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Collective Bargaining in 1984
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Labor Month In Review



CONSUMER EXPENDITURES. The Bureau of Labor Statistics reported initial results of the interview part of its continuing Consumer Expenditure Survey. The survey results, covering 1980-81, show that urban households devoted about half of their total expenditures to housing and transportation. But for the lowest income groups, housing costs represented a much larger percentage of the total than for the highest income groups. The data, collected from 10,000 urban consumer units, each interviewed over 5 quarters, also show that:

- About 85 percent of households owned at least one vehicle, with the average owning almost two vehicles per household. Gasoline accounted for approximately one-third of total transportation costs.
- Transportation expenditures as a share of total expenditures were higher for the youngest consumers—about 23 percent—than for the oldest consumers—about 16 percent. Proportions spent for transportation were higher for the multiple-earner consumer unit than for the one-earner unit.
- About 60 percent of the households were homeowners. They spent 27 percent of housing costs on utilities and public services. Renters spent approximately 20 percent of housing costs on utilities, reflecting, in part, the fact that many renters had some utilities included in their rent.
- Consumers in the West showed the lowest share of total expenditures going for utilities, partly because that region had a relatively large number of renters. Nonetheless, consumer units in the West spent relatively more for shelter than did other regions.
- Although the average family size for the single-parent household was statistically slightly more than three, expenditures for this group were only about 60 percent of the average for all three-person families.

- Households in the 65-and-over age group spent a higher proportion of their expenditures on food, housing, and health care than any other age group. The under-25 age group spent a higher proportion of expenditures on education, entertainment, and transportation than did any other group.
- Households in the age groups from 25 to 64 years spent an average of about 8 percent of their total expenditures on social security and other pension payments and personal insurance.

Description of the survey. The new Consumer Expenditure Survey program began in late 1979. Its main purpose is to obtain a continuous flow of information on the buying habits of American consumers for use in a wide variety of research by government, business, labor, and academic analysts. The data are also needed for revisions of the Consumer Price Index.

Previously the survey was conducted about every 10 years, but the new survey is ongoing. This will provide more timely and detailed information on consumption patterns of different types of households.

The survey, which is conducted by the Bureau of the Census for the BLS, consists of two components: (1) an interview panel survey in which the expenditures of consumer units are obtained in five interviews conducted every 3 months; and (2) a diary or recordkeeping survey completed by participating households for two consecutive 1-week periods. The data presented here refer *only* to the Quarterly Interview Survey. Results from the diary portion of the survey were released on May 23, 1983. The interview part of the survey covers an independent sample of approximately 5,000 housing units each quarter. The data are collected in 85 urban areas. The new survey also includes students residing in student housing.

The Interview Survey is designed to obtain data on the kinds of expenditures

which respondents are likely to remember for a period of 3 months or longer. In general, these include relatively large expenditures, such as those for property, automobiles, and major appliances, or expenditures which occur on a fairly regular basis, such as rent, utilities, or insurance premiums. It is estimated that about 95 percent of expenditures are covered in the survey.

The BLS will publish more comprehensive data from both the diary and interview components of the Consumer Expenditure Survey. Several years of data from both components are required to present the total picture of consumer spending necessary to update the market basket for the CPI.

Data interpretation. The expenditure data are averages for all consumer units with the characteristics specified, regardless of whether a particular unit incurred an expense for that specific product or service during the period of recordkeeping. An individual consumer unit may spend more or less than the average, depending on its particular characteristics. Factors such as income, age of family members, needs and tastes, and geographic location influence expenditures. Furthermore, even within groups, the distribution of expenditures may vary a great deal. Users should also keep in mind that the prices for many goods and services have *risen* since the survey was conducted.

In addition, sample surveys are subject to sampling errors because the data are collected from a sample rather than the entire population and nonsampling errors because of inability or unwillingness of respondents to give correct information, differences in interviewers' abilities, mistakes in recording or coding, or other processing errors.

A BLS bulletin, containing an extensive description of the survey, detailed tables, and an analysis of the results, including comparisons with data from the 1972-73 survey, will be available early in 1985 from the Government Printing Office. □

Modest labor-management bargains continue in 1984 despite the recovery

Major collective bargaining agreements in the year reflect negotiators' concerns about such issues as foreign competition and domestic deregulation; also important was the continuing moderate rate of inflation

GEORGE RUBEN

Despite an expanding economy, labor-management settlements continued to be low in 1984. Negotiators grappled with pressures to reduce or eliminate labor cost increases in the face of growing import competition, the spreading effects of domestic deregulation in transportation, and structural changes in other industries. In addition, moderate inflation and concerns over job security continued to temper union demands for large wage increases.

During the first 9 months of the year, major collective bargaining settlements (covering 1,000 workers or more) in private industry provided average wage adjustments of 2.5 percent in the first contract year and 2.8 percent annually over the life of the contract.¹ This compares with 8.6 percent and 7.2 percent the last time the same parties bargained (2 to 3 years earlier, in most cases). Part of the decline in the "adjustments" (the combined net result of wage increases, decreases, and no changes) was traceable to settlements in construction, which covered 420,000 of the 1.4 million workers under settlements in private industry. In construction, settlements provided average wage adjustment of 0.9 percent in the first year and 1.2 percent annually over the contract life, compared with 3.2 and 3.5 percent, respectively, in the other industries.

In the fourth quarter, settlements in the auto industry covered an additional 450,000 workers, and negotiations

were continuing for 350,000 workers in the railroad industry.²

As part of their efforts to improve their competitive position, some companies that settled in 1984 won several types of contract provisions designed to limit labor cost increases. One of these was "two-tier" compensation systems, which grew in popularity in 1984. Under such systems, which vary considerably in operation, new employees are paid less than current employees, receive lesser benefits, or both. Two-tier systems are often agreed to after employers first demand reductions in wages and/or benefits for *all* workers in the bargaining unit. Such systems must be agreed to by current employees, who are usually not adversely affected by them. During 1984, two-tier pay systems were introduced into contracts covering about 200,000 employees, all of them already on the payroll.

Another approach to moderating labor costs that continued in 1984 was lump-sum payments in lieu of wage increases. Such payments help employers in several ways. For example, they usually are paid at the end of a contract or calendar year, rather than in regular paychecks; they do not increase base pay rates and so do not increase the cost of benefits that vary with base rates, such as vacation pay or overtime premiums. Lump-sum payments are currently provided for about 650,000 workers, mostly in the aerospace industry and in the automobile industry, at General Motors Corp. and Ford Motor Co.

Efforts to hold down cost increases for health insurance

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also were important in 1984. These efforts took several forms, such as increasing employee deductible and co-insurance payments, requiring a second surgeon's opinion on nonemergency operations, and offering employees coverage by Preferred Provider Plans and Health Maintenance Organizations as alternatives to "traditional" insurance plans. During the year, at least 500,000 workers were covered by settlements that included one or more of these cost containment provisions.

A question that continued to be asked—but apparently was not answered—during 1984 was whether the historical practice of pattern bargaining was ending in the industries where it existed prior to the economic difficulties and increased competition of the last few years. These difficulties had impelled some companies to press for contract terms tailored to their individual needs. The fate of pattern bargaining was uncertain because of incomplete or contradictory developments in some industries. These included General Motors' and Ford's essentially identical settlements with the United Auto Workers, followed by uncertainty regarding the outcome of the union's request of Chrysler Corp. for unscheduled bargaining in 1984; the continuation of pattern settlements in the soft coal industry despite the withdrawal of a large number of employers from their bargaining association; prolonged negotiations in the railroad industry (which has traditionally settled on a pattern basis); and continuing defections from the employer association in the steel industry that increased uncertainties regarding the degree of wage and benefit uniformity that would be attained in 1986 settlements.

Auto settlements

Negotiations between the Auto Workers and General Motors Corp. and Ford Motor Co. commenced in July amidst improved economic conditions—both companies were expected to post 1984 profits exceeding the record levels of 1983. On the surface, this presaged "large" settlements, particularly because new UAW leaders would presumably want to prove their bargaining mettle by restoring some of the wage and benefit cuts the union had agreed to in 1982. However, there were countervailing factors, including the domestic manufacturers' need to invest large sums in plant and equipment to help counter increasing competition from exporters to the United States; and the possibility that Japan's voluntary limit on shipments to the United States would not be renewed when it expires on March 31, 1985. Foreign producers currently hold a 25-percent share of the domestic market.

In the end, the overriding consideration appeared to be the union leaders' conclusion that the workers' primary need was increased job security, rather than substantial increases in wages and benefits. One reason UAW President Owen Bieber and the other officers emphasized job security was that 40,000 GM and 21,000 Ford workers were still on layoff, in spite of the high production levels. Another reason was

an internal GM document obtained by the union early in 1984, in which the company projected possible future cuts in its work force, varying according to estimated increases in productivity.

There was substantial opposition to the first of the settlements, with General Motors, as workers approved it by a vote of 138,410 to 102,528 announced on October 14. The essentially identical Ford agreement was approved by a 33,312 to 18,386 vote announced on October 29.

The major innovation in the GM contract was a Job Opportunity Bank-Security Program financed by a company obligation of \$1 billion over the life of the new 3-year contract and the succeeding contract, also expected to run for 3 years. (At Ford, with fewer employees, the obligation was \$300 million.)

The program, administered by joint committees at the national, area, and local levels, guarantees that workers with at least one year of service will not be laid off as a result of the introduction of improved technology, "outsourcing" (procuring parts from other manufacturers), negotiated productivity improvements, shifting of work from one plant to another within the company, or the consolidation of component production. Layoffs resulting from declines in sales, disposal of facilities, or other reasons are not covered.

Eligible employees facing a layoff will participate in an employee development bank and will continue to receive the pay rate for their last job or, if assigned to another job, the rate for that job. They also will continue to accrue pension credits and receive all other regular benefits until the funds are exhausted. Other assignments for bank members include job training, replacing other workers undergoing training, and moving to a job at another company plant, if there is no qualified worker with recall or rehire rights.

If the national committee determines that there are more bank members at a plant than anticipated local and area openings, it is authorized to set up special programs under which departing bank members who are age 55–61 and have 10 years of service will receive pensions calculated at unreduced rates, plus various supplements. Departing bank members who do not meet the age and service requirements will receive payments of \$10,000 to \$50,000, varying by seniority.

Other improvements in job security included—

- Increased company funding of the existing Supplemental Unemployment Benefits (SUB) program under which laid-off employees receive weekly payments for up to 2 years.
- Increased company funding of the Guaranteed Income Stream (GIS) program established in 1982, under which laid-off employees with 15 years of service who exhaust their SUB entitlement continue to draw benefits until their return to work, retirement, or the company's maximum financial obligation is reached. The maximum GIS benefit is the lesser of 75 percent of gross earnings or 95 percent

of after-tax earnings, minus \$12.50 a week (\$17.50 beginning January 1, 1985) for work-related expenses not incurred during layoff.

- Establishment of a venture capital plan under which GM will provide up to \$100 million (\$30 million at Ford) to start businesses in communities hit by closing of company plants, with hiring preference given to the displaced workers.
- A provision intended to cut overtime work by penalizing the company 50 cents per hour for all overtime hours worked in excess of straight-time hours worked. The penalty money will go into an existing skill development and training fund.
- A company promise to try to reduce average weekly overtime by 2 hours per worker.

Unlike the 1982 accord, the new 3-year contract provides a specified wage increase, ranging from 9 to 50 cents an hour, effective immediately. In a departure from tradition in the industry, the employees will receive lump-sum payments at the close of the second and third contract years, rather than specified deferred pay increases at the beginning of those years. Each of the "performance bonuses" will equal 2.25 percent of pay for all compensated hours, including overtime hours (but not overtime premium pay) and paid time off.

The union estimated that the specified increase, the two bonuses, a \$180 immediate "special payment," money resulting from continuation of the profit-sharing plan, and cost-of-living pay adjustments would yield GM workers \$11,730 over the term, assuming a 5-percent annual rate of increase in the Consumer Price Index and continuation of the projected 1984 profit level.

Under the 1982 accords, profit-sharing distributions averaged about \$700 for each GM employee and \$440 for each Ford employee, and employees of both companies received cost-of-living adjustments totaling \$1.05 an hour.

Other terms included—

- Adoption of a plan under which employees can receive bonuses of up to \$500 a year for regular work attendance. This supplements a plan adopted in 1982 under which employees with excessive unwarranted absences lose part of their benefits.
- Addition of a third type of health insurance option, Preferred-Provider-Organization, some improvements in the existing "traditional" and Health Maintenance Organization coverage, and adoption of "preauthorization" and review procedures to prevent unnecessary surgery and shorten hospital stays. During the negotiations, GM said that restrictions were vital because its health care costs had been rising about 15 percent annually in recent years and totaled \$2.2 billion in 1983.

Following the GM and Ford settlements, the UAW asked Chrysler Corp. for an unscheduled reopening of negotiations

under its contract (scheduled to expire in October 1985) to return to the same bargaining cycle as the other companies and eliminate a disparity in pay and benefit levels. Chrysler had been at the same levels until 1979, when the UAW accepted the first of three concessionary settlements (the others were in 1980 and 1981) to aid the financially stricken company. In both 1982 and 1983, Chrysler and the UAW negotiated some narrowing of the disparity.

Elsewhere in the industry, American Motors Corp. raised the possibility that it might close its only car assembly plant in the United States if labor costs at the Kenosha, WI, facility are not reduced. The company said the plant was not competitive with GM and Ford operations because of higher average hourly earnings, more restrictive work rules, and a higher ratio of union representatives to workers. The possibility of a shutdown was reinforced by a company announcement that it will spend \$587 million to build a car assembly plant in Canada, where it already has a small car plant.

The current American Motors-UAW contract for 7,300 hourly employees in Kenosha is scheduled to expire in September 1985.

Soft coal

New United Mine Workers President Richard Trumka entered negotiations with the Bituminous Coal Operators' Association (BCOA) with a simple mandate from his union: "No backward steps. No takeaway contracts." On the management side, BCOA head Bobby R. Brown said that too much coal was being produced and, "This has resulted in some harsh realities—depressed prices, closed mines or curtailed production, thousands of coal miners laid off." Because of these bleak conditions, Brown said that any negotiated economic gains for the 160,000 miners (including 55,000 on layoff) would have to be offset by productivity gains to prevent any further deterioration of the companies organized by the UMW. Much of the organized industry's difficulty has resulted from the growing share of the market held by foreign producers and by nonunion domestic producers and the easing of the petroleum crisis, which has slowed the increase in coal use that had started to develop. In addition to these conditions, the bargaining also was complicated by the fact that 100 of the 132 member companies had dropped out of the BCOA, apparently expecting to negotiate more lenient individual settlements with the UMW. The union countered this strategy by announcing that it would not bargain with the dropout companies until the BCOA settled, which led many of the companies to agree to be bound by the BCOA contract. Others who did not so agree nevertheless settled immediately after the BCOA, on the same terms. The net result was continuance of uniform pattern settlements in the Eastern and Midwestern coal fields, where the UMW holds sway.

The 40-month contract provided for revisions expected to increase job opportunities for UMW members:

- New language ensures that miners will not lose their bidding rights to a job at their mine if it is leased to another company.
- Mine owners are now required to give local union officials copies of warranties covering on-site work, enabling the officials to determine if employees of outside firms are improperly performing warranty work.
- The contract now provides that UMW members will perform all work "of the type" customarily done at the mine. This replaced a provision that the union claimed the operators had misused to improperly contract out work.
- Companies are now required to notify the union of the sale of a mine where a UMW contract is in effect and to furnish proof that the buyer will abide by the contract.

In addition to a number of improvements in benefits, the October accord provided a total of \$1.40 an hour in wage increases, compared with \$3.60 over the 40-month term of the prior contract. The \$1.40 increase ranged from 11.2 percent for the lowest paid workers to 9.9 percent for the highest paid workers.

The problems of the soft coal industry paled in comparison with those in the hard coal fields of Eastern Pennsylvania, which have been in decline for many years. The UMW bargained early in the year for the 1,100 remaining workers it represents and accepted a 1-year contract, instead of the usual 3-year contract, to give the operators some "breathing room." Terms included improvements in vacation and sick pay and a 12-cents-an-hour increase in pay, which ranged from \$9 to \$15.

