8	190.1	190.8	189.2	188.1	196.3	
14-4	Railroad equipment	252.8	261.5	261.8	266.4	268.0	268.9	271.7	271.6	274.7	280.6	280.9	281.6	286.3	
15	Miscellaneous products	184.3	189.2	193.6	197.7	199.8	200.6	201.4	203.3	205.2	207.0	208.2	212.3	216.8	
15-1	Toys, sporting goods, small arms, ammunition	163.2	165.3	164.8	170.4	171.0	171.5	173.2	174.3	174.7	176.9	177.9	179.9	181.2	
15-2	Tobacco products	198.5	204.0	204.0	213.5	213.6	214.0	214.4	214.4	214.8	221.1	221.7	221.9	221.9	
15-3	Notions	182.0	183.4	183.4	188.2	188.2	190.2	190.2	190.6	190.6	192.0	192.1	192.1	195.8	
15-4	Photographic equipment and supplies	145.7	148.7	148.7	150.1	150.2	150.2	150.1	150.6	151.6	152.0	152.0	154.1	157.3	
15-51	Mobile Homes (12/74 = 100)	126.4	130.3	130.8	131.7	132.5	133.8	135.2	137.2	137.9	138.2	137.7	139.5	142.5	
15-9	Other miscellaneous products	210.6	218.7	234.8	237.8	244.0	245.5	246.1	250.6	255.8	259.8	260.1	270.5	280.9	

¹ Prices for natural gas are lagged 1 month.

² Includes only domestic production.

³ Most prices for refined petroleum products are lagged 1 month.

⁴ Some prices for industrial chemicals are lagged 1 month.

⁵ Not available.

NOTE: Data for July 1979 have been revised to reflect the availability of late reports and corrections by respondents. All data are subject to revision 4 months after original publication.

28. Producer Price Indexes, for special commodity groupings

[1967 = 100 unless otherwise specified]

Commodity grouping	Annual average 1978	1978		1979										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
All commodities — less farm products	208.4	214.8	216.3	219.3	222.0	224.7	228.0	230.1	232.0	235.4	237.3	241.0	244.9	246.7
All foods	206.4	211.7	215.5	219.9	225.0	225.9	227.7	226.4	223.8	225.4	224.5	228.2	226.8	229.0
Processed foods	206.7	211.9	215.7	219.8	223.5	225.6	227.8	227.5	224.7	226.4	224.5	230.6	228.9	231.8
Industrial commodities less fuels	197.2	203.6	204.6	207.3	209.6	211.9	214.7	216.0	217.0	219.0	220.1	221.6	225.4	226.4
Selected textile mill products (Dec. 1975 = 100)	108.8	110.0	110.9	109.1	110.8	111.6	112.3	112.8	113.5	114.0	115.0	115.7	116.0	116.1
Hosiery	106.3	109.1	108.7	110.1	109.9	110.5	112.5	112.5	112.7	114.1	113.0	112.7	113.0	114.6
Underwear and nightwear	158.9	160.3	162.5	164.6	166.3	167.1	167.3	167.7	168.3	168.5	170.8	170.8	171.2	171.6
Chemicals and allied products, including synthetic rubber and manmade fibers and yarns	190.5	193.1	193.6	196.3	198.0	200.0	204.1	207.6	209.5	215.0	217.4	220.5	223.7	226.0
Pharmaceutical preparations	140.6	144.7	145.8	148.1	149.0	149.4	150.0	150.1	151.7	151.7	152.0	153.6	155.6	155.4
Lumber and wood products, excluding millwork and other wood products	298.3	313.9	314.1	314.8	317.0	323.7	326.4	325.1	321.7	325.3	333.7	341.0	337.4	323.5
Special metals and metal products	209.6	217.1	217.9	220.0	225.6	228.2	232.7	232.4	233.7	235.5	236.1	242.6	242.9	244.2
Fabricated metal products	216.2	223.5	224.5	227.0	228.6	230.6	232.9	234.6	235.7	237.4	240.1	241.0	243.7	244.8
Copper and copper products	155.6	161.6	164.1	168.8	188.2	197.9	212.1	199.0	193.0	191.9	196.6	200.5	211.5	213.6
Machinery and motive products	190.4	196.8	197.7	199.6	200.8	201.7	204.1	205.3	206.0	207.7	207.7	208.3	212.8	214.0
Machinery and equipment, except electrical	214.3	221.7	223.0	224.9	226.1	227.7	230.0	231.8	232.6	235.1	235.9	237.8	240.2	242.0
Agricultural machinery, including tractors	216.3	224.2	225.2	227.6	228.5	229.6	230.8	232.1	233.8	235.8	237.1	242.6	244.7	247.9
Metalworking machinery	228.8	239.9	242.5	245.2	247.4	248.9	251.2	254.3	256.8	260.1	261.5	265.3	269.5	272.5
Numerically controlled machine tools (Dec. 1971 = 100)	179.1	186.2	186.3	188.9	190.9	192.6	192.7	195.7	195.8	202.2	204.4	206.6	208.7	209.0
Total tractors	228.7	236.9	238.3	240.8	242.5	243.1	245.4	247.7	248.2	251.2	252.5	254.8	259.4	260.9
Agricultural machinery and equipment less parts	212.7	220.1	221.2	223.5	224.4	225.5	226.7	228.1	229.5	231.4	232.5	237.5	239.5	242.4
Farm and garden tractors less parts	216.1	223.3	224.6	225.6	228.8	226.7	228.5	230.5	231.8	233.9	237.0	243.4	246.3	248.8
Agricultural machinery excluding tractors less parts	216.7	225.2	225.9	229.5	230.9	232.1	233.0	233.6	235.7	237.6	237.4	242.2	243.7	247.1
Industrial valves	232.3	239.1	240.7	245.4	247.8	249.5	252.4	255.0	255.8	257.0	257.0	259.1	260.3	261.4
Industrial fittings	232.7	244.5	244.5	249.9	249.9	252.0	255.5	259.3	260.4	260.8	260.8	262.8	271.7	276.8
Abrasive grinding wheels	208.1	220.2	220.2	220.2	220.2	220.3	220.3	221.6	222.8	224.6	224.6	224.6	235.3	235.3
Construction materials	228.3	236.3	237.0	241.4	244.1	246.9	250.0	250.3	250.3	252.3	254.1	256.6	258.2	256.5

NOTE: Data for July 1979 have been revised to reflect the availability of late reports and corrections by respondents. All data are subject to revision 4 months after original publication.

29. Producer Price Indexes, by durability of product

[1967 = 100]

Commodity grouping	Annual average 1978	1978		1979										
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total durable goods	204.9	212.1	213.0	216.3	218.9	221.0	223.9	224.7	225.8	227.6	228.0	229.7	234.0	234.9
Total nondurable goods	211.9	217.5	219.9	223.4	227.3	230.4	234.1	236.9	238.8	243.7	245.5	250.8	253.5	256.0
Total manufactures	204.2	210.7	212.0	215.0	217.5	219.7	223.1	225.0	226.5	229.8	231.5	234.9	238.6	240.2
Durable	204.7	211.8	212.7	215.8	218.0	219.8	222.7	223.8	224.6	226.6	227.2	229.0	233.3	234.1
Nondurable	203.0	208.6	210.5	213.4	216.1	219.0	222.8	225.6	227.8	232.5	235.5	240.9	243.7	246.3
Total raw or slightly processed goods	234.6	240.5	244.3	250.2	258.5	263.3	266.1	268.2	269.7	274.3	271.8	276.6	278.6	281.1
Durable	209.6	220.0	225.0	235.4	253.9	273.6	272.5	262.9	272.8	265.4	259.8	255.7	259.0	265.8
Nondurable	235.6	241.2	244.9	250.4	258.0	261.6	264.7	267.6	268.5	274.0	271.8	277.2	279.1	281.3

NOTE: Data for July 1979 have been revised to reflect the availability of late reports and corrections by respondents. All data are subject to revision 4 months after original publication.