Airlines

In 1984, some air carriers operated at a profit, while others continued to experience financial difficulties. As in trucking, Federal deregulation of the industry was a major reason for these difficulties. Under the Airline Deregulation Act of 1978, routes were deregulated on January 1, 1982, and fares were deregulated on January 1, 1983. This has led to the formation of a number of new, nonunion, low-cost carriers that offer intense competition to established carriers, triggering fare wars, rapid shifts in operating areas, bankruptcies, and cuts in employment. One result has been a spate of concessionary wage settlements, as workers acceded to employer requests for aid in improving their competitive ability, and employers gave workers part ownership, a share of profits, or a voice in management. Some of the 1984 settlements that included concessionary provisions (while usually resulting in an overall increase in compensation) were at—

- United Airlines, where three unions were involved. The 37-month contract for 8,500 members of the Association of Flight Attendants included a two-tier pay system under which pay rates for new employees were cut 25 percent during their first 7 years in the 14-year pay progression schedule. Mechanics and related employees, represented

by the Machinists, agreed to a 3-year contract that cuts pay rates for new employees during their first 5 years on the job.

- Pacific Southwest Airlines, where 3½-year contracts for 3,600 members of the Teamsters, Air Line Pilots, and other unions called for a 15-percent cut in employee compensation and changes in work rules intended to increase productivity 15 percent. In exchange, the company agreed to place 15 percent of its stock in a trust fund for the workers and to make annual payments to a profit-sharing plan equal to 15 percent of pretax profit before interest expenses.
- Northwest Airlines, where a settlement for 3,000 flight attendants represented by the Teamsters provided a 6-month wage freeze, followed by wage increases of 6 percent on July 1 of 1984 and 1985 and 3 percent on July 1, 1986. The 3-year contract also established a dual pay system under which attendants hired after January 1, 1984, will be paid 30 percent less than the current rates for employees already on the payroll. After 6 years of service, the new employees will move up to the higher pay schedule. Health insurance was revised to cover 80-90 percent of "usual and customary charges." instead of 100 percent.
- Piedmont Airlines, where settlements for 3,000 members of four unions provided for establishment of two-tier pay systems. The settlements also changed work rules—such as by increasing maximum monthly flying hours to 85, from 80, for members of the Air Line Pilots Association—and deferred the first of three pay increases to the sixth month of the contracts, which are subject to modification in 1987.
- Republic Airlines, where members of 6 unions approved a "partnership plan" that called for extension through 1986 of a 15-percent pay cut and deferral of scheduled pay increases that had been scheduled to end on May 31, 1984. In exchange for the extension, adoption of a two-tier pay system, and planned productivity improvements, Republic agreed to establish profit sharing and to give the workers shares of stock, increasing their share of ownership from 20 percent to about 30 percent.
- Western Airlines, where members of four unions agreed to a 22.5-percent pay reduction extending through 1986, in place of a 10-percent cut negotiated in 1983 scheduled to expire in November 1984. Members of another union, the Air Line Pilots, agreed to extend through 1986 the temporary 18-percent cut they had accepted in 1983. All five contracts, involving 10,000 workers, also called for changes in work rules to increase productivity. In exchange, the unions gained two seats on the carrier's board of directors (bringing their total to 4), shares of company stock, and a profit-sharing plan.
- Frontier Airlines, where 5,000 workers represented by several unions agreed to decreases in pay and benefits, and adoption of two-tier pay systems. The pay reduction

was 11 percent for the workers represented by the Air Line Employees Association, while the Air Line Pilots agreed to a 3.5-percent cut and continuation of an 8.1-percent cut negotiated in 1983 and scheduled to end in 1984. Despite these changes, Frontier requested additional cuts later in 1984 and the unions were considering the possibility of buying the company.

- Eastern Air Lines, where 6,200 flight attendants, represented by the Transport Workers, in January 1984 agreed to modifications of a 2-year contract negotiated in November 1983. In the major change, employees were required to put 18 percent of 1984 earnings in a Wage Investment Program in return for shares of Eastern stock. Late in 1983, members of three other unions reached similar modification agreements, all of which specified that employees would receive all wage increases (which varied by union) already scheduled for 1984. All of the modification agreements called for changes in work rules to improve productivity and for the unions to have a total of 4 members (out of 19) on Eastern's board of directors. In September 1984, there were indications that Eastern planned to ask the unions to continue the investment requirement, at the 18-percent rate or at another level through 1985 and possibly beyond.
- Braniff Airways, which resumed operations in March, 22 months after it had filed for protection under Chapter 11 of the Federal bankruptcy code. The 1,900 employees, members of five unions, returned under 5-year contracts with the Hyatt Corp. (the new owner) that called for substantial cuts in pay and benefits. Despite these concessions, Braniff lost \$80 million during the next 8 months and pared operations and employment.

In other developments—

- Pan American World Airways, after losing \$120 million in the first half of the year, froze employee pension service credits at their current levels, drawing bitter criticism from leaders of five unions, who pointed out that the carrier had also not made required payments to the pension plan in the two preceding years.
- Continental Airlines rebounded, showing a profit of \$17.6 million for the third quarter, compared with a loss of \$77.2 million a year earlier. Continental's ability to earn a profit was apparently enhanced by its actions in 1983, when it sought protection under Chapter 11 of the bankruptcy code, abrogated all labor contracts, reduced its work force by two-thirds, and reduced pay by about 50 percent. In mid-1984, the contract abrogation was upheld by the bankruptcy judge.
- American Airlines in October raised its inducement to employees for retiring or quitting to one year's pay, from \$10,000, for those on the payroll when two-tier pay systems were negotiated in 1983. Departure of these employees will save money for American because they are

paid substantially more than those hired after the 1983 settlement. Unlike some of the other airlines, American is profitable; it earned \$227.9 million in 1983.

Aircraft, aerospace

Settlements in 1984 for aircraft and aerospace workers generally featured two contract provisions negotiated by the Boeing Co. and the Machinists in October 1983—two-tier pay systems and lump-sum payments in lieu of specified wage increases. A smaller number of workers were under settlements that also followed Boeing's lead in giving some cost-of-living pay adjustments only to higher-paid workers. This was done to restore at least part of the percentage pay differential between the lowest and highest grades that had narrowed over the years as a result of all employees receiving the same cents-per-hour adjustments. All of the settlements increased employee compensation, moderated to some extent by the new features. Companies that negotiated lump-sum and/or two-tier pay systems in 1984 included—

- McDonnell Douglas Corp., which negotiated 3-year contracts with the Machinists and the Auto Workers that provided for two-tier pay and annual lump-sum payments equal to 3 percent of earnings during the preceding 12 months. In addition, pay compression will be relieved by paying cost-of-living adjustments only to the highest paid 75 percent of the workers or by providing specified pay increases only for skilled workers.
- Rockwell International Corp.'s Space Division, which negotiated a 3-year contract with the Auto Workers that provided for 3-percent (of earnings) lump-sum payments in August of 1984 and 1985 and a 3-percent specified pay increase in July 1986. Under the accord, new employees have to wait longer before progressing to the maximum rate for their job grade and will not receive automatic cost-of-living pay adjustments during their first year on the job.
- General Dynamics Corp.'s Aerospace Division, which negotiated a 3-year contract with the Machinists that provided for 3-percent lump-sum payments in the first and second years and a 3-percent wage increase in the third. Skilled employees will receive three additional lump-sum payments.
- Cessna Aircraft Co., which negotiated a 38-month contract with the Machinists that provided for September 1985 and September 1986 lump-sum payments equal to 1.5 percent and 2 percent, respectively, of earnings during the preceding 12 months.
- United Technologies Corp.'s Sikorsky Aircraft Division, which negotiated a 3-year contract with the Teamsters that provided for 3-percent pay increases at the beginning of each year, plus an immediate lump-sum payment equal to 3.5 percent of 1983 earnings.

Construction

Construction settlements were the primary factor in holding down wage settlements in private industry during the first 9 months of the year (see above). There was, however, no single reason for the small wage increases—or the decreases—in the industry, because bargaining in construction, generally conducted on a State, part-State, or metropolitan area basis, is particularly sensitive to local economic conditions. Among the factors that affected the size of 1984 construction labor contracts were the demand for real estate in the area and the intensity of competition from nonunion firms, which usually have lower pay and benefit levels and less restrictive work practices than unionized firms.

The variation in the reasons for low settlements was matched by the variation in the provisions of the settlements. In some cases wages and/or benefits were cut for all workers, in others, only for new employees, for projects started after particular dates, for all employees on particular projects, or for employees only while engaged in residential building.

Petroleum refining

The Oil, Chemical and Atomic Workers entered 1984 negotiations with the major oil companies in a weakened position stemming from then-rising petroleum prices and shrinking markets. The lower demand had led the oil companies to close 83 refineries in the preceding two years, to cut employment—and to take a stronger-than-usual stand in bargaining with the union. The union also faced a longer-standing problem, the high degree of automation in the industry, which severely curtails the effect of strikes by permitting a limited number of management employees to maintain operations.

The Gulf Oil Corp. settlement, in January, set a pattern for settlements with other companies. Wages were increased by 20 cents an hour immediately and 35 cents at the beginning of the second year. Based on the reported previous average hourly earnings of \$13.61, the increases amounted to 1.5 and 2.5 percent, respectively.

The OCAW did not win its demand that Gulf assume the full cost of health insurance premiums, but the company did agree to raise its monthly contributions toward family coverage by \$10, effective immediately, and by an additional \$5 a year later. Gulf had been paying \$151.50 of the \$174 a month cost, which was expected to rise to \$212 on February 1. Gulf's obligation for single employees remained at \$57 a month, which covered the full cost for these workers.

The difficult conditions in the industry also were reflected in the reported delays the union experienced in settling local issues with some companies, which apparently pressed to cut costs by revising work rules. Overall, the bargaining involved 338 contracts and 50,000 workers.

Longshore settlements

Early in the year, the International Longshoremen's Association (ILA) settled with East and Gulf Coast stevedoring companies for 50,000 workers. This was followed by an August settlement between the International Longshoremen's and Warehousemen's Union (ILWU) and the Pacific Maritime Association for 10,000 dockworkers on the West Coast. Revisions of pay guarantee plans were important in both sets of negotiations, but particularly in the ILA talks, where employers' longstanding complaints of excessive costs and resulting loss of business led to some changes in their Guaranteed Annual Income plan (GAI). The changes included "tightening of eligibility requirements" at the port of New York and New Jersey (where the guarantee is 2,080 hours of work or pay per year for eligible employees); and cuts in the guarantee, to 1,500 hours' pay or work per year, from 1,800, in Hampton Roads, VA, and to 1,500 hours, from 1,900 in Philadelphia. At ports from North Carolina to Florida, GAI was raised to 1,725 hours a year, from 1,250, but now is reduced by the amount of holiday and vacation pay.

These changes were specified in supplements to a 1984 "master" contract for all ports that included terms that the parties had already agreed on in 1983, including \$1-an-hour wage increases on October 1 of 1983, 1984, and 1985 and a \$1.25-an-hour increase in employer payments to benefit funds.

In midyear, the ILA filed suit against Delta Steamship Lines after the ocean carrier started shifting its calls to non-ILA ports, contending that cargo handling was too costly at ILA ports. The ILA viewed Delta's action with concern because it could, if upheld by the courts, induce other carriers to follow suit. The ILA's legal contention was that Delta was bound to call only at ILA ports under terms of a contract the ILA had reached with an employer bargaining association when Delta was a member, although it subsequently withdrew.

In November, another dispute was under way in the port of New York and New Jersey, as a Federal Maritime Commission administrative law judge said that local firms were subject to excessive costs because their assessments for employee benefits were based on the volume of cargo handled, rather than hours worked. Both the ILA and the employer association then appeared before the Commission to begin an appeal of the opinion, which resulted from an action initiated by the port authority.

On the West Coast, the settlement was more routine, as the ILWU and the PMA agreed on a total increase of \$2.50 in straight-time hourly pay rates: This will average out to more per work hour because workers are paid 6 hours at straight-time rates and 2 hours at time-and-one-half rates for a normal 8-hour workday. The pay guarantee also was improved, to 38 hours a week (from 36) for "fully registered" workers and to 28 hours (from 24) for others.

Railroads

Bargaining for 350,000 rail employees was initiated in April, when 13 unions, acting under provisions of the Railway Labor Act, filed "Section 6" notices with the major railroads, specifying their wage and benefit demands. The demands included six 5-percent wage increases over a 3-year period that would begin on July 1, continuation of the automatic cost-of-living pay adjustment formula without the existing "cap," increases in overtime pay and improvements in paid holidays, personal leave days, health and welfare benefits, and pensions. Some of the unions also proposed contract changes that would be limited to their members, such as adoption of restrictions on contracting out work.

Management's reported goals included a freeze on pay, adoption of a two-tier pay system under which new workers would start at 56 percent of the current starting rate, and revision of work rules to enhance the railroads' ability to compete with the deregulated trucking industry. The Interstate Commerce Commission's role in rail rate setting was reduced by the Staggers Rail Act of 1980, but the railroads are still more regulated than trucking or airline transportation.

As the year was closing, the unions and management were still bargaining. This followed the usual practice in the industry—protracted negotiations that finally end in settlements seemingly just before the time for serving new Section 6 notices.

Trucking

Although the Teamsters' National Master Freight Agreement is not scheduled to expire until March 31, 1985, there were a number of major developments in 1984 that could cause a break in the 20-year history of pattern bargaining in the industry. Many of these changes were attributable to the Motor Carrier Deregulation Act of 1980, which ended most of the Interstate Commerce Commission's authority to regulate the entry of new firms, operating areas, cargos, and rates. This has led to an influx of small nonunion carriers whose lower operating costs have altered the industrywide bargaining relationship between the Teamsters and Trucking Management, Inc., the industry's leading employer association. This, in turn, has led to the demise of many unionized carriers and substantial layoffs of Teamsters members.

There was a continued increase in the number of firms the union has allowed to reduce wages and benefits below levels required by the master freight agreement, viewing this as preferable to a shutdown or loss of jobs. The reductions took a number of forms, including cuts in wages and benefits, and cuts made in exchange for company stock.

Another development that will complicate the 1985 talks was continued growth in the number of unionized firms establishing separate corporate entities to reduce costs by employing nonunion owner-operators.

Management's unity also continued to deteriorate, as Trucking Management, Inc., reported that many member companies had quit the association during the preceding 30 months, apparently because they believed that TMI was dominated by larger, more profitable companies and that they could negotiate more lenient terms on their own or by forming new associations.

The Teamsters did negotiate one important—and controversial—trucking contract in 1984. The accord reached for 90,000 employees of United Parcel Service supersedes the balance of a contract negotiated in 1982 that did not provide for any specified pay increases. The contract, which was similar to the master freight agreement, had been scheduled to expire on May 31, 1985. Teamsters' President Jackie Presser said the early negotiations were undertaken with UPS—which earned \$490 million in 1983—to give the workers some immediate money to offset 93 cents an hour in scheduled 1982, 1983, and 1984 cost-of-living pay adjustments that had been diverted to help the company meet cost increases for maintaining benefits, as required in the 1982 contract. He also said that the workers had probably gained a better contract now than they would have by following past practice and waiting to pattern their settlement after the 1985 master freight settlement.

The UPS settlement met immediate opposition, led by the Teamsters for a Democratic Union, a longstanding dissident group within the Teamsters' ranks that accused Presser of negotiating the contract in secret and accelerating the ratification process to prevent the union members from thoroughly studying the terms. The accelerated vote charge was upheld by a judge in a court test, and he ordered a revote, in which the contract was approved 44,337 to 18,989.

The contract provisions included immediate lump-sum payments of \$1,000 for full-time employees and \$500 for part-timers, pay increases of 68 cents an hour on September 1, 1984, 50 cents in September of 1985 and 1986, and benefit improvements backed by a guarantee of any further changes needed to match any benefit improvements in the master freight agreement.

The contract also provides for continuation of dual pay system under which part-time workers earn about \$4 per hour less than full-time workers. Much of the opposition to the contract had centered on this provision. Reportedly, half of the employees are part-timers.