30. Producer Price Indexes for the output of selected SIC Industries

[1967 = 100 unless otherwise specified]

1972 SIC code	Industry Description	Annual average 1978	1978		1979										
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
MINING															
1011	Iron ores (12/75 = 100)	121.9	127.3	127.3	127.3	127.3	127.3	131.9	131.9	136.0	136.0	138.8	138.1	140.2	140.2
1092	Mercury ores (12/75 = 100)	126.6	125.4	136.2	153.3	168.7	178.3	202.1	237.5	277.0	270.8	245.8	252.1	275.0	252.1
1211	Bituminous coal and lignite	430.2	442.6	441.0	444.0	444.4	445.7	447.5	451.3	452.5	453.1	455.1	453.2	455.4	455.8
1311	Crude petroleum and natural gas	358.2	373.9	380.6	388.2	397.2	403.8	407.6	427.2	444.1	457.5	475.8	506.8	522.0	533.5
1442	Construction sand and gravel	194.6	199.6	200.2	208.0	210.4	210.9	214.1	216.0	217.0	219.3	219.9	220.9	223.5	224.3
	Kaolin and ball clay (6/76 = 100)	111.8	123.2	123.2	125.4	125.4	125.4	125.4	125.4	125.5	125.5	125.5	125.5	126.7	114.7
MANUFACTURING															
2011	Meat packing plants	216.7	218.6	226.8	243.6	250.8	256.6	265.0	259.2	249.1	243.8	229.3	247.2	239.1	241.6
2013	Sausages and other prepared meats	215.2	225.9	228.7	223.8	230.4	235.6	224.4	227.7	217.1	214.7	203.3	211.6	213.0	214.2
2016	Poultry dressing plants	192.5	187.0	192.1	194.6	204.6	206.1	199.7	203.5	177.8	178.4	169.6	171.2	163.1	188.3
2021	Creamery butter	205.2	225.3	227.0	211.9	211.1	216.1	224.7	225.3	225.3	227.5	237.9	240.6	240.1	241.7

See footnotes at end of table.

30. Continued — Producer Price Indexes for the output of selected SIC Industries

[1967 = 100 unless otherwise specified]