Steel

Although contracts between the United Steelworkers and steel producers do not expire until 1986, there were a number of developments in 1984 that will have a bearing on forthcoming negotiations.

In the economic area, profits at the producers where the union holds bargaining rights were generally small or non-existent. President Reagan rejected an International Trade Commission recommendation to impose quotas and addi-

tional tariffs on countries exporting steel to the United States, but he did pledge to negotiate with the exporting nations on voluntarily reducing their share of the market to 18.5 percent, from the current 25 percent. There were moves by Japanese producers to buy into domestic firms; and more plant closings. Also, "mini mills," which are specialized producers—usually having nonunion work forces—now hold about 20 percent of the market and are expanding.

In the labor relations area, one fact that will bear directly on the 1986 talks was further erosion in the number of firms in the Coordinating Committee Steel Companies, the association that has set the settlement pattern for the industry. The withdrawal of National Steel Corp. increased the possibility that the pattern would be less widespread in 1986. As National Steel President Robert D. McBride said, "We want greater flexibility to deal with issues most important to our company." (One example of the kinds of contract variations that could occur in 1986, or earlier, was Wheeling-Pittsburgh Steel Corp.'s announced plan to offer shares of company stock to employees if they agreed to continue cuts in wages and benefits that had been scheduled to end in 1985. The cuts, negotiated in 1983, were similar to those the union negotiated with other steel companies.)

Another reduction in the association's membership occurred when LTV Corp. merged its Jones and Laughlin Steel Corp. unit with Republic Steel Corp. to form the Nation's second largest steel concern, LTV Steel Co. This left only five companies in the coordinating committee, down from 10 a decade earlier, with the possibility that there could be more defections. The five companies were U.S. Steel Corp., LTV Steel Co., Bethlehem Steel Corp., Inland Steel Co., and Armco Inc.

On the union side, there was new leadership, as Lynn Williams was elected president, succeeding Lloyd McBride, who died in 1983. Williams faced the daunting problems of declining membership and maintaining or increasing worker compensation in a troubled industry.

West Coast forest products

More than 14,000 employees were covered by 32-month contracts between the Association of Western Pulp and Paper Workers and several pulp and paper companies that called for an immediate lump-sum payment of \$1,000 to each employee, followed by specified wage increases of 4 percent at the beginning of the second year and 4.5 percent at the beginning of the final year. The union also agreed to give up mandatory shutdowns on Christmas and Independence Day and to changes designed to hold down the company's health insurance costs, including adoption of higher deductibles and coinsurance payments.

In the lumber industry, uncertainty increased regarding the future of pattern bargaining after Louisiana-Pacific Corp. employees voted to end union representation at 17 of 19 mills that had been on strike for 15 months. As a result,

the 1,700 workers continued to work at the compensation levels Louisiana-Pacific had put into effect in 1983, which were lower than those the other companies had negotiated with the union, an affiliate of the Carpenters and Joiners. Prior to 1983, Louisiana-Pacific had accepted the same terms as the other companies. The company's decision to go-it-alone in 1983 was based on its contention that wage and benefit concessions were necessary to enable it to compete with lower-cost mills opening in the South. This led to the strike, which became less effective over time, as more and more strikers returned to work, joining management employees and new hires in operating the mills.

Meatpacking

During the last few years, labor-management relations in the meatpacking industry have been chaotic, and will apparently continue so until the industry's level of employee compensation stabilizes and marginal firms either improve efficiency and profitability, or shut down. During 1984, there were further developments in the difficult movement toward stability, which might be aided if uniform wage and benefit levels are agreed to when contracts for several major pork processors expire in August 1985. Contract expirations in beef processing, which are less concentrated in the year than those in pork processing, began in January 1985.

- Wilson Foods Corp., which drew much attention in 1983 when it used the provisions of Chapter 11 of the Bankruptcy Code to shed its labor contracts, emerged from Chapter 11 proceedings in March 1984 when the court approved a reorganization plan. The plan included termination of a salaried employees' pension plan, which Wilson said was overfunded, and establishment of a new plan. In November, leaders of the Food and Commercial Workers union accused the company of hiding the fact that its officers had received large salary increases after the 5,000 workers represented by the union had reacted to the contract abrogation by negotiating new 2-year contracts in 1983 that cut pay by 25 percent. Wilson, located in Cedar Rapids, IA, is the Nation's largest pork processor.
- In Waterloo, IA, a Federal bankruptcy judge approved the decision of employee-owned Rath Packing Co. to abrogate its labor contract and cut pay and benefits. The January ruling cleared the way for the pork processing firm to seek an infusion of money from new owners. In November 1983, when it filed for protection under Chapter 11, Rath listed \$56.7 million in assets and \$91.6 million in liabilities. In October 1984, the plant had about 375 production employees, down 700 from a year earlier. The workers are represented by the United Food and Commercial Workers.
- In Billings, MT, Pierce Packing Co. reopened a pork processing plant after members of the United Food and Com-

mercial Workers and Operating Engineers unions agreed to wage and benefit cuts. Pierce had shut the plant down in 1983 after the unions had refused to indefinitely extend a 1-year, \$1.90 an hour wage cut negotiated in 1982. At the time of the reopening, Pierce was operating under the Chapter 11 bankruptcy protection it had petitioned for in 1983.

- Another plant reopened, in Independence, IA, financed in part by \$3,000 investments by each employee. The balance of the financing came from city and State grants and from private investors. The new operation, Iowa Ham Canning, Inc., succeeded Cudahy Specialty Foods, which closed the plant in 1983. The new, nonunion operation was expected to employ about 100 people within a year.
- In Madison, WI, Oscar Mayer imposed a 23-percent pay cut for 2,600 workers that opened the way for George A. Hormel and Co. to lower wages for 1,800 workers in Austin, MN. The Oscar Mayer reduction of \$2.44 an hour in base wages came after Food and Commercial Workers members had three times rejected a demand for adoption of the \$8.25 rate prevailing at other companies. The cut will continue until the company's current contract expires in August 1985. Imposition of the pay decrease will also lead to a reduction at Hormel, whose contract permits a reduction when a lower wage becomes an "industry-wide standard." Under a 1984 arbitration decision, Hormel won the right to implement a lower wage based on the average of reduced rates at three of the five major companies in the industry, with the union to select the three companies.

Farm and construction equipment

The only major firm that bargained in this industry in 1984 was International Harvester Co., where a contract with the Auto Workers expired on September 30 but a settlement had not been attained at this writing. When a settlement is reached, it could influence the union's 1986 bargaining with Caterpillar Tractor Co. and Deere & Co. Historically, these companies, and others in the industry where the union holds bargaining rights, have bargained more or less simultaneously and agreed to similar contracts but this pattern was disrupted in 1979, when most firms settled, but International Harvester, hit by a 172-day strike, did not settle until 1980.

Postal service

Bargaining for 600,000 postal employees began in April but ended up in binding arbitration, with a decision expected to be announced at yearend. The United States Postal Service led off the unsuccessful bargaining with four unions in April by calling for a cut in wages, asserting that the average postal worker earned \$23,031 a year (\$27,920 including benefits), 10 to 25 percent more than workers in comparable jobs in private industry. Later, the USPS made a specific 3-year proposal that included a pay freeze for current em-

ployees, a lower pay scale for new hires, a less liberal cost-of-living pay adjustment formula, and other changes, all of which were denounced by the unions. Negotiations continued intermittently until after the current contracts expired on July 20, when the quasi-government agency announced that it was going to reduce the pay rates for new employees by more than 20 percent. Before the scheduled August 4 effective date, Congress enacted legislation prohibiting the cut.

Despite this easing of the tension, the parties were unable to reconcile their differences, leading to the first broad use of the arbitration procedures of the Postal Reorganization Act of 1970.

Government workers

During the year there were several developments affecting Federal workers' pay.

In January, 1.4 million white-collar employees received a 3.5-percent pay raise that would normally have been effective in October 1983 but was delayed by President Reagan under authority of the Federal Pay Comparability Act of 1970. Later in 1984 the increase was raised to 4 percent, as Congress legislated a 0.5-percent increase retroactive to January. The 2 million military personnel also received the equivalent of a 4-percent increase in January, under laws linking increases in their pay levels to those for white-collar workers. About 450,000 blue-collar workers also received up to a 4-percent increase sometime during the fiscal year ending September 30, 1984. Their pay is raised at various times during the year based on the results of local surveys of wages for similar private industry jobs. However, their potential increase was "capped" at the level for the white-collar workers.

In August, the President's Pay Agent (a triad consisting of the Secretary of Labor, the Director of the Office of Personnel Management, and the Director of the Office of Management and Budget) reported that an 18.2-percent pay increase would be necessary to bring the white-collar employees to pay parity with employees in similar jobs in private industry, based on the annual National Survey of Professional, Administrative, Technical and Clerical Pay conducted by the Bureau of Labor Statistics. However, the President again used his authority under the law to propose a 3.5-percent increase and to defer it from October 1984 to January 1985. Blue-collar workers received a matching increase, while military personnel received a 4-percent increase.

Wage and benefit increases for State and local government workers were larger in fiscal year 1985 than in the preceding fiscal year. This is apparent from the Bureau of Labor Statistics' Employment Cost Index, which showed that during the third quarter of the calendar year—when most governments begin their fiscal year—State and local government workers' pay increased 3.4 percent in 1984, compared with

3.0 percent in 1983. Similarly, their compensation—pay plus benefits—rose 3.5 percent during the third quarter of 1984, compared with 3.2 percent in the third quarter of 1983.

Legal developments

Perhaps the most important legal ruling in 1984 from the viewpoint of both labor and management came in February, when the Supreme Court held that employers filing for reorganization in Federal bankruptcy court may temporarily terminate or alter labor contracts even before the judge has heard their case. In the case, *NLRB v. Bildisco & Bildisco*, the Court also held that the termination or alteration could be made permanent if the employer can persuade the judge that the agreement burdens chances of recovery.

The ruling drew sharp criticism from AFL-CIO President Lane Kirkland, who viewed it as giving management an unwarranted tool for ousting unions or forcing compensation concessions on them.

Later, Kirkland endorsed legislation that modified the bankruptcy code to require a firm or bankruptcy trustee to attempt "to reach mutually satisfactory (contract) modifications" before going to the court. If they are unable to agree on modifications, the judge is permitted to put the employer's proposal into effect only if the union has rejected it "without good cause" and "the balance of the equities

(among the union, management, and other vested parties) clearly favors" the proposal.

From organized labor's point of view, things did not turn out as well at the National Labor Relations Board, as it handed down a series of rulings favoring management. Labor's charges of pro-management bias were countered by defenders of the rulings, who claimed that the board was simply correcting a pro-union bias that had developed during the Carter Administration.

In the decisions, the board held that—

- The National Labor Relations Act did not preclude managers from asking workers about union activities.
- The board cannot order an employer who has committed unfair labor practices to negotiate with a union that is not supported by a majority of the workers in a bargaining unit.
- An employer may shift operations to a nonunion plant it owns to escape the higher labor costs of a union contract, if the contract does not specifically ban such relocation.
- It is contrary to Federal labor law for the board to intervene in a labor-management dispute before the parties have exhausted their own arbitration procedures.
- Employers are no longer required to publicize the fact that an employee can solicit another employee for union activities while at work if both are on their own time, such as during a lunch period. □

FOOTNOTES

¹Preliminary statistical information for all of 1984 is scheduled to be released on January 24, 1985. Both the first 9 months and full year figures exclude possible pay adjustments under cost-of-living formulas because such adjustments are contingent on the future movement of a consumer

price index.

²This article is essentially based on information available in early December for bargaining units of 1,000 workers or more.

Bargaining activity light in private industry in 1985

About 33 percent of the 7.4 million workers under major collective bargaining agreements in such private industries as trucking, rubber, construction, and apparel are scheduled for new contracts; first-time data show that 55 percent of 2 million State and local workers are slated for new agreements

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About 3.5 million of the 9.4 million employees under major collective bargaining agreements (covering 1,000 or more workers) in private industry and State and local government have their contracts slated for renewal or reopening in 1985. Bargaining activity in private industry will be relatively light, with negotiations covering 33 percent of the 7.4 million employees under major agreements. In State and local government, 55 percent of the 2.0 million employees under major agreements are subject to negotiations during 1985, the first year for which data are available for these contracts.¹

The light 1985 bargaining calendar in private industry follows 3 years of heavy bargaining. From the mid-1950's to 1983, bargaining over major contracts in private industry was on a cycle of 2 years of heavy activity, each involving about two-fifths of the workers, followed by a third year of lighter activity, involving about three-tenths of the workers. This 3-year cycle was broken when contracts between the United Automobile Workers and Ford Motor Co. and General Motors were negotiated in early 1982 to run for 2½ years. They replaced contracts that were to expire in Sep-

tember 1982 that, had they then been renegotiated for the typical 3-year duration, would have expired in 1985. Thus, bargaining in autos was thrown into 1984, making it the third heavy bargaining year in a row, and making 1985 a light bargaining year.

During 1985, 537 major contracts in private industry, covering 2.4 million workers, and 288 major State and local government agreements, covering 1.1 million workers are scheduled to be negotiated. (See tables 1 and 2.) These negotiations will be influenced by both general economic conditions and the circumstances of the individual industries, employers, and unions involved in bargaining.

The recovery in the Nation's economy that began in 1982 continued into the third quarter of 1984. Key measures of the economic health of the country showed improvement over the previous year. For example, the unemployment rate of civilian workers was 7.4 percent in September 1984, compared to 9.2 percent a year earlier. The Consumer Price Index for All Urban Consumers (CPI-U) rose 4.2 percent during the 12-months ended September 1984, continuing the moderate rate of price increases that began in 1982. The Federal Reserve Board's total industry capacity utilization rate was 81.9 percent for September 1984, up from 78.6 percent a year earlier. The composite index of leading economic indicators, compiled by the U.S. Department of Commerce's Bureau of Economic Analysis to forecast movements

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Table 1. Calendar of major collective bargaining activity in private nonagricultural industries and State and local government

Year and month	Agreements with expirations or scheduled wage reopenings or both		Principal industries
	Number	Workers covered (thousands)	
All years ¹	2,048	9,448	—
Total 1985 ²	825	3,532	—
January	31	100	—
February	12	25	—
March	72	776	Trucking, men's apparel, construction
April	76	211	Rubber, construction
May	113	441	Women's apparel, construction
June	261	1,100	Electrical products, construction, trade, State and local government
July	62	213	Electrical products
August	78	240	Meatpacking
September	42	194	Automobiles
October	19	57	—
November	25	94	—
December	38	100	—
Total 1986 ³	705	3,263	—
January	31	78	Petroleum refining
February	33	111	Food stores
March	53	209	Glass containers
April	73	171	Construction
May	92	305	Construction, lumber, paper, and aluminum
June	168	657	Construction, farm machinery and equipment, hospitals, State and local government
July	44	125	—
August	77	1,084	Steel, telephone and electrical products
September	52	175	Food stores, longshoring (east and gulf coast)
October	35	160	Aerospace
November	17	45	—
December	31	148	—
Total 1987 ⁴	264	1,161	—
January-June	214	595	—
July-December	50	566	—
Total 1988 and later ⁵	25	207	—
Year unknown or in negotiation ⁶	328	1,579	—

¹Total is less than sum of the parts because 93 agreements covering 282,000 workers have both reopenings and expirations in the reference period. Total includes 530 State and local government agreements covering 2,044,000 workers.

²Includes 74 agreements (covering 222,000 workers) with wage reopenings in 1985. Also includes 288 State and local government agreements covering 1,122,000 workers.

³Includes 17 agreements (covering 55,000 workers) with wage reopenings in 1986. Also includes 129 State and local government agreements covering 445,000 workers.

⁴Includes two agreements (covering 5,000 workers) with wage reopenings in 1987. Also includes 31 State and local government agreements covering 83,000 workers.

⁵Includes two local government agreements covering 6,000 workers.

⁶Includes agreements which were due to expire between Oct. 1, 1984 (the cutoff date for gathering information), and Dec. 31, 1984; agreements which expired, but new agreements were not reached by the cutoff date; expired agreements for which necessary information was incomplete; and agreements which had no fixed expiration or reopening date.