1972 SIC code	Industry description	Annual average 1978	1978			1979										
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	
MANUFACTURING — Continued																
2022	Cheese natural and processed (12/72 = 100)	169.6	182.9	184.4	184.2	179.4	182.5	186.8	185.2	185.6	186.3	195.4	200.8	196.8	193.4	
2024	Ice cream and frozen desserts (12/72 = 100)	154.8	160.0	162.1	166.2	166.7	166.7	167.3	171.0	171.5	171.5	175.0	176.1	177.5	178.4	
2033	Canned fruits and vegetables	193.2	201.3	202.8	203.3	204.4	205.2	206.2	207.2	207.5	209.9	210.5	211.9	213.0	212.4	
2034	Dehydrated food products (12/73 = 100)	131.3	178.3	179.6	179.6	181.2	180.9	181.7	182.1	181.0	182.0	180.7	170.0	158.2	156.3	
2041	Flour mills (12/71 = 100)	147.0	159.0	156.8	155.8	160.5	157.5	158.1	166.7	174.6	190.9	176.9	183.4	184.6	184.9	
2044	Rice milling	207.6	166.0	168.6	163.6	166.6	171.0	206.8	206.8	206.8	206.8	218.7	223.5	231.8	231.8	
2048	Prepared foods, n.e.c. (12/75 = 100)	107.3	110.8	114.7	115.6	118.4	118.3	117.5	115.2	118.9	128.1	119.7	121.2	123.9	124.6	
2061	Raw cane sugar	190.7	193.0	196.2	191.6	198.2	195.7	197.5	195.6	207.0	209.0	216.8	216.7	224.3	223.3	
2063	Beet sugar	188.5	194.3	194.4	197.0	197.0	198.6	199.3	199.7	199.7	202.0	199.2	200.2	202.6	209.6	
2067	Chewing gum	218.0	222.7	241.5	241.6	242.5	242.5	242.6	242.2	242.2	242.9	242.9	242.9	242.9	262.2	
2074	Cottonseed oil mills	183.1	192.3	196.4	198.7	204.5	202.8	198.5	192.5	210.4	224.5	214.1	217.9	214.9	204.7	
2075	Soybean oil mills	225.6	224.0	237.7	233.1	241.2	242.0	244.7	237.7	251.1	262.8	250.0	248.4	244.8	242.6	
2077	Animal and marine fats and oils	287.9	323.1	305.1	305.0	344.5	362.6	393.1	363.8	335.3	352.0	321.4	333.8	333.7	315.2	
2083	Malt	181.5	180.7	190.8	190.8	190.8	190.8	190.8	190.8	201.4	201.4	201.4	201.4	214.9	228.2	
2085	Distilled liquor, except brandy (12/75 = 100)	106.7	107.8	108.9	108.9	109.4	109.4	109.4	113.6	113.6	113.6	116.2	117.1	117.1	118.1	
2091	Canned and cured seafoods (12/73 = 100)	136.4	137.2	137.4	137.3	137.9	138.5	139.2	140.9	142.1	148.5	146.1	150.8	151.1	155.6	
2092	Fresh or frozen packaged fish	303.8	331.6	339.0	338.1	361.9	359.4	375.8	382.4	397.6	403.7	392.4	390.1	400.9	392.4	
2095	Roasted coffee (12/72 = 100)	262.3	241.8	235.7	229.4	222.5	221.6	220.5	231.7	244.2	271.0	276.6	279.2	280.0	287.5	
2098	Macaroni and spaghetti	176.9	184.7	184.7	184.7	184.7	184.7	186.6	186.6	188.6	203.5	195.7	199.5	210.4	221.5	
2111	Cigarettes	204.6	210.7	210.7	221.1	221.2	221.3	221.4	221.4	221.4	221.5	228.9	229.1	229.2	229.2	
2121	Cigars	141.4	142.0	141.7	142.8	143.0	145.0	145.4	145.4	145.3	149.8	147.6	147.6	147.4	147.2	
2131	Chewing and smoking tobacco	222.0	224.7	225.1	235.3	236.4	240.9	245.9	245.9	246.4	246.4	255.8	260.4	260.8	260.8	
2211	Weaving mills, cotton (12/72 = 100)	181.1	186.1	187.9	188.8	190.1	190.4	191.8	192.7	194.3	196.1	196.8	198.6	200.7	200.1	
2221	Weaving mills, synthetic (12/77 = 100)	109.0	116.1	115.5	114.5	112.7	112.4	113.3	113.6	114.1	116.2	116.3	116.3	116.9	116.9	
2251	Women's hosiery, except socks (12/75 = 100)	91.5	95.7	94.8	95.1	94.3	94.4	97.3	97.3	97.6	99.6	98.1	97.5	98.0	100.3	
2254	Knit underwear mills	164.1	165.1	166.9	169.3	169.9	172.6	172.8	173.1	173.3	172.9	174.0	174.0	174.3	174.6	
2257	Circular knit fabric mills (6/76 = 100)	98.5	98.8	99.2	91.2	91.7	93.9	93.2	94.1	95.8	96.1	96.3	96.0	96.4	96.4	
2261	Finishing plants, cotton (6/76 = 100)	111.0	114.2	115.9	116.5	117.4	118.2	119.0	120.8	120.9	122.5	123.2	124.0	126.1	123.1	
2262	Finishing plants, synthetics, silk (6/76 = 100)	101.4	104.1	105.4	104.6	105.0	105.2	105.9	106.3	107.0	107.5	107.9	108.3	109.2	108.9	
2271	Woven carpets and rugs (12/75 = 100)	114.7	115.8	115.8	115.8	115.8	116.0	116.0	116.7	117.1	(¹)	(¹)	(¹)	(¹)	(¹)	
2272	Tufted carpets and rugs	125.3	125.5	125.8	125.8	126.0	126.5	127.0	127.7	128.1	127.6	128.5	129.0	129.5	130.0	
2281	Yarn mills, except wool (12/71 = 100)	167.4	170.6	170.5	170.9	171.4	172.3	173.1	174.5	175.7	177.2	179.4	181.2	182.9	182.9	
2282	Throwing and winding mills (6/76 = 100)	99.2	103.3	101.7	103.1	102.7	106.0	104.4	106.3	107.5	108.5	109.8	111.3	111.0	111.0	
2284	Thread mills (6/76 = 100)	114.6	119.1	119.2	120.3	120.3	120.3	120.4	120.4	120.4	120.4	125.7	128.1	128.3	128.4	
2298	Cordage and twine (12/77 = 100)	99.3	98.4	98.4	98.5	98.6	98.6	101.7	102.8	105.4	105.4	113.5	115.1	114.9	114.9	
2311	Men's and boys' suits and coats	194.3	202.5	200.5	199.3	199.6	199.9	203.9	204.2	204.5	205.8	206.4	206.4	206.6	206.8	
2321	Men's and boys' shirts and nightwear	180.8	185.3	187.7	191.2	191.4	191.6	191.8	192.4	193.5	194.7	195.9	195.8	194.5	194.7	
2322	Men's and boys' underwear	180.6	181.2	182.6	184.5	184.6	188.7	188.7	188.7	188.7	188.7	190.0	190.0	190.0	190.0	
2323	Men's and boys' neckwear (12/75 = 100)	102.3	103.4	103.4	103.4	103.4	103.4	103.4	103.4	103.4	103.4	103.4	110.9	110.9	110.9	
2327	Men's and boys' separate trousers	152.7	157.4	157.4	157.7	157.8	157.8	162.3	162.3	162.5	162.5	162.7	162.7	162.9	163.4	
2328	Men's and boys' work clothing	195.2	195.4	195.7	198.5	199.8	200.0	206.5	206.5	209.0	208.9	210.5	210.7	213.1	218.9	
2331	Women's and misses' blouses and waists (6/78 = 100)	100.7	102.2	102.3	102.6	99.1	99.2	99.1	100.3	100.5	102.6	102.7	102.8	103.0	105.9	
2335	Women's and misses' dresses (12/77 = 100)	100.7	101.1	101.1	105.0	104.9	106.6	106.6	105.9	105.9	106.4	107.5	108.3	108.7	108.8	
2341	Women's and children's underwear (12/72 = 100)	132.1	133.7	138.7	141.2	142.3	142.3	142.6	143.3	143.3	144.2	145.3	145.3	146.7	147.4	
2342	Brassieres and allied garments (12/75 = 100)	111.7	112.4	112.5	113.5	116.0	116.0	116.1	116.2	117.5	117.5	117.8	117.8	117.8	117.8	
2361	Children's dresses and blouses (12/77 = 100)	(¹)	105.7	105.4	105.4	105.4	105.5	106.7	106.7	102.1	102.4	102.4	103.7	105.7	105.7	
2364	Fabric dress and work gloves	214.4	226.2	226.4	227.3	232.2	232.2	241.5	243.9	243.9	245.4	245.4	245.4	245.4	246.9	
2394	Canvas and related products (12/77 = 100)	99.6	98.5	99.6	105.9	105.9	105.9	105.9	105.9	106.9	108.4	108.4	111.4	111.4	112.1	
2396	Automotive and apparel trimmings (12/77 = 100)	106.3	107.1	107.1	107.1	107.1	107.1	107.1	107.1	114.3	114.3	114.3	114.3	114.3	114.3	
2421	Sawmills and planing mills (12/71 = 100)	228.9	244.1	240.1	239.5	241.9	249.5	252.5	251.6	250.9	251.3	259.0	265.6	262.2	250.1	
2436	Softwood veneer and plywood (12/75 = 100)	150.1	158.8	157.6	164.2	162.2	160.1	157.3	151.1	140.7	148.1	153.2	156.2	153.3	143.3	
2439	Structural wood members, n.e.c. (12/75 = 100)	136.2	142.3	142.3	142.3	148.1	148.3	150.1	150.1	150.0	150.0	149.9	150.8	158.2	158.2	
2448	Wood pallets and skids (12/75 = 100)	149.4	158.9	159.8	160.6	161.8	163.8	166.8	166.7	167.0	166.9	166.8	167.9	167.9	171.0	
2451	Mobile homes (12/74 = 100)	126.5	130.3	130.8	131.8	132.5	133.8	135.3	137.3	138.0	138.2	137.7	139.6	142.5	143.5	
2492	Particleboard (12/75 = 100)	159.7	150.0	146.9	143.0	141.9	142.7	143.8	141.6	137.4	134.3	134.7	138.5	139.6	136.9	
2511	Wood household furniture (12/71 = 100)	152.4	158.4	158.5	160.3	160.3	160.9	162.7	164.6	164.0	164.5	164.6	167.1	168.1	171.3	
2512	Upholstered household furniture (12/71 = 100)	143.1	145.7	145.8	146.9	146.9	147.6	147.4	149.2	149.4	150.0	150.3	151.6	151.8	153.9	
2515	Mattresses and bedsprings	156.3	157.5	160.0	162.3	162.9	162.9	163.1	163.2	164.1	164.5	165.7	165.7	168.8	172.1	
2521	Wood office furniture	194.4	200.4	200.5	207.2	213.1	213.1	214.2	214.3	214.2	216.8	216.8	216.8	217.6	217.6	
2611	Pulp mills (12/73 = 100)	178.5	183.7	183.7	187.1	187.3	189.9	192.5	195.2	196.6	205.4	207.4	207.5	215.2	215.6	
2621	Paper mills, except building (12/74 = 100)	115.7	121.2	121.5	123.7	124.7	126.0	128.5	129.3	129.5	130.2	131.2	131.6	135.2	136.7	
2631	Paperboard mills (12/74 = 100)	106.4	110.8	111.1	112.0	112.9	114.4	117.1	118.1	118.5	119.7	121.4	123.6	125.4	126.4	
2647	Sanitary paper products	251.4	262.9	267.3	267.4	267.6	269.2	270.8	271.7	271.9	276.4	283.6	283.6	286.4	286.5	
2654	Sanitary food containers	170.8	175.5	177.1	178.8	179.4	179.5	184.1	189.1	189.1	189.6	189.6	191.0	195.8	198.1	

30. Continued — Producer Price Indexes for the output of selected SIC Industries

[1967 = 100 unless otherwise specified]