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

in aggregate economic activity, suggests continuing, but slower, growth into 1985.

Despite the 1984 economic growth, major contract settlements reached in private industry during the first 9 months were historically low. They provided average specified wage

adjustments of 2.5 percent in the first contract year and 2.8 percent annually over the life of the contract. This compares with annual figures of 2.6 and 2.8 percent, respectively, for all of 1983. In contrast, when the same parties to 1984 settlements previously bargained (about 2 or 3 years before), their contracts provided wage adjustments of 8.6 percent in the first-year, and 7.2 percent annually over the contract life.

The size of settlements in 1984 reflects attempts by the parties to adjust to the economic difficulties faced by many of them, including competition from abroad and from non-union firms at home and declining employment opportunities. Many of the parties to 1985 negotiations face similar problems. How they deal with them at the bargaining table remains to be seen.

The bulk of contract expirations in the private sector will occur between March and September 1985. Negotiations are scheduled in several key industries including trucking, construction, men's apparel, rubber, women's apparel, electrical products, and for autoworkers at Chrysler Corp. Public sector contract expirations are concentrated at midyear, coinciding with the end of their fiscal year.

This article discusses contract negotiations, wage changes, and cost-of-living adjustment (COLA) reviews scheduled in 1985 for the 9.4 million workers in private industry and State and local government under major agreements. The bargaining issues of the contract negotiations are highlighted. (See table 3 for expiration dates and wage adjustment provisions for selected major agreements.)

Trucking

The National Master Freight Agreement negotiated by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Teamsters, Ind.) and Trucking Management, Inc. (TMI), expires March 31, 1985. TMI, the primary negotiator for the industry, has experienced a sharp drop in the number of member companies since the last round of negotiations in 1982. Deregulation² and the recession led many firms to merge, fail, and/or layoff workers, thereby reducing the number of firms and workers in the industry. Many smaller and midsize firms—hoping to exact a less expensive agreement—dropped out of TMI and are forming their own bargaining group.

TMI has announced changes in their negotiation and ratification procedure. A 22-member committee composed of five members of each region (Eastern, Southern, Central, and Western) and a chair and vice chair is responsible for negotiation of the National Master Freight Agreement and its area supplements. Negotiation for the National Master Freight Agreement and the monetary package is conducted by an 11-member committee drawn from the larger negotiating committee consisting of two members from each region, a secretary, a chair, and a vice chair. The result of the negotiations will be submitted first for approval to the Board of Directors of TMI, and then to the Membership

Table 2. Agreement expirations, scheduled wage reopenings, or both, in major collective bargaining situations in private nonagriculture industries and State and local government, by year

Industry	Total ¹		Year of expiration, scheduled wage reopening, or both							
	Number of agreements	Workers covered (thousands)	1985 ²		1986 ³		1987 and later ⁴		Unknown or in negotiation ⁵	
			Number of agreements	Workers covered (thousands)	Number of agreements	Workers covered (thousands)	Number of agreements	Workers covered (thousands)	Number of agreements	Workers covered (thousands)
All industries	2,048	9,448	825	3,532	705	3,263	287	1,363	328	1,579
Manufacturing	627	2,969	208	1,019	255	1,006	109	621	77	368
Food and kindred products	76	230	30	138	23	39	15	30	10	27
Tobacco manufacturing	5	18	—	—	5	18	—	—	—	—
Textile mill products	9	29	4	14	2	6	3	9	2	3
Apparel and other finished products	40	332	33	315	4	9	2	5	1	3
Lumber and wood products, except furniture	10	55	1	2	7	47	2	3	1	5
Furniture and fixtures	7	12	5	10	1	1	1	2	—	—
Paper and allied products	47	74	8	9	27	43	7	14	6	9
Printing, publishing and allied industries	25	46	9	16	4	8	12	24	3	4
Chemicals and allied products	33	66	9	14	10	20	14	33	9	20
Petroleum refining and related industries	18	33	2	3	15	30	—	—	1	1
Rubber and miscellaneous plastics	12	58	10	54	1	1	—	—	1	4
Leather and leather products	11	27	3	8	3	8	3	4	2	8
Stone, clay, glass, and concrete products	27	68	6	9	12	43	4	8	5	7
Primary metals industries	62	398	5	9	47	377	9	11	2	3
Fabricated metal products	35	67	10	16	15	32	1	1	9	17
Machinery, except electrical	43	134	14	21	19	75	5	14	6	27
Electrical machinery equipment and supplies	65	373	24	217	27	106	11	18	4	33
Transportation equipment	82	913	26	148	25	129	18	439	13	197
Instruments and related products	11	22	4	8	6	13	1	6	1	1
Miscellaneous manufacturing industries	9	14	5	10	2	2	1	1	1	1
Nonmanufacturing	891	4,435	329	1,391	321	1,811	145	653	137	735
Mining, crude petroleum and natural gas production	13	132	2	2	6	15	1	105	4	10
Construction	407	1,096	170	384	153	492	74	173	32	91
Transportation, except railroads and trucking	61	266	18	85	19	92	2	25	23	79
Railroads	26	394	—	—	—	—	—	—	26	394
Trucking	16	433	15	431	1	1	—	—	—	—
Communications	42	723	10	34	26	677	3	8	4	8
Utilities, gas and electric	75	248	34	100	26	91	13	64	9	36
Wholesale trade	11	42	1	25	5	9	2	4	3	4
Retail trade, except restaurants	123	544	43	160	41	174	29	165	13	50
Restaurants	15	57	6	30	6	37	—	—	4	8
Finance, insurance and real estate	20	98	6	42	7	35	3	11	4	11
Services, except hotels and health services	34	152	9	49	13	71	6	19	8	22
Hotels	17	117	4	32	6	29	7	66	1	2
Health services	31	134	11	16	12	90	5	15	6	20
State and local government	530	2,044	288	1,122	129	445	33	89	114	476

¹Total is less than the sum of the parts because 93 agreements covering 282,000 workers have both reopenings and expirations in the reference period. Total includes 530 State and local government agreements covering 2,044,000 workers.
²Total includes 74 agreements (covering 222,000 workers) with wage reopenings in 1985. Also includes 288 State and local government agreements covering 1,122,000 workers.
³Includes 17 agreements (covering 55,000 workers) with wage reopenings in 1986. Also includes 129 State and local government agreements covering 445,000 workers.

⁴Includes two agreements (covering 5,000 workers) with wage reopenings in 1987. Also includes 31 State and local government agreements covering 83,000 workers.
⁵Includes agreements which were due to expire between Oct. 1, 1984 (the cutoff date for gathering information), and Dec. 31, 1984; agreements which expired, but new agreements were not reached by the cutoff date; expired agreements for which necessary information was incomplete; and agreements which had no fixed expiration or reopening date.
 NOTE: Because of rounding, sums of individual items may not equal total.

Committee for ratification. Each company in TMI is on the Membership Committee and has one vote plus an additional vote for each 500 employees or portion thereof. In prior negotiations, a policy committee of TMI which consisted of members elected from affiliated regional associations, ratified the contract.

In the past, the National Master Freight Agreement, in conjunction with approximately 30 local and area supplemental agreements, determined the compensation and working conditions of most unionized drivers in the industry.³ Wage changes, employer contributions to benefit plans, and most economic benefits were determined in national negotiations. Actual wage rates, most work rules, and allo-

cations of funds to health and welfare plans are set in supplemental agreements. Local exceptions to economic terms and work rules are provided in various addenda.

The 1982 National Master Freight Agreement provided no wage increases and modified the cost-of-living adjustment (COLA) clause to provide annual reviews in April instead of semiannual reviews. The agreement also allowed money from COLA to be diverted from wages to maintain health, welfare, and pension benefits. Over the last 3 years this resulted in only one COLA wage increase—47-cents in April 1982. All other COLA money was diverted: 25 cents in April 1982, 33 cents in April 1983, and 35 cents in April 1984.

Table 3. Duration and wage adjustment provisions of selected¹ major collective bargaining agreements

Industry ² and employer	Union ³	Number of workers ⁴	Duration of agreement ⁵	Month of 1985 COLA	Month and amount of 1985 specified wage increase
Private sector manufacturing					
Food and kindred products					
California Processors, Inc. and others	Teamsters (Ind.)	50,000	July 1, 1982 to June 30, 1985		
Nabisco, Inc.	Bakery, Confectionery and Tobacco Workers	10,000	Sept. 1, 1983 to Aug. 31, 1985		
Anheuser-Busch, Inc.	Teamsters (Ind.)	8,000	Sept. 15, 1981 to Feb. 28, 1985		
Wholesale bread and cake bakeries	Bakery, Confectionery and Tobacco Workers	8,000	June 10, 1984 to June 13, 1987		June: 40 cents
Sugar plantation companies	Longshoremen and Warehousemen (Ind.)	7,500	Feb. 1, 1983 to Jan. 31, 1985		
Tobacco manufacturers					
Philip Morris, U.S.A.	Bakery, Confectionery and Tobacco Workers	10,300	Feb. 1, 1983 to Jan. 31, 1986	Jan., Apr., July, Oct.	Feb.: 3.5 percent
Textile mill products					
Fieldcrest Mills Inc.	Clothing and Textile Workers	6,000	Mar. 1, 1984 to Mar. 1, 1987		
Knitted Outerwear Manufacturers Assn. (PA)	Ladies' Garment Workers	5,000	June 1, 1982 to May 31, 1985		
Apparel and other finished products made from fabrics and similar products					
Clothing Manufacturers Assn. of USA	Clothing and Textile Workers	70,000	Apr. 1, 1982 to Mar. 31, 1985		
Affiliated Dress Manufacturers Inc.	Ladies' Garment Workers	50,000	June 1, 1982 to May 31, 1985		
Atlantic Apparel Contractors Assn.	Ladies' Garment Workers	35,000	June 1, 1982 to May 31, 1985		
Greater Blouse, Skirt and Undergarment Assn. (NY)	Ladies' Garment Workers	23,000	June 1, 1982 to May 31, 1985		
New York Coat and Suit Assn. and American Cloak and Suit Manufacturers Assn.	Ladies' Garment Workers	20,000	May 31, 1982 to May 31, 1985		
Lumber and wood products, except furniture					
Western States Wood Products Employers Assn.	Woodworkers; Carpenters and Joiners	36,000	June 1, 1983 to May 31, 1986		June: 4.5 percent
Paper and allied products					
International Paper Co., Southern Craft Div.	Paperworkers	6,000	June 1, 1983 to May 31, 1986		June: 5 percent
Printing, publishing, and allied industries					
Metropolitan Lithographers Assn (NY)	Amalgamated Lithographers of America (Ind)	5,000	July 1, 1984 to June 30, 1987		July: 4.3 percent
Rubber and miscellaneous plastics products					
Goodyear Tire and Rubber Co.	Rubber Workers	18,000	Apr. 21, 1982 to Apr. 20, 1985		
Firestone Tire and Rubber Co.	Rubber Workers	9,500	Apr. 21, 1982 to Apr. 20, 1985		
B F Goodrich Co.	Rubber Workers	8,700	Apr. 21, 1982 to Apr. 20, 1985		
Plastics and Metal Products Manufacturers Assn., Inc. (NY)	Ladies Garment Workers	5,000	July 1, 1982 to June 30, 1985		
Leather and leather products					
Brown Shoe Co.	Clothing and Textile Workers; Food and Commercial Workers	6,050	Sept. 1, 1984 to Aug. 31, 1986		Nov.: 15 cents
Interco and Florsheim Shoe Co.'s	Clothing and Textile Workers; Food and Commercial Workers	5,000	Oct. 1, 1982 to Sept. 30, 1985		June: 10 cents
Stone, clay, glass, and concrete products					
Owen-Illinois, Inc.	Glass, Pottery, Plastics	8,600	Apr. 1, 1983 to Mar. 31, 1986	Apr.	Apr.: 30 cents
Brockway Glass Co.	Glass, Pottery, Plastics	7,000	Apr. 1, 1983 to Mar. 31, 1986	Apr.	Apr.: 30 cents
Primary metal industries					
U.S. Steel Corp.	Steelworkers	102,000	Mar. 1, 1983 to Aug. 1, 1986	Feb., May, Aug., Nov.	Feb.: 40 cents
Bethlehem Steel Corp.	Steelworkers	49,000	Mar. 1, 1983 to Aug. 1, 1986	Feb., May, Aug., Nov.	Feb.: 40 cents
Jones & Laughlin Steel Corp.	Steelworkers	32,000	Mar. 1, 1983 to Aug. 1, 1986	Feb., May, Aug., Nov.	Feb.: 40 cents
Republic Steel Corp.	Steelworkers	30,400	Mar. 1, 1983 to Aug. 1, 1986	Feb., May, Aug., Nov.	Feb.: 40 cents
Inland Steel Co., Indiana Harbor Works	Steelworkers	21,100	Mar. 1, 1983 to Aug. 1, 1986	Feb., May, Aug., Nov.	Feb.: 40 cents
Fabricated metal products, except machinery and transportation equipment					
American Can Co.	Steelworkers	5,500	Mar. 9, 1983 to Feb. 16, 1986	Feb., May, Aug., Nov.	
Machinery, except electrical					
Caterpillar Tractor Co.	Automobile Workers	20,400	Apr. 25, 1984 to June 1, 1986	Mar., June, Sept., Dec.	
Deere & Co.	Automobile Workers	18,000	June 1, 1983 to June 1, 1986		
Briggs & Stratton Corp. (WI)	Industrial Workers, Allied	8,200	Oct. 29, 1983 to July 31, 1986		
Timken Co. (OH)	Steelworkers	8,000	Aug. 28, 1983 to Aug. 25, 1986	Mar., June, Sept., Dec.	July: 40 cents
Cummins Engine Co. (IN)	Diesel Workers' Union (Ind)	5,500	Feb. 20, 1984 to Apr. 28, 1987	Mar., June, Sept., Dec.	Apr.: 3 percent
Electrical and electronic machinery, equipment, and supplies					
General Electric Co.	Electronic Workers; Electrical Workers (UE); others	98,000	June 28, 1982 to June 30, 1985		

Table 3. Continued—Duration and wage adjustment provisions of selected¹ major collective bargaining agreements

Industry ² and employer	Union ³	Number of workers ⁴	Duration of agreement ⁵	Month of 1985 COLA	Month and amount of 1985 specified wage increase
Westinghouse Electric Corp.	Electrical Workers (IBEW); Electronic Workers; others	40,000	July 12, 1982 to July 11, 1985	Jan.	
AT&T Technologies, Inc.	Electrical Workers (IBEW)	36,000	Aug. 7, 1983 to Aug. 6, 1986	Aug.	Aug.: 1.4 percent average
AT&T Technologies, Inc.	Communications Workers	20,000	Aug. 7, 1983 to Aug. 6, 1986	Aug.	Aug.: 1.4 percent average
Hughes Aircraft Co. (CA)	Carpenters	12,000	Dec. 5, 1982 to Nov. 2, 1985		Apr. and Aug.: 15 cents average
Transportation equipment General Motors Corp.	Automobile Workers	350,000	Oct. 15, 1984 to Sept. 14, 1987	Mar., June, Sept., Dec.	
Chrysler Corp. (hourly employees)	Automobile Workers	41,500	Aug. 15, 1983 to Sept. 15, 1985		Mar.: 40 cents Sept.: 32 cents Oct.: 3 percent
Boeing Co.	Machinists	26,000	Oct. 4, 1983 to Oct. 3, 1986	Jan., Apr., July, Oct.	
Newport News Shipbuilding and Dry Dock Corp. (VA)	Steelworkers	18,200	Nov. 1, 1983 to May 31, 1987		Mar.: 37 cents to 75 cents
Rockwell International Corp.	Automobile Workers	16,000	July 1, 1984 to June 30, 1987	Jan., Apr., July, Oct.	
United Technologies Corp., Pratt & Whitney Div.	Machinists	16,000	Nov. 28, 1982 to Dec. 1, 1985	June	
Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches and clocks Honeywell, Inc.	Teamsters (Ind.)	6,000	Feb. 1, 1984 to Jan. 31, 1987 (Feb. 1, 1986)		Feb.: 4 percent
Private sector, nonmanufacturing					
Bituminous coal and lignite mining Bituminous Coal Operators Assn.	Mine Workers, United (Ind.)	105,000	Sept. 28, 1984 to Jan. 31, 1988		Oct.: 25 cents
Building construction—general contractors and operative builders Associated General Contractors of America Inc.; and others (Southern California)	Carpenters	20,000	July 1, 1983 to June 30, 1986		July: \$1.15 ⁶
Building construction agreement (New York City)	Carpenters	20,000	July 1, 1984 to June 30, 1987		July: \$1
Associated General Contractors of America, Inc. (outside agreement—Southern California)	Laborers	15,000	July 1, 1983 to June 30, 1986		July: \$1 ⁶
Associated General Contractors of America, Inc. (outside agreement—Northern California)	Laborers	15,000	Jan. 15, 1983 to June 15, 1986	Nov.	June: \$1 ⁶
Construction other than building construction—general contractors Associated General Contractors of America, Inc. (Northern California)	Carpenters	15,000	Sept. 1, 1982 to June 15, 1986	June	
Associated General Contractors of America, Inc. (Central and Western Washington)	Carpenters	14,000	June 1, 1983 to May 31, 1986	June	
Labor Relations Div. of the Ohio Contractors Assn.	Operating Engineers	12,000	May 1, 1983 to Apr. 30, 1985		
Associated General Contractors of America, Inc. (Northern California)	Operating Engineers	12,000	June 16, 1983 to June 15, 1986	Nov.	June: 5 percent ⁶
Labor Relations Div. of the Ohio Contractors Assn.	Laborers	10,000	May 1, 1983 to Apr. 30, 1986		May: \$1
Construction—special trade contractors Plumbing and Piping Industry Council; and Independent Co. (IL)	Plumbing and Pipe Fitters	11,000	July 1, 1983 to June 30, 1986		July: \$1 ⁶
New York Electrical Contractors Assn., Inc. (New York City)	Electrical Workers (IBEW)	10,000	June 10, 1983 to June 12, 1986		June: \$2
Associated General Contractors of America, Inc.; other associations; and independent contractors	Iron Workers	10,000	July 1, 1983 to June 30, 1986		July: \$1 ⁶
Mechanical Contractors Assn. (Chicago)	Plumbing and Pipe Fitters	8,000	June 1, 1984 to May 31, 1985		
National Electrical Contractors Assn. (Los Angeles)	Electrical Workers (IBEW)	6,000	June 1, 1983 to May 31, 1986	June, Dec.	
Local and suburban transit and interurban highway passenger transportation Greyhound Lines	Transit Union	12,700	Nov. 1, 1983 to Oct. 31, 1986		
Motor freight transportation and warehousing National Master Freight Agreement (local cartage)	Teamsters (Ind.)	200,000	Mar. 1, 1982 to Mar. 31, 1985		
National Master Freight Agreement (over-the-road)	Teamsters (Ind.)	100,000	Mar. 1, 1982 to Mar. 31, 1985		
United Parcel Service	Teamsters (Ind.)	69,000	May 1, 1982 to June 1, 1985	May	
National Master Automobile Transporters Agreement	Teamsters (Ind.)	20,000	June 1, 1982 to May 31, 1985		
Joint Area Cartage Agreement	Teamsters (Ind.)	10,000	Apr. 1, 1982 to Mar. 31, 1985		
Water transportation Maritime Service Committee and Tanker Service Committee (unlicensed seamen)	Maritime Union	15,000	June 16, 1984 to June 15, 1987 (June 16, 1985)		
Pacific Maritime Assn.	Longshoremen and Warehousemen (Ind.)	9,750	July 1, 1984 to July 1, 1987		July: 95.6 cents
New York Shipping Assn.	Longshoremen's Association	8,500	Oct. 1, 1983 to Sept. 30, 1986		Oct.: \$1

Table 3. Continued—Duration and wage adjustment provisions of selected¹ major collective bargaining agreements

Industry ² and employer	Union ³	Number of workers ⁴	Duration of agreement ⁵	Month of 1985 COLA	Month and amount of 1985 specified wage increase
Great Lakes Association of Stevedores	Paperworkers	6,000	Apr. 1, 1984 to Dec. 31, 1986		Apr.: \$1
West Gulf Maritime Assn.	Longshoremen's Association	5,000	Oct. 1, 1983 to Sept. 30, 1986		Oct.: \$1
Transportation by air					
United Airlines	Machinists	15,500	Nov. 1, 1983 to Oct. 31, 1986		Nov.: 2.9 percent
American Airlines	Transport Workers	10,400	Sept. 1, 1982 to Aug. 31, 1985		
United Airlines	Air Line Pilots	8,500	Apr. 1, 1983 to May 1, 1986		
Pan American World Airways	Teamsters (Ind.)	7,200	Jan. 1, 1983 to Jan. 1, 1985		Jan.: 25 cents
Republic Airlines	Air Line Pilots	6,800	Sept. 1, 1983 to Mar. 31, 1987		
Communication					
American Telephone and Telegraph Co. (Long Lines)	Communications Workers	500,000	Aug. 28, 1983 to Aug. 9, 1986	Aug.	Aug.: 1.4 percent average
New England Telephone and Telegraph Co.	Electrical Workers (IBEW)	23,700	Aug. 7, 1983 to Aug. 9, 1986	Aug.	Aug.: 1.4 percent average
General Telephone Co. of California	Communications Workers	21,000	Mar. 4, 1983 to Mar. 4, 1986		Mar.: 59 cents Oct.: 46 cents
AT&T Technologies, Inc. (installers and job clerks)	Communications Workers	14,000	Aug. 28, 1983 to Aug. 9, 1986	Aug.	Aug.: 1.4 percent average
Illinois Bell Telephone Co.	Electrical Workers (IBEW)	13,800	Aug. 7, 1983 to Aug. 9, 1986	Aug.	Aug.: 1.4 percent average
Electric, gas, and sanitary services					
Pacific Gas and Electric Co. (CA)	Electrical Workers (IBEW)	18,000	Jan. 1, 1984 to Dec. 31, 1987	Jan.	Jan.: 3 percent
Consolidated Edison Co. of New York Inc.	Utility Workers	16,000	Aug. 21, 1983 to June 17, 1986 (July 28, 1985)		
Niagara Mohawk Power Corp.	Electrical Workers (IBEW)	8,000	June 1, 1984 to May 31, 1986		June: 5.5 percent
Southern California Gas Co.	Utility Workers	7,100	Apr. 1, 1984 to Mar. 31, 1986		Apr.: 5 percent
Wholesale trade—nondurable goods					
Industrial Employers and Distributors Assn. (CA)	Teamsters (Ind.); Longshoremen and Warehousemen	25,000	June 1, 1982 to June 1, 1985		
General merchandise stores					
Montgomery Ward and Co.	Teamsters (Ind.)	9,600	Aug. 1, 1983 to July 31, 1986		Jan.: 6 percent
R H Macy & Co., Inc.	Retail, Wholesale and Department Store	6,000	Feb. 1, 1982 to Jan. 31, 1985		
Woodward & Lothrop, Inc.	Food and Commercial Workers	5,500	Feb. 1, 1983 to Feb. 1, 1986		Jan.: 5 percent
Food stores					
Food Employers Council, Inc. (CA)	Food and Commercial Workers	65,000	July 30, 1984 to Aug. 2, 1987		July: 1.7 percent
Food Employers Council of Northern California	Food and Commercial Workers	22,000	Mar. 1, 1983 to Feb. 28, 1986		Mar.: 50 cents
Shoprite, Pathmark, Grand Union, and Foodtown stores (NJ)	Food and Commercial Workers	21,000	Apr. 9, 1984 to Apr. 3, 1987		Apr.: 41.7 cents Dec.: 12.5 cents
Waldbaum, Food-a-rama, Bohack, and others (NY)	Retail, Wholesale and Department Store	18,000	Sept. 30, 1983 to Sept. 30, 1986		Mar.: 14 cents Sept.: 28 cents
Jewel Food Stores (IL)	Food and Commercial Workers	14,000	Sept. 1, 1982 to June 1, 1985		
Apparel and accessory stores					
Women Apparel Chain Store Assn.	Ladies' Garment Workers	6,500	July 1, 1982 to June 30, 1985		
Eating and drinking places					
Restaurant-Hotel Employee Council (CA)	Hotel Employees and Restaurant Employees	17,800	Mar. 15, 1982 to Mar. 15, 1986 (Mar. 15, 1985)		
San Mateo Hotel Restaurant Employers Assn.	Hotel Employees and Restaurant Employees	5,200	Jan. 1, 1984 to Dec. 31, 1986		Jan.: 4.5 percent average
Insurance					
Prudential Insurance Co. of America	Food and Commercial Workers	16,000	Sept. 26, 1983 to Sept. 23, 1985		
John Hancock Mutual Life Insurance Co.	Food and Commercial Workers	5,000	July 1, 1984 to June 30, 1987		
Real estate					
Realty Advisory Board on Labor Relations (apartment agreement) (NY)	Service Employees	20,000	Apr. 21, 1982 to Apr. 20, 1985		
Realty Advisory Board on Labor Relations (Commercial agreement) (NY)	Service Employees	18,000	Jan. 1, 1984 to Dec. 31, 1986		Jan.: 60 cents
Building Managers Assn. of Chicago	Service Employees	6,000	Mar. 26, 1984 to Sept. 28, 1986		Mar.: 25 cents Nov.: 35 cents
Hotels, rooming houses, camps, and other lodging places					
Hotel Association of New York City	Various unions	25,000	Jan. 1, 1981 to June 1, 1985 (June 1, 1984)		
Nevada Resort Assn. (Resort hotels)	Hotel Employees and Restaurant Employees	25,000	May 2, 1984 to May 4, 1989		May: 10 cents
Casino hotels in Atlantic City (NJ)	Hotel Employees and Restaurant Employees	12,000	Sept. 15, 1983 to Sept. 14, 1988 (Sept. 15, 1986)		
Greater Chicago Hotel and Motel Assn. (IL)	Hotel Employees and Restaurant Employees	9,000	Apr. 1, 1983 to Dec. 31, 1987		Jan.: \$1 to \$2 a day
Council of Hawaii Hotels	Hotel Employees and Restaurant Employees	8,100	Mar. 1, 1984 to Feb. 28, 1987		Mar.: 4 percent
Business services					
Service Employers Assn. (NY)	Service Employees	36,000	Jan. 1, 1984 to Dec. 31, 1986	Jan.	Jan.: 60 cents
Massachusetts Maintenance Contractors Assn. (building cleaning)	Service Employees	7,000	Sept. 1, 1984 to Aug. 31, 1987		Sept.: 20 cents
Associated Guard and Patrol Agencies (IL)	Service Employees	6,400	Jan. 1, 1984 to Dec. 31, 1986 (Jan. 1, 1985)		

Table 3. Continued—Duration and wage adjustment provisions of selected¹ major collective bargaining agreements

Industry ² and employer	Union ³	Number of workers ⁴	Duration of agreement ⁵	Month of 1985 COLA	Month and amount of 1985 specified wage increase
Motion pictures Alliance of Motion Picture and Television Producers	Various unions	26,000	Aug. 1, 1982 to July 31, 1985		
Amusement and recreation services, except motion pictures Walt Disney World/Epcot Center (FL) Phonograph Record Labor	Various unions Musicians	8,000 6,000	May 1, 1983 to Oct. 26, 1985 Dec. 1, 1983 to Nov. 30, 1986		Dec.: 5 percent
Health services League of Voluntary Hospitals and Homes (NY) Greater NY Health Care Facilities Assn. Kaiser Permanente (clerical, service, maintenance, and technical) Kaiser-Permanente Medical Care Program (CA)	Retail, Wholesale and Department Store Service Employees Service Employees Service Employees	50,000 15,000 6,850 6,400	July 1, 1984 to June 30, 1986 Apr. 1, 1984 to Mar. 31, 1986 Apr. 1, 1984 to Mar. 31, 1987 Oct. 30, 1983 to Oct. 25, 1986		July: 5 percent July: 7 percent Apr.: 5 percent Oct.: 5 percent
State and local government					
New York City Transit Authority Philadelphia School District Los Angeles County Clerical Minnesota State Multidepartment Unit Dade County Board of Education Teachers (FL) Philadelphia City Employees Detroit Board of Education Teachers Dade County Metropolitan General Classified (FL) Los Angeles Board of Education Paraprofessionals Detroit Multidepartment Non-supervisory employees	Transport Workers Teachers Service Employees State, County and Municipal Employees Teachers State, County and Municipal Employees Teachers State, County and Municipal Employees Service Employees State, County and Municipal Employees	27,500 19,750 17,000 16,200 16,000 13,000 11,000 10,000 10,000 8,000	Apr. 1, 1982 to Mar. 31, 1985 Sept. 1, 1982 to Aug. 31, 1985 Sept. 1, 1983 to Aug. 31, 1985 July 1, 1983 to June 30, 1985 July 1, 1983 to June 30, 1985 July 1, 1984 to June 30, 1986 July 1, 1983 to June 30, 1985 Jan. 1, 1983 to Dec. 31, 1986 Oct. 17, 1983 to Sept. 1, 1986 (May 15, 1984) July 1, 1984 to June 30, 1986 (July 1, 1985)		Mar.: 6 percent July: 8 percent Jan.: 5 percent July: 3 percent

¹Selection based on the contracts with the highest employment in the industrial classification, with at least 5,000 workers or more.

²Based on 1972 standard industrial classification.

³Unions are affiliated with the AFL-CIO, except where noted as independent (Ind.).

⁴Number of workers at time agreement was reached.

⁵Contract effective date to expiration date. Reopening date is in parenthesis.

⁶Allocation between wages and benefits will be determined by the union.

Supplements to the National Master Freight Agreement differed by area but generally provided for new employees to start at 70 percent of the pay rate for their job and move in steps to the top rate after 3 years of service. Previously, new employees generally received the full rate of pay immediately. The supplements also provided relaxed work rules including a "nonstandard" workweek that eliminated some premium pay.

TMI requested further changes to the National Master Freight Agreement in April 1983 but, these were rejected by the union leadership. In November 1983, TMI and the union, under the leadership of Jackie Presser, agreed to a wage-and-benefit cost cutting plan aimed at aiding the industry. The plan was rejected by the union membership by a margin of almost 9 to 1.

Information on 1985 demands is not available. However, it is anticipated that the union will press for a pay increase and restraints on unionized firms establishing nonunion subsidiaries. Other union demands may include the restoration of semiannual cost-of-living reviews, pension increases, and job security provisions. TMI is likely to seek lower starting wages for newly hired employees plus work rule changes which will cut costs.

The smaller carriers, which are no longer members of TMI, are seeking a settlement that will be less expensive

than that reached by the large carriers. The smaller carriers argue that they need special considerations to remain in business. Some observers believe, however, that these carriers would agree to terms similar to those reached by TMI because they would be unable to withstand a strike if the larger companies are operating.

Rubber

Major contracts between the United Rubber, Cork, Linoleum and Plastic Workers of America (Rubber Workers) and the "Big Four" tiremakers: Goodyear Tire and Rubber Co., Firestone Tire and Rubber Co., B.F. Goodrich Co., and Uniroyal, Inc., are up for renewal April 20, 1985. In the past, bargaining has been conducted separately with each company, after the Rubber Workers selected a "target" from among the "Big Four" to set the pattern for the industry.

In 1982, however, because of the threat of bankruptcy, Uniroyal reached an early agreement with the Rubber Workers to accept the same provisions as the pattern setter. Subsequently, the Rubber Workers reached an agreement with B.F. Goodrich Co. that set the pattern for settlements at Goodyear and Firestone as well as Uniroyal.

The Goodrich contract provided no specified wage adjustments. However, the automatic quarterly cost-of-living

adjustments were continued, calculated at 1 cent for each 0.26-point movement in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). Pension and sickness and accident insurance were improved, including a 6-month increase (to 30 months), in the period during which laid-off employees would retain life and health insurance. However, in some Firestone and Goodrich plants troubled with possible layoffs and plant closings, workers accepted wage cuts and suspension of COLA clauses. In exchange, the Rubber Workers won the right to early warnings of financial problems at these plants.