1972 SIC code	Industry description	Annual average 1978	1978		1979											
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	
3021	Rubber and plastic footwear (12/71 = 100)	158.7	164.1	164.1	168.7	169.0	169.0	169.0	169.0	169.5	169.6	171.0	173.2	173.4	173.4	173.4
3031	Reclaimed rubber (12/73 = 100)	154.3	155.4	156.4	161.3	161.3	162.1	164.5	167.6	169.1	169.2	167.3	170.5	171.7	177.1	
3079	Miscellaneous plastic products (6/78 = 100)		101.8	102.0	102.1	103.4	105.4	107.5	109.0	110.7	111.4	112.4	112.9	113.9	114.1	
3111	Leather tanning and finishing (12/77 = 100)	119.1	139.8	140.1	135.9	143.7	173.8	182.9	201.3	195.8	181.8	172.9	155.2	161.9	150.8	
3142	House slippers (12/75 = 100)	122.5	127.2	127.1	129.6	134.7	136.3	136.3	138.5	142.0	135.0	136.2	136.2	136.9	137.0	
3143	Men's footwear, except athletic (12/75 = 100)	127.1	133.9	133.9	135.2	141.0	145.6	147.6	152.8	155.4	155.4	158.2	159.0	159.3	159.2	
3144	Women's footwear, except athletic	164.1	173.7	173.7	176.3	178.4	189.2	190.3	192.2	195.4	198.7	201.5	201.6	202.3	204.0	
3171	Women's handbags and purses (12/75 = 100)	111.4	114.3	114.3	123.0	123.0	123.0	123.0	131.7	131.8	131.8	131.8	131.8	131.8	131.8	
3211	Flat glass (12/71 = 100)	142.7	143.5	147.5	149.0	150.8	150.8	150.8	150.8	151.8	151.9	151.9	152.3	152.6	153.3	
3221	Glass containers	244.3	250.9	250.6	250.7	250.7	250.7	250.7	265.2	265.2	265.2	265.4	265.4	265.4	265.5	
3241	Cement, hydraulic	251.2	256.0	256.0	275.4	278.8	280.3	283.1	283.2	283.7	285.4	282.8	282.8	282.8	282.9	
3251	Brick and structural clay tile	230.8	240.7	243.9	248.9	250.9	252.8	256.7	258.3	259.7	261.0	236.3	265.9	260.4	261.3	
3253	Ceramic wall and floor tile (12/75 = 100)	107.7	111.5	111.5	111.6	111.6	113.0	113.0	113.0	120.2	120.2	120.2	120.2	120.1	120.2	
3255	Clay refractories	221.4	231.7	231.7	233.4	233.2	234.1	234.4	234.6	236.9	246.5	248.1	248.5	251.7	254.4	
3259	Structural clay products, n.e.c.	176.3	179.4	179.6	184.1	184.4	186.7	186.8	186.8	187.8	188.2	192.5	192.5	192.5	192.6	
3261	Vitreous plumbing fixtures	189.7	192.6	194.3	195.1	198.6	198.9	201.6	204.6	206.4	210.1	212.4	212.8	214.5	215.7	
3262	Vitreous china food utensils	268.8	284.1	284.4	284.4	290.6	290.6	290.6	290.6	290.6	297.5	297.5	297.5	297.9	305.3	
3263	Fine earthenware food utensils	228.1	237.1	242.4	242.4	237.0	237.1	237.1	237.1	236.4	238.8	238.6	238.6	245.8	246.9	
3269	Pottery products, n.e.c. (12/75 = 100)	122.2	127.9	129.6	129.6	129.2	129.2	129.2	129.2	129.0	131.0	130.9	130.9	133.2	135.0	
3271	Concrete block and brick	202.0	211.8	211.9	223.0	223.1	227.0	230.8	232.6	232.7	232.7	230.9	237.8	240.0	240.0	
3273	Ready-mixed concrete	217.6	225.9	227.7	240.0	241.1	241.7	244.5	245.2	247.5	249.6	250.5	252.2	253.0	254.5	
3274	Lime (12/75 = 100)	129.5	131.6	133.1	136.2	136.6	137.5	139.9	139.8	140.1	141.8	142.9	144.3	144.7	144.4	
3275	Gypsum products	229.5	242.5	243.1	248.1	251.1	251.5	252.7	249.4	251.9	252.3	252.8	255.4	255.9	256.8	
3291	Abrasive products (12/71 = 100)	172.3	178.9	178.9	181.1	182.2	182.4	184.0	185.1	185.8	187.7	188.6	190.3	193.9	194.7	
3297	Nonclay refractories (12/74 = 100)	133.6	139.0	139.0	139.8	140.3	140.4	140.5	140.5	143.9	148.1	149.1	149.7	150.1	152.3	
3312	Blast furnaces and steel mills	262.3	270.5	270.7	279.9	280.3	281.1	283.5	285.3	285.8	292.8	292.9	293.2	296.3	297.0	
3313	Electrometallurgical products (12/75 = 100)	94.8	96.3	98.4	103.5	104.0	104.0	106.8	111.7	112.3	116.5	116.5	116.0	116.2	117.5	
3316	Cold finishing of steel shapes	241.0	247.4	247.4	258.1	258.3	258.4	259.1	259.8	261.3	270.6	271.0	271.0	271.9	273.2	
3317	Steel pipes and tubes	255.2	258.6	258.7	265.0	265.1	265.8	265.0	264.5	264.5	271.9	270.2	271.4	272.8	272.8	
3321	Gray iron foundries (12/68 = 100)	233.5	240.0	240.0	244.9	244.7	249.4	253.9	253.3	254.5	253.9	252.6	253.6	265.6	266.0	
3333	Primary zinc	223.2	243.2	243.2	243.2	260.6	260.9	274.2	274.5	275.2	281.4	265.1	264.2	265.2	257.0	
3334	Primary aluminum	217.4	220.3	220.3	220.3	226.1	232.4	235.8	237.4	238.5	244.9	244.2	248.2	256.0	263.2	
3351	Copper rolling and drawing	170.2	177.2	179.0	184.2	199.9	211.0	220.1	215.6	211.7	211.2	213.4	216.8	223.3	222.7	
3353	Aluminum sheet plate and foil (12/75 = 100)	137.6	142.4	143.2	145.8	146.4	146.5	148.0	148.7	148.8	149.6	149.7	150.0	150.8	151.5	
3354	Aluminum extruded products (12/75 = 100)	134.3	137.3	138.6	141.1	141.6	142.5	146.1	147.5	147.6	150.3	151.8	152.2	153.5	157.3	
3355	Aluminum rolling, drawing, n.e.c. (12/75 = 100)	119.7	121.9	122.8	125.2	126.5	127.5	129.6	131.5	131.6	132.7	132.2	133.5	136.8	139.9	
3411	Metal cans	238.5	248.3	248.3	252.7	253.9	260.9	264.4	263.8	262.2	263.1	261.5	270.2	273.8		
3425	Hand saws and saw blades (12/72 = 100)	147.9	153.8	155.5	157.7	157.8	157.9	159.6	161.9	162.5	162.8	165.7	166.2	166.9	169.4	
3431	Metal sanitary ware	209.1	213.0	214.1	214.7	217.4	219.2	220.8	222.2	224.1	226.4	228.9	229.2	230.1	231.7	
3465	Automotive stampings (12/75 = 100)	118.8	123.0	123.0	123.6	125.0	125.7	126.2	127.0	127.1	127.8	131.2	131.9	132.7	132.7	
3482	Small arms ammunition (12/75 = 100)	119.5	121.2	124.2	129.3	129.3	125.9	128.3	130.4	131.4	134.0	138.3	138.3	137.5	137.9	
3493	Steel springs, except wire	204.6	210.6	210.7	210.9	212.6	216.7	218.1	218.7	220.5	221.6	222.1	222.7	223.5	223.9	
3494	Valves and pipe fittings (12/71 = 100)	185.5	192.8	193.4	196.1	197.6	199.0	201.4	203.6	204.2	205.3	205.0	206.4	209.5	211.6	
3498	Fabricated pipe and fittings	265.5	276.4	276.4	276.6	276.7	276.8	284.9	288.2	290.7	294.8	294.8	294.9	297.0	297.4	
3519	Internal combustion engines, n.e.c.	220.1	288.5	288.4	232.7	233.8	234.0	237.1	239.0	239.2	242.3	244.6	249.5	252.8	253.7	
3531	Construction machinery (12/76 = 100)	114.0	118.5	119.2	120.0	121.1	121.6	123.0	123.9	124.0	125.6	126.0	126.3	128.4	129.0	
3532	Mining machinery (12/72 = 100)	209.5	217.5	218.1	222.5	223.4	224.2	228.0	228.4	226.4	231.2	231.4	232.7	233.1	234.7	
3533	Oilfield machinery and equipment	246.2	274.6	275.6	279.5	281.4	281.8	283.5	288.4	290.0	292.0	293.2	296.7	300.5	301.3	
3534	Elevators and moving stairways	204.2	210.8	211.5	211.7	214.1	213.4	213.8	213.6	214.2	215.4	214.6	216.5	216.8	220.6	
3542	Machine tools, metal forming types (12/71 = 100)	213.6	225.5	228.8	231.6	233.3	234.1	237.9	238.8	240.6	244.5	245.0	247.9	249.6	253.5	
3546	Power driven hand tools (12/76 = 100)	111.1	114.1	114.4	115.4	116.3	116.9	117.7	117.8	118.7	119.2	119.9	120.3	121.9	122.7	
3552	Textile machinery (12/69 = 100)	179.9	184.7	186.4	189.0	189.6	190.4	191.6	191.7	192.6	195.0	196.8	198.2	199.2	200.6	
3553	Woodworking machinery (12/72 = 100)	168.1	173.9	174.1	177.9	177.3	179.2	181.0	183.2	184.5	185.9	188.1	188.4	193.0	193.1	
3576	Scales and balances, excluding laboratory	179.7	185.3	188.4	188.8	191.1	191.1	191.3	192.8	193.7	194.8	195.3	195.4	192.9	196.6	
3592	Carburetors, pistons, rings, valves (6/76 = 100)	128.2	133.7	134.3	135.0	135.7	136.9	137.6	138.6	138.7	139.2	139.2	140.3	141.5	143.5	
3612	Transformers	158.3	164.1	163.1	163.2	165.4	167.0	168.5	168.0	168.5	167.9	168.8	168.6	171.4	170.5	
3623	Welding apparatus, electric (12/72 = 100)	178.1	182.6	184.0	184.8	186.0	186.6	187.3	191.5	191.9	193.5	193.8	194.9	196.2	197.9	
3631	Household cooking equipment (12/75 = 100)	114.8	117.9	118.3	119.1	119.2	120.2	120.3	120.7	120.9	122.0	123.3	124.2	124.3	125.8	
3632	Household refrigerators, freezers (6/76 = 100)	109.6	110.7	110.7	111.4	112.5	112.7	111.8	111.9	112.6	113.6	114.0	114.7	114.8	115.3	
3633	Household laundry equipment (12/73 = 100)	141.0	144.4	144.4	145.4	146.3	146.9	146.9	147.0	147.2	148.8	151.1	151.8	152.1	153.5	
3635	Household vacuum cleaners	135.5	137.5	137.6	138.1	138.1	140.4	140.4	141.2	141.5	141.6	141.6	141.9	144.3	144.7	
3636	Sewing machines (12/75 = 100)	111.2	115.4	115.4	119.8	119.8	119.8	121.1	121.1	121.1	121.8	121.6	121.6	122.0	122.0	
3641	Electric lamps	214.7	226.1	226.1	226.6	226.8										

PRODUCTIVITY DATA

PRODUCTIVITY DATA are compiled by the Bureau of Labor Statistics from establishment data and from estimates of compensation and output supplied by the U.S. Department of Commerce and the Federal Reserve Board.

Definitions

Output is the constant dollar gross domestic product produced in a given period. Indexes of **output per hour of labor input**, or labor productivity, measure the value of goods and services produced per hour of labor. **Compensation per hour** includes wages and salaries of employees plus employers' contributions for social insurance and private benefit plans. The data also include an estimate of wages, salaries, and supplementary payments for the self-employed, except for nonfinancial corporations, in which there are no self-employed. **Real compensation per hour** is compensation per hour adjusted by the Consumer Price Index for All Urban Consumers.

Unit labor cost measures the labor compensation cost required to produce one unit of output and is derived by dividing compensation by output. **Unit nonlabor payments** include profits, depreciation, interest, and indirect taxes per unit of output. They are computed by subtracting compensation of all persons from the current dollar gross domestic product and dividing by output. In these tables, **Unit nonlabor costs** contain all the components of unit nonlabor payments except unit profits. **Unit profits** include corporate profits and inventory valuation adjustments per unit of output.

The **implicit price deflator** is derived by dividing the current dollar estimate of gross product by the constant dollar estimate, making the deflator, in effect, a price index for gross product of the sector reported.

The use of the term "man-hours" to identify the labor component of productivity and costs, in tables 31 through 34, has been discontinued. **Hours of all persons** is now used to describe the labor input of payroll workers, self-employed persons, and unpaid family workers. **Output per all-employee hour** is now used to describe labor productivity in nonfinancial corporations where there are no self-employed.

Notes on the data

In the private business sector and the nonfarm business sector, the basis for the output measure employed in the computation of output per hour is Gross Domestic Product rather than Gross National Product. Computation of hours includes estimates of nonfarm and farm proprietor hours.

Output data are supplied by the Bureau of Economic Analysis, U.S. Department of Commerce, and the Federal Reserve Board. Quarterly manufacturing output indexes are adjusted by the Bureau of Labor Statistics to annual estimates of output (gross product originating) from the Bureau of Economic Analysis. Compensation and hours data are from the Bureau of Economic Analysis and the Bureau of Labor Statistics.

Beginning with the September 1976 issue of the *Review*, tables 31-34 were revised to reflect changeover to the new series—private business sector and nonfarm business sector—which differ from the previously published total private economy and nonfarm sector in that output imputed for owner-occupied dwellings and the household and institutions sectors, as well as the statistical discrepancy, are omitted. For a detailed explanation, see J. R. Norsworthy and L. J. Fulco, "New sector definitions for productivity series," *Monthly Labor Review*, October 1976, pages 40-42.

31. Indexes of productivity and related data, selected years, 1950-78

[1967 = 100]