Since the last negotiations, the rubber industry has revitalized and capacity utilization is high. All plants are on a flat 3-shift, 7-day-a-week operation with no employees working overtime. There have been fewer layoffs. Since 1982, only two Firestone and Goodyear plants, both producers of bias ply tires, have closed.

The health of the rubber tire industry has always been closely linked to the automobile industry, which is still struggling with foreign competition. Thus, although goals for upcoming negotiations have not yet been formulated, it is expected that job security and improved pension benefits will be key objectives.

Construction

Approximately 384,000 workers covered by 170 collective bargaining agreements in the construction industry will face contract expirations or scheduled reopeners in 1985. These agreements account for 35 percent of all construction workers under major agreements, and 16 percent of the workers under private sector contracts scheduled for negotiation in 1985.

Negotiations in the industry are often conducted by employer associations,⁴ which individual companies join for bargaining and other purposes. Unions negotiate along craft lines.⁵ Settlements in the industry generally reflect regional patterns.

Although the industry's unemployment rate is down to 13.8 percent for September 1984, compared with 18.1 percent in September 1983 and 21.8 percent in September 1982, it is still high relative to other industries. As in recent years, unemployment and nonunion competition increased pressure to moderate wage demands and reduce employer costs in 1984. Many contracts provided benefit changes without affording any wage changes. Construction agreements reached in the first 9 months of 1984 provided the smallest wage and compensation adjustments for any first 3-quarter period since such data were first compiled in 1968. Wage adjustments averaged 0.9 percent for the first contract year and 1.2 percent annually over the life of the contracts; corresponding adjustments in compensation (wage and benefit costs) averaged 1.2 percent and 1.4 percent. The last time these same parties bargained, average wage adjustments were 6.2 percent in the first year and 5.3 percent over the contract life.

A variety of approaches were tried by labor and management to reduce employer costs in 1984 and make union firms more competitive with their nonunion rivals. These included lower wage rates for new projects than for projects already underway; lower regular rates for new hires; modified vacation and overtime rates; modified work rules; forfeiture of scheduled deferred payments, and lower wage rates for projects valued below a specified amount. (This last arrangement is intended to allow unionized employers to compete with nonunion employers on small contracts, while, at the same time, maintain wage levels on the larger contracts for which nonunion firms may be too small to compete.) Unless the industry's economic climate improves, bargaining in 1985 can expect to follow the same trends set since 1983.

Apparel

Although the women's and men's apparel industry agreements expire at different times (May and September, respectively), and the negotiations involve different employer bargaining associations and unions, bargainers for both sets of contracts face similar economic conditions and constraints. Average annual unemployment in apparel (and other textile products) increased from 11.5 percent in 1980 and 1981 to 15.4 percent in 1982 and declined to 12.4 percent in 1983. In 1984, seasonally adjusted unemployment has ranged from 12.7 percent in January to 8.3 percent in May, with a 10.5-percent rate for October, the last month reported. Employment has remained relatively stable, declining slightly from 1.3 million workers in 1980 to 1.2 million in 1983.

Workers in the women's apparel industry will be represented by the International Ladies' Garment Workers Union which will negotiate with several employer groups including the Affiliated Dress Manufacturers Association, Apparel Manufacturers Association, New York Coat and Suit Association, New York Shirt and Sportswear Association, and Popular Price Dress Contractors Association. The Amalgamated Clothing and Textile Workers Union will negotiate on behalf of workers in men's apparel covered by the Clothing Manufacturers Association and parties to the Cotton Garments Contracts.

In the last round of negotiations in 1982, the women's apparel agreements provided for a \$1.10 hourly wage increase over 3 years and established a cost-of-living clause. The COLA clause provided for a 10-cent adjustment in February 1984 if the CPI-W rose 8.5 percent between June 1, 1982, and December 1, 1983, plus 5 cents for each 0.5-percent point increase in the index, up to a 25-cent maximum. No COLA payment was made.

The men's and boys' clothing agreement provided hourly wage increases of \$1.05 over 3 years. The automatic cost-of-living adjustment formula provided for adjustments in June 1983 if the CPI-W rose 4.8 percent from December 1981 to December 1982 and another adjustment in June

1984 if the index rose 5.4 percent from December 1982 to December 1983. The CPI-W increased 3.9 percent in 1982 and 3.3 percent in 1983, hence, no COLA payments were made.

Over the past several years, the apparel industry has faced stiff foreign competition. The industry has sought to challenge the imports through government trade restrictions and a voluntary "buy American" campaign. However, as the industry approaches this year's negotiations, serious trade problems remain. For example, the value of imported wearing apparel has steadily increased from \$5.8 billion in 1979 to \$9.5 billion in 1983.

Electrical industry

Agreements covering 217,000 workers are scheduled to expire in the electrical machinery, equipment, and supplies industry. The largest contracts will be negotiated at the General Electric Co. in June (covering 80,000 employees) and at Westinghouse Electric Corp. in July (covering 35,000 employees). Other large bargaining units that will be involved in negotiations in 1985 include: Hughes Aircraft Co., with 12,000 employees; and Radio Corporation of America and American Telephone and Telegraph Technologies, each with about 10,000 employees.

Negotiations with General Electric and Westinghouse will be conducted by the Coordinated Bargaining Committee of General Electric and Westinghouse unions which represents 13 labor organizations.⁶ Under the Coordinated Bargaining Committee, each union negotiates its own contract or contracts but coordinates proposals and exchanges information. Contract negotiations will start at General Electric.

In the previous round of negotiations, General Electric settled on June 27, 1982, with the International Union of Electronic, Electrical, Technical, Salaried and Machine Workers (Electronic Workers) and the United Electrical, Radio, and Machine Workers (Electrical Workers, UE). Shortly thereafter, the 11 other unions of the Coordinated Bargaining Committee reached agreements on the same terms. Later, Westinghouse agreed to essentially the same wage and benefit terms; however, there were some significant differences in the pension plan.

The General Electric contract enhanced job security through several contract provisions. These included: a 6-month notice of plant closings and 60 days notice of the introduction of new automation or robots; 26 weeks retention of wage rates for workers shifted to lower paying jobs because of shutdowns or automation; an improved lump-sum severance payment formula; job placement assistance and up to \$1,800 for education and retraining for displaced workers; company-financed medical insurance for employees age 50 and over with 25 or more years of service who are affected by plant closings; and vested pension rights for workers with at least 7 years service who are affected by shutdowns.

The agreement also provided a 7-percent pay increase in June 1982 and 3 percent increases in 1983 and 1984. The

automatic semiannual cost-of-living adjustment was improved to provide a 1-cent per hour increase for each 0.175-percent rise in the CPI-W. The pension, health insurance, life insurance and vacation plans were also improved.

Unemployment in the electrical products industry has steadily decreased since the last negotiations, from 10.7 percent in September 1982 to 7.3 percent in September 1983 to 5.3 percent in September 1984. However, serious problems still affect the industry: foreign competition is strong with some competitors building plants in the United States; low sales of heavy duty generators and transmission equipment continue, as utilities are scaled back and old equipment is retained; and the new housing market, which accounts for about one-third of unit sales of major appliances, has been weak.

Bargaining demands will not be made final until about March 1985, but the unions have announced general goals, focusing on job security which continues to be threatened by plant shutdowns and automation. The unions intend to tighten severance and other security benefits negotiated in 1982 that they claim have been undercut by employee layoffs prior to shutdown notices. They may also propose a shorter workweek as a solution to fewer jobs and increased automation. The industry is expected to demand reductions in health care insurance costs.

Automobiles—Chrysler Corp.

The contract between Chrysler Corp. and the United Automobile, Aerospace and Agricultural, Implement Workers of America (UAW), covering 80,000 employees, is due to expire October 15, 1985. Although there were some attempts to seek an early agreement following the conclusion of national agreements at General Motors Corp. and Ford Motor Co. in October 1984, contract talks with Chrysler have yet to be initiated.

Before 1979, the UAW bargained individually with each of the major auto firms, targeting one of the "Big Three" companies (GM, Ford, and Chrysler) to get a pattern-setting agreement. On October 25, 1979, the UAW accepted some deviation from the industry pattern to help improve financial conditions at Chrysler Corp. Further cost concessions, which qualified Chrysler for Federal loan guarantees, resulted from January 1980 and January 1981 negotiations.

As a result of these negotiations, there were substantial differences between Chrysler Corp.'s wage and benefit provisions and those of Ford and GM. However, in December 1982, Chrysler agreed to a contract that reduced some of this disparity.

The demand for further contract improvement was prompted by the early pay back of the \$1.2 billion Federal loan, and a \$482 million profit for the first 6 months of 1983. In September 1983, the UAW and Chrysler reached an agreement providing wage and benefit improvements that eliminated the existing differences with GM and Ford. However, it did not address contract changes that might result from

the 1984 GM and Ford negotiations.

Reflecting concern over job security matters, the 1984 GM settlement established a new Job Security Program, which guarantees that workers with at least 1 year of service would not be laid off because of new technology, outsourcing, negotiated productivity improvements, work shifted from one GM plant to another, or the consolidation of component production. One specified wage increase and a \$180 "Special Payment" was made, effective immediately. Lump-sum "Performance Bonus" payments are scheduled for October of 1985 and 1986. The cost-of-living adjustment formula was continued, but will be calculated on the 1967-based U.S. Consumer Price Index only, instead of the combined U.S.-Canadian CPI. Among other improvements, the pact contained profit-sharing payments, a guaranteed income stream for laid-off workers, and increased funding for Supplemental Unemployment Benefits. A similar contract was later negotiated for Ford employees.

At the upcoming talks with Chrysler, UAW negotiators will be faced with the expiration of import restraints in April 1985, as well as the company's goal of maintaining current levels of production with fewer workers. Of the 250,000

auto workers laid-off between 1979 and 1982 as a result of sales slumps and the growth of imports, more than 60,000 are still on layoff. Nevertheless, Chrysler workers may again demand parity with GM and Ford.

State and local government

During 1985, 288 contracts, covering 1.1 million State and local government workers expire or will be reopened. Of these, 161 covering 607,000 workers will terminate in June. Negotiations are scheduled for 96 expiring contracts covering 596,000 State workers, compared with 196 contracts covering 544,000 local government workers. These contracts cover 75 percent of the State workers under major agreements, in contrast to 44 percent of local government employees.

Seventy-two percent of the State government employees under expiring agreements work in general administrative agencies, 10 percent in social service departments, and the remainder in education, hospitals, transportation, and protective services. States with heavy bargaining calendars include New York with 26 percent and Pennsylvania with 17 percent of the State workers up for negotiation.

Table 4. Scheduled deferred wage adjustments in 1985 under agreements in major collective bargaining agreements, by industry

Selected industry	Number of agreements	Number of workers (thousands)	Mean adjustment					
			Total		With COLA		Without COLA	
			Cents	Percent ¹	Cents	Percent ¹	Cents	Percent ¹
Total	843	3,790	52.1	4.0	32.1	2.7	66.0	4.9
All private nonagricultural industries	684	3,267	50.6	3.7	31.8	2.7	67.6	4.6
Manufacturing ²	283	1,071	40.8	3.7	38.6	3.3	45.9	4.4
Food and kindred products	33	59	42.6	4.3	33.5	3.4	44.3	4.5
Apparel and other finished products	10	56	32.1	5.4	30.0	5.2	39.7	6.4
Paper and allied products	31	52	57.1	5.0	—	—	57.1	5.0
Metalworking	124	670	38.8	3.3	38.2	3.1	43.3	4.4
Nonmanufacturing ³	401	2,196	55.4	3.8	25.6	2.1	72.7	4.7
Construction	175	510	79.5	4.7	83.8	5.0	79.1	4.7
Transportation, communications and gas and electric utilities	88	908	49.1	2.8	18.7	1.6	146.2	6.6
Wholesale and retail trade	78	355	39.5	4.3	23.7	2.3	39.7	4.3
Services	46	264	65.6	5.2	61.2	6.4	66.4	5.0
State and local government	159	524	60.9	5.5	66.2	4.1	60.8	5.6
	Median adjustment		Mean increase		Mean decrease			
	Cents	Percent¹	Cents	Percent¹	Cents	Percent¹	Cents	Percent¹
Total	40.0	3.6	52.4	4.0	-77.5	-5.5		
All private nonagricultural industries	40.0	3.1	51.1	3.8	-77.5	-5.5		
Manufacturing ²	40.0	3.1	40.8	3.7	—	—		
Food and kindred products	40.8	4.0	42.6	4.3	—	—		
Apparel and other finished products	30.0	5.4	32.1	5.4	—	—		
Paper and allied products	56.3	5.0	57.1	5.0	—	—		
Metalworking	40.0	3.1	38.8	3.3	—	—		
Nonmanufacturing ³	35.0	3.4	56.1	3.8	-77.5	-5.5		
Construction	77.0	5.0	82.0	4.9	(⁴)			
Transportation, communications and gas and electric utilities	16.4	1.4	49.1	2.8	—	—		
Wholesale and retail trade	41.9	4.1	39.5	4.3	—	—		
Services	53.2	5.0	65.6	5.2	(⁴)			
State and local government	57.5	6.0	60.9	5.5	—	—		

¹Percent of straight-time average hourly earnings.

²Includes workers in the following industry groups for which data are not shown separately to ensure confidentiality of earnings data: tobacco (18,000); textiles (3,000); lumber (48,000); printing (27,000); chemicals (26,000); petroleum (25,000); rubber (1,000); leather (16,000); stone, clay and concrete (53,000); instruments (13,000); miscellaneous manufacturing (3,000).

³Includes 111,000 workers in the mining industry for which data are not shown separately

to ensure confidentiality of data, and 46,000 workers in the finance, insurance and real estate industries.

⁴Data do not meet publication criteria.

NOTE: Workers are distributed according to the average adjustment for all workers in each bargaining situation considered. Deferred wage increases include guaranteed minimum adjustments under cost-of-living clauses. Because of rounding, sums of individual items may not equal totals. Dashes indicate no workers.

Table 5. Distribution of workers scheduled to receive deferred wage increases in 1985 under major collective bargaining agreements, by industry and amount of increase

[Workers in thousands]

Increase	All industries	Private nonagricultural industries			State and local government
		Total	Manufacturing	Nonmanufacturing	
Cents per hour					
Under 15 cents	153	139	94	45	14
15 and under 20	767	745	31	713	22
20 and under 25	80	61	20	41	20
25 and under 30	257	241	47	193	16
30 and under 35	252	217	129	87	36
35 and under 40	182	121	74	46	61
40 and under 45	493	466	378	89	27
45 and under 50	211	171	91	80	40
50 and under 60	357	297	63	234	60
60 and under 70	291	221	59	162	70
70 and under 80	212	168	53	115	44
80 and under 90	55	24	2	22	31
90 and under 100	59	46	15	31	13
100 and under 110	187	169	9	160	18
110 and under 120	48	36	3	33	12
120 and over	172	133	1	131	39
Percent¹					
Under 2 percent	1,075	1,046	134	912	29
2 and under 3	281	232	107	125	49
3 and under 4	705	661	472	189	44
4 and under 5	347	325	130	195	22
5 and under 6	538	442	113	329	96
6 and under 7	440	316	72	244	124
7 and under 8	250	152	36	117	98
8 and under 9	77	19	1	18	58
9 and under 10	23	21	—	21	1
10 and under 11	16	16	5	11	—
11 and under 12	6	3	1	2	3
12 and over	23	23	—	23	—
Number of workers (in thousands)	3,780	3,256	1,071	2,185	524
Number of agreements	840	681	283	398	159

¹Percent of straight-time hourly earnings.

NOTE: Workers are distributed according to the average adjustment for all workers in each bargaining situation considered. Deferred wage increases include guaranteed minimum adjustments under cost-of-living clauses. Because of rounding, sums of individual items may not equal totals. Dashes indicate no workers.

In local government, employees in education account for 61 percent of the workers scheduled for renegotiated contracts. Employees in general administration account for another 20 percent and workers in hospitals, housing agencies, and protective services make up the balance.

In general, local government agreements are dispersed among many jurisdictions. About 14 percent of the local government workers slated for 1985 negotiations are employed by Los Angeles County. The remainder are distributed among other jurisdictions.