Item	1950	1955	1960	1965	1970	1971	1972	1973	1974	1975	1976	1977	1978
Private business sector:													
Output per hour of all persons	61.0	70.3	78.7	95.0	104.2	107.7	111.4	113.6	110.1	112.4	116.4	118.6	119.2
Compensation per hour	42.4	55.8	71.9	88.7	123.1	131.4	139.7	151.2	164.9	181.3	197.2	213.0	231.2
Real compensation per hour	58.9	69.6	81.1	93.8	105.8	108.3	111.5	113.6	111.7	112.5	115.6	117.3	118.3
Unit labor cost	69.6	79.4	91.3	93.3	118.2	122.0	125.4	133.1	149.8	161.3	169.4	179.6	194.0
Unit nonlabor payments	73.2	80.5	85.5	95.9	105.8	113.0	119.0	124.9	130.4	150.4	158.0	165.6	174.3
Implicit price deflator	70.8	79.8	89.3	94.2	113.9	118.9	123.2	130.3	143.1	157.5	165.5	174.8	187.2
Nonfarm business sector:													
Output per hour of all persons	66.9	74.3	80.9	95.9	103.0	106.2	110.1	112.0	108.5	110.5	114.4	116.2	116.8
Compensation per hour	45.4	58.7	74.2	89.4	121.7	129.9	138.4	149.2	162.8	178.9	193.8	209.3	227.3
Real compensation per hour	63.0	73.2	83.7	94.6	104.6	107.1	110.4	112.1	110.2	111.0	113.7	115.3	116.3
Unit labor cost	67.9	79.1	91.7	93.2	118.1	122.3	125.7	133.2	150.0	161.8	169.4	180.1	194.5
Unit nonlabor payments	71.5	80.1	84.5	95.8	106.0	113.1	117.5	117.8	124.7	146.0	156.0	163.9	169.9
Implicit price deflator	69.1	79.4	89.2	94.1	114.0	119.2	122.9	127.9	141.4	156.4	164.8	174.5	186.1
Nonfinancial corporations:													
Output per hour of all employees	(¹)	(¹)	80.2	96.8	103.5	107.0	110.5	112.8	108.5	111.9	115.5	116.8	117.9
Compensation per hour	(¹)	(¹)	75.7	90.0	121.5	129.0	136.7	147.5	161.4	177.4	192.2	207.6	224.8
Real compensation per hour	(¹)	(¹)	85.4	95.3	104.4	106.4	109.1	110.8	109.3	110.1	112.7	114.4	115.0
Unit labor cost	(¹)	(¹)	94.3	93.0	117.4	120.6	123.7	130.7	148.8	158.6	166.4	177.7	190.6
Unit nonlabor payments	(¹)	(¹)	90.8	100.1	103.5	111.1	114.8	116.8	124.8	148.1	156.8	164.4	170.6
Implicit price deflator	(¹)	(¹)	93.1	95.5	112.5	117.2	120.5	125.8	140.2	154.9	163.0	173.0	183.5
Manufacturing:													
Output per hour of all persons	65.0	74.1	78.9	98.3	104.5	110.1	115.7	118.8	112.6	118.2	123.4	127.2	128.0
Compensation per hour	45.1	60.5	77.1	91.0	121.8	129.5	136.6	146.4	161.1	180.2	195.1	212.0	229.5
Real compensation per hour	62.5	75.4	87.0	96.3	104.7	106.7	109.0	110.0	109.1	111.8	114.5	116.8	117.5
Unit labor cost	69.4	81.6	97.7	92.6	116.5	117.6	118.1	123.2	143.1	152.4	158.2	166.6	179.4
Unit nonlabor payments	82.4	88.6	92.4	103.3	96.2	105.0	107.4	106.4	105.6	128.4	139.6	147.4	152.4
Implicit price deflator	73.3	83.8	96.1	95.9	110.3	113.7	114.8	118.0	131.6	145.1	152.5	160.7	171.1

¹ Not available.

32. Annual percent change in productivity and related data, 1968-78

Item	Year											Annual rate of change	
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1950-78	1960-78
Private business sector:													
Output per hour of all persons	3.3	0.2	0.7	3.3	3.5	1.9	-3.0	2.1	3.5	1.9	0.5	2.6	2.2
Compensation per hour	7.6	6.8	7.1	6.7	6.3	8.2	9.1	9.9	8.8	8.0	8.5	5.8	6.8
Real compensation per hour	3.3	1.4	1.1	2.4	2.9	1.9	-1.7	.7	2.8	1.5	0.8	2.6	2.1
Unit labor cost	4.1	6.6	6.4	3.3	2.8	6.2	12.5	7.7	5.0	6.0	8.0	3.2	4.5
Unit nonlabor payments	3.5	1.0	1.2	6.8	5.2	5.0	4.4	15.3	5.1	4.8	5.3	2.8	4.0
Implicit price deflator	3.9	4.7	4.7	4.4	3.6	5.8	9.8	10.1	5.0	5.6	7.1	3.1	4.3
Nonfarm business sector:													
Output per hour of all persons	3.2	-.3	.1	3.1	3.7	1.7	-3.1	1.9	3.5	1.6	0.5	2.2	2.0
Compensation per hour	7.3	6.3	6.7	6.7	6.5	7.8	9.1	9.9	8.3	8.0	8.6	5.5	6.5
Real compensation per hour	3.0	.9	.7	2.3	3.1	1.5	-1.7	.7	2.4	1.4	0.9	2.3	1.9
Unit labor cost	4.0	6.7	6.5	3.5	2.8	6.0	12.7	7.9	4.7	6.3	8.0	3.2	4.5
Unit nonlabor payments	3.9	.4	1.6	6.7	3.8	.3	5.9	17.1	6.9	5.0	3.7	2.8	3.9
Implicit price deflator	4.0	4.5	4.9	4.5	3.1	4.1	10.5	10.6	5.4	5.9	6.6	3.1	4.3
Nonfinancial corporations:													
Output per hour of all employees	3.3	.3	-.1	3.4	3.3	2.1	-3.8	3.1	3.2	1.1	1.0	(¹)	2.0
Compensation per hour	6.8	6.7	6.7	6.2	5.9	7.9	9.4	10.0	8.3	8.0	8.3	(¹)	6.3
Real compensation per hour	2.5	1.2	.7	1.9	2.5	1.6	-1.4	.7	2.4	1.5	0.6	(¹)	1.7
Unit labor cost	3.4	6.3	6.8	2.7	2.5	5.7	13.8	6.6	4.9	6.8	7.3	(¹)	4.2
Unit nonlabor payments	3.0	0	.5	7.3	3.3	1.8	6.8	18.7	5.8	4.9	3.8	(¹)	3.4
Implicit price deflator	3.3	4.1	4.6	4.2	2.8	4.4	11.5	10.5	5.2	6.1	6.1	(¹)	3.9
Manufacturing:													
Output per hour of all persons	3.6	1.1	-.3	5.3	5.1	2.7	-5.2	4.9	4.4	3.1	.6	2.6	2.6
Compensation per hour	7.0	6.4	6.9	6.3	5.5	7.2	10.1	11.8	8.3	8.6	8.3	5.4	6.3
Real compensation per hour	2.7	1.0	.9	2.0	2.1	.9	-.8	2.4	2.4	2.0	.6	2.2	1.6
Unit labor cost	3.3	5.2	7.2	.9	.4	4.3	16.1	6.6	3.8	5.3	7.7	2.7	3.6
Unit nonlabor payments	3.9	-.4	-.3	9.2	2.3	-1.0	-.7	21.6	8.8	5.5	3.4	1.8	2.3
Implicit price deflator	3.5	2.3	4.2	3.1	1.0	2.8	11.5	10.2	5.1	5.4	6.5	2.5	3.3

¹ Not available.

33. Indexes of productivity, hourly compensation, unit costs, and prices, seasonally adjusted

[1967 = 100]

Item	Annual average		Quarterly indexes										
			1977				1978				1979		
	1977	1978	I	II	III	IV	I	II	III	IV	I	II	III
Private business sector:													
Output per hour of all persons	118.6	119.2	118.5	117.9	119.4	118.8	118.4	119.0	119.7	119.8	118.9	118.2	118.0
Compensation per hour	213.0	231.2	207.7	210.8	215.3	218.5	224.2	228.5	233.6	238.4	244.8	250.3	255.6
Real compensation per hour	117.3	118.3	117.2	116.7	117.6	117.9	118.7	118.1	118.2	118.0	118.0	116.9	115.8
Unit labor cost	179.6	194.0	175.2	178.8	180.2	183.8	189.4	192.1	195.2	199.0	205.9	211.7	216.6
Unit nonlabor payments	165.6	174.3	161.4	164.7	167.9	168.6	164.8	173.9	177.0	181.3	180.8	183.7	185.5
Implicit price deflator	174.8	187.2	170.5	173.9	176.0	178.6	180.9	185.8	188.9	192.9	197.2	202.0	205.9
Nonfarm business sector:													
Output per hour of all persons	116.2	116.8	116.4	115.8	116.7	116.3	116.0	116.5	117.3	117.6	116.6	115.4	115.2
Compensation per hour	209.3	227.3	204.1	207.3	211.2	214.8	220.6	224.6	229.4	234.3	240.2	244.8	249.8
Real compensation per hour	115.3	116.3	115.2	114.7	115.4	115.9	116.8	116.1	116.1	116.0	115.8	114.3	113.2
Unit labor cost	180.1	194.5	175.4	179.0	180.9	184.7	190.2	192.7	195.6	199.3	206.0	212.1	216.9
Unit nonlabor payments	163.9	169.9	159.1	163.2	167.1	166.0	161.1	169.2	173.0	176.1	174.3	177.6	180.4
Implicit price deflator	174.5	186.1	169.8	173.6	176.2	178.3	180.2	184.7	187.8	191.4	195.1	200.3	204.4
Nonfinancial corporations:													
Output per hour of all employees	116.8	117.9	116.8	116.5	117.4	116.7	116.7	117.8	118.4	118.8	118.1	117.3	117.5
Compensation per hour	207.6	224.8	202.5	205.7	209.5	212.8	218.5	222.3	226.9	231.3	237.4	242.1	247.1
Real compensation per hour	114.4	115.0	114.3	113.8	114.5	114.8	115.7	114.9	114.8	114.5	114.5	113.1	111.9
Total unit costs	181.8	193.3	177.7	180.5	182.4	186.3	190.8	191.6	194.0	196.8	202.3	208.0	212.6
Unit labor cost	177.7	190.6	173.4	176.6	178.4	182.3	187.3	188.7	191.5	194.8	201.0	206.4	210.3
Unit nonlabor costs	194.3	201.8	191.0	192.4	194.8	198.7	201.5	200.8	201.6	203.1	206.5	213.2	219.9
Unit profits	122.7	127.2	114.1	123.3	130.9	122.2	107.1	129.2	132.7	138.7	130.3	129.2	129.0
Implicit price deflator	173.0	183.5	168.3	172.0	174.7	176.8	178.3	182.3	184.9	188.2	191.6	196.3	200.2
Manufacturing:													
Output per hour for all persons	127.2	128.0	125.4	127.3	128.4	127.8	125.7	127.2	129.2	129.8	129.0	130.0	131.0
Compensation per hour	212.0	229.5	206.4	209.7	214.1	217.5	223.2	226.6	231.4	236.5	242.4	248.2	253.1
Real compensation per hour	116.8	117.5	116.5	116.1	117.0	117.4	118.1	117.1	117.0	117.1	116.9	115.9	114.6
Unit labor cost	166.6	179.4	164.6	164.7	166.7	170.2	177.5	178.1	179.1	182.2	187.9	190.9	193.1

34. Percent change from preceding quarter and year in productivity, hourly compensation, unit costs, and prices, seasonally adjusted at annual rate

[1967 = 100]

Item	Quarterly percent change at annual rate						Percent change from same quarter a year ago					
	I 1978 to II 1978	II 1978 to III 1978	III 1978 to IV 1978	IV 1978 to I 1979	I 1979 to II 1979	II 1979 to III 1979	II 1977 to II 1978	III 1977 to III 1978	IV 1977 to IV 1978	I 1978 to I 1979	II 1978 to II 1979	III 1978 to III 1979
Private business sector:												
Output per hour of all persons	2.0	2.4	0.3	-3.0	-2.2	r -7	0.9	0.2	0.8	0.4	-0.6	r -1.4
Compensation per hour	7.9	9.2	8.5	11.1	9.3	r 8.8	8.4	8.5	9.1	9.2	9.5	9.4
Real compensation per hour	-2.1	.3	-7	.1	-3.8	r -3.6	1.2	0.4	.1	-6	-1.0	r -2.0
Unit labor cost	5.8	6.6	8.1	14.6	11.8	r 9.6	7.4	8.3	8.3	8.7	10.2	r 11.0
Unit nonlabor payments	24.0	7.4	9.9	-1.0	6.5	r 4.0	5.6	5.4	7.5	9.7	5.6	4.8
Implicit price deflator	11.2	6.9	8.7	9.3	10.1	r 7.8	6.8	7.4	8.0	9.0	8.7	9.0
Nonfarm business sector:												
Output per hour of all persons	1.9	2.7	.8	-3.2	-4.1	r -7	.6	5	1.1	r +5	-1.0	r -1.8
Compensation per hour	7.5	8.8	8.8	10.4	7.9	r 8.5	8.4	8.7	9.1	8.9	9.0	r 8.9
Real compensation per hour	-2.5	.0	-4	-6	-5.0	r -3.9	1.2	.6	.1	-8	-1.5	r -2.5
Unit labor cost	5.4	6.0	8.0	14.0	12.5	r 9.3	7.7	8.1	7.9	8.3	10.1	r 10.9
Unit nonlabor payments	21.5	9.4	7.3	-4.0	7.8	r 6.4	3.7	3.5	6.1	8.2	5.0	r 4.3
Implicit price deflator	10.2	7.0	7.8	8.1	11.0	r 8.4	6.4	6.6	7.3	8.3	8.5	r 8.8
Nonfinancial corporations:												
Output per hour of all employees	4.1	2.0	1.1	-2.1	-2.8	0.7	1.2	0.8	1.8	1.3	r -5	-8
Compensation per hour	7.2	8.4	8.1	11.0	8.0	8.5	8.1	8.3	8.7	8.7	8.9	8.9
Real compensation per hour	-2.7	-4	-1.0	.0	-4.9	-3.9	0.9	2	-3	-1.0	-1.6	-2.5
Total unit costs	1.8	5.1	5.9	11.7	11.8	9.2	6.2	6.4	5.6	6.1	8.6	9.6
Unit labor costs	2.9	6.2	6.9	13.4	11.2	7.8	6.8	7.4	6.8	7.3	9.4	9.8
Unit nonlabor costs	-1.3	1.7	2.9	6.8	13.5	13.3	4.3	3.5	2.2	2.5	6.2	9.1
Unit profits	111.3	11.4	19.5	-22.1	-3.4	-0.7	4.7	1.4	13.6	21.7	0	-2.8
Implicit price deflator	9.3	5.7	7.3	7.6	10.2	8.2	6.0	5.8	6.4	7.5	7.7	8.3
Manufacturing:												
Output per hour of all persons	4.8	6.3	2.0	-2.4	2.9	r 3.3	-1	.6	1.6	2.6	2.2	1.4
Compensation per hour	6.3	8.7	9.3	10.3	9.8	r 8.1	8.0	8.1	8.7	8.6	9.5	9.4
Real compensation per hour	-3.5	-1	0	-6	-3.4	r -4.2	.9	0	-3	-1.1	r -1.0	-2.1
Unit labor cost	1.4	2.2	7.1	13.0	6.7	r 4.7	8.1	7.4	7.1	5.9	7.2	7.8

LABOR-MANAGEMENT DATA

MAJOR COLLECTIVE BARGAINING DATA are obtained from contracts on file at the Bureau of Labor Statistics, direct contact with the parties, and from secondary sources. Additional detail is published in *Current Wage Developments*, a monthly periodical of the Bureau. Data on work stoppages are based on confidential responses to questionnaires mailed by the Bureau of Labor Statistics to parties involved in work stoppages. Stoppages initially come to the attention of the Bureau from reports of Federal and State mediation agencies, newspapers, and union and industry publications.