Wage changes of expiring agreements

Contracts expiring in 1985 will yield average annual specified wage adjustments of 4.1 percent over their term. When COLA adjustments through October 1984 are included, the

adjustment averages 4.4 percent. The following tabulation shows specified wage adjustments and specified wage adjustments including COLA's in private and State and local government contracts expiring in 1985:

	Specified adjustment	Specified adjustment, plus COLA
Contracts expiring in 1985	4.1	4.4
With COLA	3.1	3.8
Without COLA	4.9	4.9
Private industry	3.7	4.1
With COLA	3.1	3.8
Without COLA	4.6	4.6
State and local government	5.1	5.1
With COLA	4.2	4.2
Without COLA	5.1	5.1

Private industry specified wage changes average 3.7 percent annually, but increases to 4.1 percent when COLA's through October 1984 are included. In all contracts with COLA's, specified changes were 3.1 percent with COLA's raising the level to 3.8 percent over the contract term. Assuming no significant deviations from the current trend in the CPI, the overall adjustment in private industry contracts with COLA's will be less than the 4.6-percent specified adjustment in nonCOLA contracts for the third consecutive year. For contracts expiring prior to 1983, overall average wage adjustments for contracts with COLA's always exceeded those in contracts without COLA's.

In State and local government contracts, specified changes were 5.1 percent. Contracts with COLA's covered such a

Table 6. Deferred wage increases scheduled in 1985 in major collective bargaining situations, by month

[Workers in thousands]

Effective month	Workers covered	Principal industries
Total 1985 ¹	24,189	
January	568	Construction, petroleum refineries, men's apparel, State and local government
February	377	Steel
March	294	Food stores, automobiles
April	241	Construction, food stores, glass
May	232	Construction
June	375	Lumber, construction, gas and electric utilities
July	629	Construction, food stores, hospitals, State and local government
August	822	Telephone, electrical products
September	196	Automobiles, food stores
October	309	Coal mines, aerospace, east and gulf coast longshoring
November	69	
December	79	Food stores

¹Total is smaller than the sum of individual items because 433,000 workers are scheduled to receive more than one increase. It is based on data available as of October 1984, and thus may understate the number of workers scheduled to receive deferred increases for the entire year. 10,600 workers are scheduled to have a deferred wage decrease in 1985.

²Includes 524,000 workers under state and local government agreements.

small proportion of the workers as to have no measurable impact on the overall data.

Some contracts in both private industry and government expiring in 1985 provide for COLA reviews after October 1984. However, it is unlikely that future adjustments would significantly alter these averages.

Scheduled wage changes in 1985

About 3.8 million of the 9.4 million workers under major agreements are scheduled to receive deferred wage adjustments in 1985—44 percent of the private sector workers

26 percent of the State and local government workers. (See tables 4, 5, and 6.) Only three bargaining units, all in the private sector, covering 10,600 workers call for deferred decreases. Lump-sum payments, which are not incorporated into the wage rates, are not included in this series.

Deferred adjustments (increases and decreases) will average 52.1 cents, or 4.0 percent. Adjustments in private industry will be proportionately lower than those in the public sector (3.7 versus 5.5 percent). In private industry, deferred increases alone will average 3.8 percent, the smallest percent increase since this information was first compiled in 1970.

Table 7. Prevalence of cost-of-living adjustment clauses in major collective bargaining agreements, October 1984

1972 sic Code	Industry ¹	All agreements		Agreements with COLA clauses		
		Number	Workers covered (thousands)	Number	Workers covered (thousands)	Percent of workers covered by COLA clauses
	Total	2,048	9,448	509	4,244	45
	Private nonagricultural industries	1,518	7,404	492	4,197	57
10	Metal mining	11	25	8	21	83
11	Anthracite mining	1	1	1	1	100
12	Bituminous coal and lignite mining	1	105	—	—	0
15	Building construction general contractors	143	464	7	42	9
16	Construction other than building construction	100	322	13	62	19
17	Construction-special trade contractors	164	311	10	24	8
20	Food and kindred products	76	230	19	97	42
21	Tobacco manufacturing	5	18	5	18	100
22	Textile mill products	9	29	1	5	17
23	Apparel and other finished products	40	332	26	299	90
24	Lumber and wood products except furniture	10	55	1	2	3
25	Furniture and fixtures	7	12	2	3	11
26	Paper and allied products	47	74	—	—	0
27	Printing, publishing, and allied industries	25	46	12	24	21
28	Chemicals and allied products	33	66	7	13	10
29	Petroleum refining and related industries	18	33	—	—	0
30	Rubber and miscellaneous plastics	12	58	10	52	89
31	Leather and leather products	11	27	—	—	0
32	Stone, clay, glass, and concrete products	27	68	24	64	94
33	Primary metals industries	62	398	54	387	97
34	Fabricated metal products	35	67	23	52	77
35	Machinery, except electrical	43	134	35	116	86
36	Electrical machinery equipment and supplies	65	373	48	331	89
37	Transportation equipment	82	913	64	843	92
38	Instruments and related products	11	22	3	5	24
39	Miscellaneous manufacturing industries	9	14	2	3	21
40	Railroad transportation	26	394	26	394	100
41	Local and urban transit	5	21	3	18	88
42	Motor freight transportation	16	433	15	431	100
44	Water transportation	18	83	4	17	20
45	Transportation by air	38	163	4	11	7
48	Communications	42	723	24	643	89
49	Electric, gas, and sanitary services	75	248	13	53	21
50	Wholesale—durables	3	7	—	—	0
51	Wholesale trade—nondurables	8	36	1	26	70
53	Retail trade—general merchandise	16	59	2	11	19
54	Food stores	94	456	10	35	8
55	Automotive dealers and service stations	6	8	—	—	0
56	Apparel and accessory stores	2	8	—	—	0
58	Eating and drinking places	15	57	—	—	0
59	Miscellaneous retail stores	5	15	1	4	31
60-65	Finance, insurance, and real estate	20	98	6	46	47
70-89	Services	82	402	8	46	11
	State and local government	530	2,044	17	47	3

¹Includes all private nonagricultural industries and State and local government.

NOTE: Due to rounding, sums of individual items may not equal totals, and percentages may not reflect shown ratios. Dashes indicate absence of cost-of-living coverage.

Contracts with COLA's generally provide smaller deferred wage increases than those without because they are negotiated in anticipation of the COLA generating some wage increases. For 1985, the deferred wage adjustment will average 2.7 percent for agreements with COLA, compared to 4.9 percent for those without COLA clauses.

Cost-of-living adjustments. COLA clauses are designed primarily to help workers recover purchasing power lost through price increases. Some COLA clauses, however, also decrease wages if prices drop. Wage adjustments are based on a measure of price change, usually the CPI-W. The size of the COLA wage change varies, depending on the formula used in adjustment calculations, the timing of reviews, whether

or not maximum amounts ("caps") are specified, and if the formula provides for COLA decreases.

As of October 1984, 45 percent (4.2 million) of the 9.4 million workers under major agreements were covered by COLA clauses. (See table 7.) Only 2 percent of the public sector workers have COLA coverage, compared with 57 percent in the private sector.

Historical data on COLA coverage are available only for private industry. They show that the number of private industry workers affected by COLA clauses has been decreasing steadily since 1977, largely because of declining employment in industries where COLA clauses are common. The following tabulation shows the number of workers under major private sector contracts and the number and percent covered by COLA clauses, 1971-85 (numbers in millions):

Table 8. Frequency and timing of 1985 cost-of-living reviews in major collective bargaining situations

(Workers in thousands)

Frequency of review	First quarter		Second quarter		Third quarter	
	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered
All agreements¹						
Total	195	1,377	203	1,373	190	1,814
Quarterly	159	1,143	148	1,109	140	1,060
Semiannual	19	91	14	51	12	32
Annual	17	143	41	213	38	722
Other ²	—	—	—	—	—	—
Agreements expiring in 1985³						
Total	49	223	34	194	11	24
Quarterly	34	109	23	78	9	20
Semiannual	10	64	5	30	2	4
Annual	5	50	6	86	—	—
Other ²	—	—	—	—	—	—
Agreements expiring in later years⁴						
Total	146	1,154	169	1,179	179	1,790
Quarterly	125	1,034	125	1,031	131	1,040
Semiannual	9	27	9	21	10	28
Annual	12	93	35	128	38	722
Other ²	—	—	—	—	—	—
Fourth quarter				Full year⁵		
	Number of agreements	Workers covered	Number of agreements	Workers covered		
All agreements¹						
Total	143	1,041	320	2,460		
Quarterly	126	983	168	1,156		
Semiannual	10	22	35	144		
Annual	7	36	103	1,114		
Other ²	—	—	14	45		
Agreements expiring in 1985³						
Total	2	6	69	368		
Quarterly	2	6	34	109		
Semiannual	—	—	15	94		
Annual	—	—	11	135		
Other ²	—	—	9	30		
Agreements expiring in later years⁴						
Total	141	1,036	251	2,092		
Quarterly	124	978	134	1,047		
Semiannual	10	22	20	51		
Annual	7	36	92	978		
Other ²	—	—	5	15		

¹Includes seven State and local government agreements covering 12,000 workers.

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

³Includes four State and local government agreements covering 6,500 workers.

⁴Includes three State and local government agreements covering 5,700 workers.

⁵Agreements that have at least one review in the year.

NOTE: Data include only cost-of-living reviews through the termination of the present agreement; does not assume continuation of reviews after expiration dates.

	Number under major private industry agreements	With COLA coverage	
		Number	Percent
1971	10.8	3.0	27.8
1972	10.6	4.3	40.6
1973	10.4	4.1	39.4
1974	10.2	4.0	32.2
1975	10.3	5.3	51.5
1976	10.1	6.0	59.4
1977	9.8	6.0	61.2
1978	9.6	5.8	60.4
1979	9.5	5.6	58.9
1980	9.3	5.4	58.1
1981	9.1	5.3	58.2
1982	9.0	5.1	56.7
1983	8.5	4.9	57.6
1984	7.9	4.5	57.3
1985	7.5	4.2	56.7

About 3.9 million of the 4.2 million private and State and local workers with COLA's are covered by contracts that tie possible adjustment to the movement in the CPI for "all cities." An additional 215,000 workers are under contracts which use an index for an individual city. Prior to 1984, COLA formulas relating wage changes to a combination of the U.S. and Canadian indices covered large numbers of workers, primarily in autos. However, the newest GM and Ford agreements cover only U.S. workers, so the combined index was dropped. Thus, only 80,000 workers (primarily Chrysler employees) currently receive COLA adjustments based on a combined index.

The most prevalent COLA adjustment formula calls for a 1-cent per hour wage change for each 0.3-point change in the CPI. This formula is found in COLA clauses for more than 1.5 million workers in industries such as railroads, trucking, and aerospace. COLA clauses in major agreements in the automobile and rubber industries provide adjustments

of 1 cent for each 0.26-point movement in the index they use; those in the electrical equipment industry provide 1 cent for each 0.175-percent change in the CPI; and those in telephone communications call for adjustments of 55 cents a week plus 0.65 percent of the individual's weekly rate for each 1-percent increase in the CPI.

Cost-of-living reviews are made at intervals specified in each clause. Fifty-eight percent of the workers covered by COLA clauses will have at least one review in 1984. (See tables 7 and 8.) Annual and quarterly reviews each affect 1.1 million workers. Annual reviews are prevalent in the telephone communications and trucking industries, while quarterly reviews predominate in the automobile, aerospace, and steel industries. Semiannual reviews affect workers in railroads and electrical products.

Employer cost increases from COLA's have been limited in some cases. For example, of the 4.2 million workers under contracts with COLA's, more than 800,000 are under clauses which have "caps" or maximum limits. Other approaches to limit COLA cost increases have included delays in payment and diversion of COLA's from wages to help finance benefits.

More than 60,000 workers are covered by provisions for minimum or "guaranteed" COLA payments determined at the time the contracts were negotiated. These adjustments do not depend on the movement of a price index. Therefore the Bureau of Labor Statistics treats these amounts as specified adjustments and not as COLA adjustments.

BARGAINING ACTIVITY AND SCHEDULED WAGE CHANGES may be different from that described here, especially if economic conditions nationally or for individual industries or employers vary substantially from current projections. Negotiations will be carefully observed to see how employers and unions react to the effects of expiring contracts, current economic circumstances, and expectations for the future. □

—FOOTNOTES—

¹Prior to this year, this series was limited to private sector collective bargaining agreements covering 1,000 workers or more.

²The trucking industry was deregulated by the Motor Carrier Act of 1980. The act reduced regulation of the trucking industry by making it easier to be certified to operate a route, by allowing owner-operators to haul certain freight that was previously denied to them, and by decreasing collective rate making.

³The Chicago Truck Drivers, Helpers and Warehouse Workers Union (Ind.) and seven Teamster locals in the Chicago area have not participated in national bargaining in the past. Due to changes in TMI, the number of Teamsters locals not participating will increase in 1985.

⁴These include the Associated General Contractors of America, Inc., Mechanical Contractors Association, the National Electrical Contractors Association, the Building Trades Employers Association, Painting and Decorating Contractors Association, and the Sheet Metal and Air Conditioning Contractors National Association.

⁵Major construction industry unions include the following AFL-CIO affiliated unions: International Union of Bricklayers and Allied Craftsmen; United Brotherhood of Carpenters and Joiners of America; International Association of Bridge, Structural and Ornamental Iron Workers; United

Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; Laborer's International Union of North America; and the Sheet Metal Worker's International Association—and the unaffiliated International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America.

⁶The Coordinated Bargaining Committee was established in 1966. Currently, the committee is composed of 11 AFL-CIO affiliated unions: International Union, Allied Industrial Workers of America; United Brotherhood of Carpenters and Joiners of America; International Union of Electronic, Electrical, Technical, Salaried and Machine Workers; International Brotherhood of Electrical Workers; International Brotherhood of Firemen and Oilers; American Flint Glass Workers' Union of North America; International Association of Machinists and Aerospace Workers; United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; Sheet Metal Workers' International Association; International Union United Automobile, Aerospace and Agricultural Implement Workers of America; and the United Steelworkers of America; and two independent unions—the United Electrical, Radio and Machine Workers of America; and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

State labor legislation enacted in 1984

Significant new labor standards legislation was enacted in a wide variety of subject areas including minimum wage, child labor, employee right to information on toxic substances, mandatory retirement, and pay equity

RICHARD R. NELSON

As is often the case in even numbered years, when some legislatures do not meet in regular session and others meet in only special or abbreviated sessions, 1984 was not a heavy year in terms of the number of new State labor laws.¹ Despite this smaller volume, legislation was enacted in a wide variety of subject areas and included several significant new laws.² Considerable interest was shown concerning the rights of employees to receive information and training on toxic substances found in the workplace, on garnishment and assignment of wages for dependent support payments, on resident employee and contractor preference on public construction, and on pay equity for jobs of comparable worth. Major laws were also enacted in the fields of child labor, mandatory retirement and age discrimination, whistleblower protection, private employment agencies, and minimum wage.

Minimum wage rates were increased in seven jurisdictions in 1984, with increases in Arkansas, Colorado, and Illinois and for some workers in the District of Columbia resulting from automatic increases provided for by previous enactments. Revised mandatory decrees in Puerto Rico raised minimum rates to varying levels for workers in several industries, and a wage order revision in the District of Columbia raised the minimum wage rate for private household

workers from \$3.50 to \$3.90 per hour. New legislation increased minimum hourly rates to \$3.25 in Georgia and provided for three annual 10-cent increases in Maine, the first increase to \$3.45 effective January 1, 1985. The \$3.35 per hour Federal standard is now exceeded in Alaska, the District of Columbia, Connecticut, and Maine, and 19 other jurisdictions match or will soon match the Federal rate for some or all occupations.

In other minimum wage actions, Minnesota provided for a phased elimination of its tip credit allowance, and in Illinois, the allowance declined to 40 percent of the minimum wage. New exemptions for limited groups of employees from minimum wage or overtime requirements were enacted in Connecticut, Minnesota, and Wisconsin.