Definitions

Data on wage changes apply to private nonfarm industry agreements covering 1,000 workers or more. Data on wage and benefit changes *combined* apply only to those agreements covering 5,000 workers or more. **First-year wage settlements** refer to pay changes going into effect within the first 12 months after the effective date of

the agreement. **Changes over the life of the agreement** refer to total agreed upon settlements (exclusive of potential cost-of-living escalator adjustments) expressed at an average annual rate. **Wage-rate changes** are expressed as a percent of straight-time hourly earnings, while **wage and benefit changes** are expressed as a percent of total compensation.

Effective wage-rate adjustments going into effect in major bargaining units measure changes actually placed into effect during the reference period, whether the result of a newly negotiated increase, a deferred increase negotiated in an earlier year, or as a result of a cost-of-living escalator adjustment. Average adjustments are affected by workers receiving no adjustment, as well as by those receiving increases or decreases.

Work stoppages include all known strikes or lockouts involving six workers or more and lasting a full shift or longer. Data cover all workers idle one shift or more in establishments directly involved in a stoppage. They do not measure the indirect or secondary effect on other establishments whose employees are idle owing to material or service shortages.

35. Wage and benefit settlements in major collective bargaining units, 1973 to date
[In percent]

Sector and measure	Annual average						Quarterly average					
	1973	1974	1975	1976	1977	1978	1978			1979		
							II	III	IV	I	II	III
Wage and benefit settlements, all industries:												
First-year settlements	7.1	10.7	11.4	8.5	9.6	8.3	6.8	7.2	6.1	2.5	10.6	9.0
Annual rate over life of contract	6.1	7.8	8.1	6.6	6.2	6.3	6.0	5.9	5.2	5.2	7.7	6.0
Wage rate settlements, all industries:												
First-year settlements	5.8	9.8	10.2	8.4	7.8	7.6	6.9	7.5	7.4	4.8	9.0	6.6
Annual rate over life of contract	5.1	7.3	7.8	6.4	5.8	6.4	6.2	6.4	5.9	6.6	7.0	4.8
Manufacturing:												
First-year settlements	5.9	8.7	9.8	8.9	8.4	8.3	7.1	8.4	9.5	8.7	9.9	6.2
Annual rate over life of contract	4.9	6.1	8.0	6.0	5.5	6.6	5.8	7.2	7.4	8.6	8.1	4.6
Nonmanufacturing (excluding construction):												
First-year settlements	6.0	10.2	11.9	8.6	8.0	8.0	7.7	7.4	6.4	2.3	8.5	9.1
Annual rate over life of contract	5.4	7.2	8.0	7.2	5.9	6.5	6.9	5.9	5.1	5.6	5.7	5.8
Construction:												
First-year settlements	5.0	11.0	8.0	6.1	6.3	6.5	6.4	7.0	8.4	11.0	9.1	10.4
Annual rate over life of contract	5.1	9.6	7.5	6.2	6.3	6.2	6.0	7.2	7.1	7.7	8.2	9.1

36. Effective wage adjustments going into effect in major collective bargaining units, 1973 to date

[In percent]

Sector and measure	Average annual changes						Average quarterly changes							
	1973	1974	1975	1976	1977	1978	1977	1978				1979		
							IV	I	II	III	IV	I	II	III
Total effective wage rate adjustment, all industries	7.0	9.4	8.7	8.1	8.0	8.2	1.1	1.3	2.6	2.7	1.4	1.4	2.4	2.9
Change resulting from—														
Current settlement	3.0	4.8	2.8	3.2	3.0	2.0	.5	.5	6	.5	.4	.2	1.0	.9
Prior settlement	2.7	2.6	3.7	3.2	3.2	3.7	.3	6	1.4	1.2	.5	.6	.9	1.0
Escalator provision	1.3	1.9	2.2	1.6	1.7	2.4	.3	.3	.6	1.0	.5	.6	.5	1.0
Manufacturing	7.3	10.3	8.5	8.5	8.4	8.6	1.4	1.4	2.2	2.9	1.9	1.4	2.2	2.6
Nonmanufacturing	6.7	8.6	8.9	7.7	7.6	7.9	.8	1.3	2.9	2.5	1.1	1.4	2.6	3.2

NOTE: Because of rounding and compounding, the sums of individual items may not equal totals.

37. Work stoppages, 1947 to date

Month and year	Number of stoppages		Workers involved		Days idle	
	Beginning in month or year	In effect during month	Beginning in month or year (thousands)	In effect during month (thousands)	Number (thousands)	Percent of estimated working time
1947	3,693	.....	2,170	.....	34,600	.30
1948	3,419	.....	1,960	.....	34,100	.28
1949	3,606	.....	3,030	.....	50,500	.44
1950	4,843	.....	2,410	.....	38,800	.33
1951	4,737	.....	2,220	.....	22,900	.18
1952	5,117	.....	3,540	.....	59,100	.48
1953	5,091	.....	2,400	.....	28,300	.22
1954	3,468	.....	1,530	.....	22,600	.18
1955	4,320	.....	2,650	.....	28,200	.22
1956	3,825	.....	1,900	.....	33,100	.24
1957	3,673	.....	1,390	.....	16,500	.12
1958	3,694	.....	2,060	.....	23,900	.18
1959	3,708	.....	1,880	.....	69,000	.50
1960	3,333	.....	1,320	.....	19,100	.14
1961	3,367	.....	1,450	.....	16,300	.11
1962	3,614	.....	1,230	.....	18,600	.13
1963	3,362	.....	941	.....	16,100	.11
1964	3,655	.....	1,640	.....	22,900	.15
1965	3,963	.....	1,550	.....	23,300	.15
1966	4,405	.....	1,960	.....	25,400	.15
1967	4,595	.....	2,870	.....	42,100	.25
1968	5,045	.....	2,649	.....	49,018	.28
1969	5,700	.....	2,481	.....	42,869	.24
1970	5,716	.....	3,305	.....	66,414	.37
1971	5,138	.....	3,280	.....	47,589	.26
1972	5,010	.....	1,714	.....	27,066	.15
1973	5,353	.....	2,251	.....	27,948	.14
1974	6,074	.....	2,778	.....	47,991	.24
1975	5,031	.....	1,746	.....	31,237	.16
1976	5,648	.....	2,420	.....	37,859	.19
1977	5,506	.....	2,040	.....	35,822	.17
1978: September	453	854	448	551	4,446	.25
October	389	740	106	205	2,277	.12
November	290	591	63	135	1,776	.10
December	157	408	49	139	1,440	.08
1979: January	301	405	101	177	1,810	.09
February	326	528	105	251	1,465	.09
March	447	664	169	280	1,501	.08
April	553	822	411	520	5,193	.28
May	598	919	157	370	3,768	.18
June	543	873	162	277	3,335	.17
July	554	900	202	324	3,128	.16
August	493	899	135	286	3,423	.16
September	513	842	174	282	2,693	.15
October	438	776	225	329	3,428	.17
November	333	622	104	268	3,395	.18

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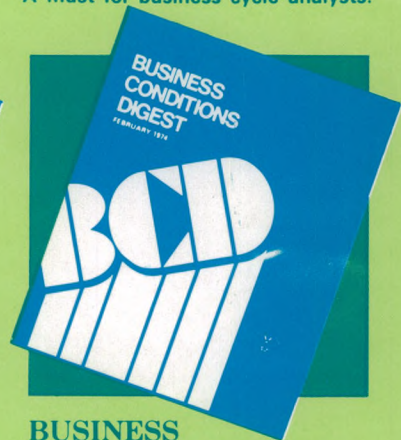
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