The labor departments in Arizona, Delaware, and Maine were given increased authority to collect unpaid wages on behalf of employees, and the Commissioner of Labor in Iowa is to investigate and prosecute complaints of retaliation against employees who file complaints, assign claims, or bring other actions under the wage payment and collection law. The Kentucky wage payment law was amended to prohibit wage deductions for cash shortages, breakages, customer credit defaults or bad checks, and fines, while courts in Alabama may now order restitution to victims in criminal cases by directing employer withholding of an offender's wages.

Again in 1984, as in the last several years, a large number of bills were introduced to repeal or modify State prevailing

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wage laws. Among the measures that failed to be adopted was a bill in Idaho to exclude school construction from coverage, which was vetoed by the Governor. Among those laws enacted, Colorado defined the procedure for determining the prevailing rate of wages and increased the dollar contract threshold amount from \$5,000 to \$150,000, and Oklahoma made several changes including establishment of a \$10,000 threshold amount for coverage and a 2-year debarment for violations, provision for contractor submission of certified payrolls, and for worker verification of payroll records. Arizona voters approved a proposition forbidding State agencies and political subdivisions from requiring that wages paid to workers on public construction projects be at least as high as the prevailing wages in the area for similar work. In Illinois, the State Supreme Court upheld the constitutionality of that State's law, including its exclusive use of rates paid on public construction projects in determining prevailing rates.

Laws pertaining to the use of wage garnishment or assignment to require support of an employee's dependents were enacted in 15 States. Many of these laws set or revised limits on the amount of earnings subject to garnishment or assignment. Protection from discharge because of such an action was included in the Alabama, Colorado, Florida, Illinois, and Vermont measures. The Rhode Island law was amended to provide for reciprocity with States having similar laws, and wages of North Carolina State employees may now be assigned to meet child support obligations without the normal restrictions on claims against the State.

The concept of equal pay for jobs of comparable value in State government continued to be an area of controversy and interest. In Iowa, a pay grade system for State employees based on comparable worth was established, and funds were appropriated for salary adjustments and implementation. In Minnesota, where the pay equity principle was previously incorporated into the State pay system, a new law requires every political subdivision to establish equitable compensation relationships among its employees by August 1, 1987. Legislatures in nine other States commissioned studies of pay equity in the public service, with most requiring reports on recommendations and legislative proposals.

Child labor law revisions were enacted in 10 States. Among the more significant measures were a law in Kentucky, where changes included elimination of employment certificate requirements for minors under age 18, a law in Pennsylvania permitting the use of transferable work permits by minors age 16 and older, and a New York law making employers who violate the child labor law subject to a civil penalty in addition to any other penalties imposed. Other laws extended permissible nightwork hours for certain minors in Connecticut and New Jersey and revised restrictions on sales of alcoholic beverages by minors in Ohio and South Carolina. Iowa enacted a law regulating the employment of children under age 16 as models.

Compulsory retirement based solely on age was addressed by legislation in a number of States. Hawaii and New York banned mandatory retirement on the basis of age in both the public and private sectors, and Georgia and North Carolina eliminated mandatory retirement under public employees' retirement systems. Age discrimination in employment for those 40 to 70 is now prohibited in Wyoming, and the upper age limit on such protection was lifted in Massachusetts and Wisconsin. Other provisions applicable to police and fire personnel only were enacted in Pennsylvania and Rhode Island.

Employment discrimination in other forms was addressed by legislation in 22 jurisdictions. Among the more significant laws were four that added new protections for workers. Delaware added discrimination on the basis of marital status to the list of unlawful employment practices in both the public and private sectors. Employment discrimination against the handicapped was prohibited in Florida and Massachusetts, as was such discrimination because of blindness in South Dakota. Rights of pregnant employees was the subject of legislation in New York, South Carolina, and the Virgin Islands. The Mississippi legislature, in a new law, expressed its intent that State employees not be discriminated against on the basis of race, color, religion, sex, national origin, age, or handicap. In California, employers of 25 persons or more are to provide reasonable accommodation to those workers enrolled in alcoholic rehabilitation programs, including time off for participation, if no undue hardships result.

In an area of increasing legislative concern which has developed over the last few years, seven additional States enacted laws affording workers the right to be informed of and given training on toxic substances found in the workplace. Some of these laws extended the right to information to the communities in which companies using toxic substances are located. Federal regulations on "Chemical Hazard Communication" were published November 25, 1983. These regulations, which are referenced in the new Delaware and Iowa laws, cover chemical manufacturers and importers and raise the issue of possible Federal preemption.

Other worker safety measures included a comprehensive new Occupational Safety and Health Act in New Jersey applicable to public employees, a law in Maryland authorizing the Commissioner of Labor and Industry to bring suit to enforce payment of overdue civil penalties imposed by the State Occupational Safety and Health Administration, and an amendment to the Oklahoma Occupational Safety and Health law limiting its coverage to public sector employment. Several other jurisdictions enacted laws regulating various aspects of mine and elevator safety.

Four additional States (Illinois, Kentucky, Nebraska, and Virginia) enacted legislation to implement participation under the Federal Job Training Partnership Act, which became effective on October 1, 1983. Several States enacted similar laws in 1983. Also, continuing a recent trend, Florida and

Tennessee passed legislation to provide employment opportunities for persons in economically depressed areas, designated as enterprise zones, within which financial incentives such as tax credits and loan guarantees will be used to attract new businesses and to encourage expansion of existing ones.

Assistance to workers and communities facing mass layoffs or plant closings remained an area of concern. Among actions taken, New Jersey and Pennsylvania initiated programs to assist eligible employee groups to purchase plants about to be closed or which have already closed and to operate them as employee-owned enterprises. Procedures were established in Massachusetts to aid failing businesses, and in case of failure, to assist displaced workers in finding alternative employment or retraining opportunities. Maryland provided for at least 6 months advance notice to State employees adversely affected by the closing of a facility employing 50 workers or more. Wisconsin expanded advance notice requirements to include affected employees, their collective bargaining representatives, and the community where the business is located. Related legislation in California, Iowa, and Kentucky provides for continuation of various health care benefits at employee expense for those who would otherwise be ineligible due to causes such as layoff or reduction in working hours.

Alabama

Wages. All court orders for child support shall include an order for continuing income withholding by employers, with the withholding order to be served on the employer and to take effect if the child support is delinquent in an amount equal to 1 month's payment. Employers may not discharge or refuse to hire a person because of an order to withhold earnings.

Courts may order restitution in criminal cases by employer withholding of employee wages. The affected employee may not be discharged solely because of such an order.

Child labor. A joint resolution called for the creation of a Joint Interim Legislative Children and Youth Study Committee to examine areas of law affecting children, including child labor laws, day care, abuse, safety, and health.

Other laws. Resident contractors will be given preference in bidding on public works projects, and nonresident contractors who receive a preference from their State may be awarded public contracts only on the same basis that their State awards contracts to Alabama bidders under the same circumstances.

Alaska

Wages. The amount of wages exempt from assignment for child support was changed

from the lesser of 50 percent of gross earnings or \$100 a week to 50 percent of the obligor's net disposable earnings, as federally defined.

Arizona

Wages. Voters in the November election approved a proposition, submitted by the legislature, forbidding State agencies and political subdivisions from requiring that wages paid to workers on public construction projects be at least as high as the prevailing wages in the area for the same type of work. A similar bill passed both houses of the legislature but was vetoed.

The State Department of Labor now has the authority to obtain judgments and executions on behalf of those employees due unpaid wages established by the department's final determination. Also, the limit for filing a wage claim for unpaid wages was increased from \$1,000 to \$2,500, and an employer failing to comply with a departmental or court order to pay back wages will now be liable for treble that amount plus interest rather than a penalty of 15 percent of the amount of the unpaid wages as was previously authorized.

Mandatory assignment of wages must be ordered by the court when ordering child support or spousal maintenance if the person required to make such payments was at least 1 month in arrears for payment in the prior 12 months.

Four States (California, Kansas, New York, and Rhode Island) enacted "whistleblower" laws protecting employees from retaliation for reporting, to a public body, violations of law, or for participating in an investigation, hearing, or court action.

Many other developments took place in 1984, affecting a wide range of labor standards subjects. Among these, the Michigan Strikebreaker Law was held unconstitutional by a State circuit court because of preemption by the National Labor Relations Act; a comprehensive new private employment agency law was enacted in the District of Columbia, and a revised law adopted in Tennessee; Maine and Rhode Island prohibited employers from charging applicants a fee for filing employment applications; and several revisions were made in the California garment industry law. Also, several laws were passed enacting, revising, or clarifying provisions granting preference to State contractors or residents on public works projects, while, on the other hand, a Federal appeals court decision found the Illinois Preference Act unconstitutional, and the Oklahoma resident bidder preference law was repealed. The Labor Department in Kentucky was elevated to cabinet level status headed by a Secretary of Labor.

The following is a summary, by jurisdiction, of labor legislation during 1984.

School attendance. The compulsory school attendance law was amended to except children who have completed the tenth grade (grade 8 in fiscal year 1984-85, grade 9 in fiscal year 1985-86) rather than the previous exception for completion of common school courses, and to add an exception for children suspended or expelled from school.

Occupational safety and health. The requirement that employers protect employees against work environment hazards was amended to specify that a common industry condition or practice will not be considered a recognized hazard unless a standard or regulation concerning it has been adopted.

Arkansas

Wages. As provided in a prior law, the minimum wage rate was increased from \$2.95 to \$3.05 an hour effective January 1, 1984, with a further increase to \$3.15 scheduled for January 1, 1985.

California

Wages. Effective January 1, 1986, private sector employers are to show total hours worked on individual itemized earnings statements of hourly employees, in addition to other items previously required.

Hours. The provisions establishing maximum daily and weekly hours of work for female employees only were repealed. The

limitations had previously been invalidated by the courts.

Among amendments to the Vehicle Code, persons under the age of 21 may not be employed or permitted to drive trucks or buses that are engaged in interstate commerce or are transporting hazardous substances. Limitations on driving hours were enacted, including a requirement that drivers must have at least 8 consecutive hours off duty between shifts.

Equal employment opportunity. If the Fair Employment and Housing Commission or the State Personnel Board finds that a person is guilty of unlawful discrimination consisting of acts relating to certain sex crimes, the Commission or Board shall provide, with the complainant's consent, a copy of its decision and order to the local district attorney.

Private employers of 25 employees or more must now provide reasonable accommodation to those workers enrolled in alcoholic rehabilitation programs, including time off for participation, if no undue hardship results.

A resolution urged the State Departments of Education, Rehabilitation and Employment Development to continue to support Project Workability under which employment opportunities for handicapped students were improved through interagency agreements and innovative employment training practices.

The law prohibiting employment discrimination was amended to specify that an individual with a heart condition who applies for a firefighter position, admittance to a firefighter apprenticeship training program, or an active law enforcement position will be presumed unable to perform their duties without endangering his or her health or safety as well as the safety of others. This presumption may be overcome by proving, by a preponderance of the evidence, that the applicant would be able to perform safely.

A joint resolution requests that the President, the Congress, the Department of Education and Commerce, and the Commissioner of Rehabilitation Services define "entry level employment" as it pertains to persons with disabilities seeking assistance for education, rehabilitation, and vocational training from State and Federal sources, and to issue regulations to ensure the uniform application of this definition throughout the country.

Worker privacy. Employers are prohibited from requiring, as a condition of employment, that any employee refrain from disclosing the amount of his or her wages or sign a waiver of the right to disclose that information. Retaliation against employees

who disclose the amount of their wages is also prohibited.

Nonprofit corporations and other organizations specified by the Attorney General may receive conviction records relating to drug crimes or crimes of violence, as well as for sex crimes as before, concerning persons who apply for employment or volunteer for positions involving supervisory or disciplinary power over minors.

Labor relations. Under a new law applicable to the private sector, the prevailing party in a court action to compel arbitration of disputes concerning a collective bargaining agreement or in an appeal of an arbitrator's decision may receive an award of attorney's fees, to be refunded if the dispute is later found not arbitrable.

For the purposes of collective bargaining, intermittent athletic inspectors employed by the State Athletic Commission were added to the list of those exempted from the definition of State employee.

Garment industry. The law requiring garment industry contractors and manufacturers to register with the California Commissioner of Labor was amended to provide for among other things: the testing of both new applicants for registration and, at the Commissioner's discretion, those in violation of wage payment, minimum wage, or other labor laws in the past year; the posting of a \$5,000 surety bond by those penalized under the law in the prior 3 years; and the prohibition against any person registered under the act and contracting with another registrant, from engaging in any business or practice which causes or is likely to cause a violation of the law.

Private employment agencies. The name of the employment agency regulatory office was changed from the Bureau of Employment Agencies to the Bureau of Personnel Services. Agencies placing babysitters or domestics must interview such applicants and attempt to verify their experience or training before referring them.

Employment counseling services must now be licensed as employment agencies and are subject to specified requirements such as posting a \$10,000 surety bond, and entering into written contracts containing specific provisions, including the client's right to cancel the contract without penalty or obligation within 3 days.

The law providing for the licensing and regulation of nurses' registries was repealed, and such registries will now be licensed and regulated as employment offices.

Occupational safety and health. The Division of Occupational Safety and Health is now to investigate any employment ac-

cident involving fatalities or which results in any serious injury or illness or a serious exposure, unless the Division determines an investigation is unnecessary. Previously, only fatalities and injuries to five employees or more required an investigation.

Prior to bringing court action against an employer who discharges or discriminates against an employee for exercising specified rights relating to safety in employment, the Division of Labor Standards Enforcement must provide the parties 10 days to reach a settlement.

The notice containing information regarding safety rules and regulations and employee rights, prepared by the Division of Occupational Safety and Health for posting by employers, must now state that employees have the right to receive information under the Hazardous Substances Information and Training Act.

Employment and training. Administration of the apprenticeship law was transferred from the Director of Industrial Relations to the Chief of the Division of Apprenticeship Standards. Among other responsibilities, the chief is now to audit all selection and disciplinary proceedings of current or prospective apprentices.

Sponsorship of apprenticeship programs which was previously limited to joint employer-employee committees was expanded to include unilateral management, labor, or individual employer committees.

The California Conservation Corps is to develop a nonresidential program of education and job training in cooperation with private industry councils designated under the Federal Job Training Partnership Act for use in areas with high youth unemployment and high concentrations of minority youth.

Other laws. Employers are prohibited from adopting or enforcing any rule against or retaliating against an employee for disclosing information to a government or law enforcement agency where the employee has reasonable cause to believe that the information discloses a violation of State or Federal law or regulation.

The requirement that notices, reports, statements, or records required under the Labor Code be written in English was removed. Also, the State Labor Commissioner is now to provide, in languages other than English, where necessary, written materials including explanations of services available, complaint forms, and form letters for use in processing wage claims.

Colorado

Wages. The minimum wage rate was in-

creased from \$2.50 to \$3 an hour effective July 1, 1984, as provided by a 1983 wage order revision. For unemancipated minors under age 18, the hourly rate was increased to \$2.55.

Among changes made in the prevailing wage law, the prevailing rate of wages was defined as the single rate paid to a majority of workers in the locality or the weighted average rate if no single rate is or was paid to a majority of workers, rates are to be established through a survey conducted by the division of labor, and the dollar contract threshold amount was increased from \$5,000 to \$150,000.

Creditors may now obtain court orders for continuing garnishment of wages for debts. The same limitations on the amount subject to continuing garnishment apply, as for other garnishment, and employers may not discharge an employee because of such an action.

Employment and training. A customized training program, providing short-duration skill training for specific jobs, was established for preemployment training of workers, training of newly hired workers, and retraining of workers for new jobs when they are unemployed because of plant closings or displaced by technological changes.

Connecticut

Wages. Firefighters employed by private nonprofit corporations contracting with municipalities for firefighting services were exempted from the overtime provisions of the minimum wage law.

The comptroller shall now upon written request deduct from the salary or wages of a State employee the designated amount of money to be paid to a nonprofit organization pursuant to the terms of an applicable collective bargaining agreement.

The amount of disposable earnings subject to garnishment for support payments is now the greater of that which exceeds \$100 per week rather than \$70, as previously, or the amount exempt under Federal law, unless a lesser amount is deemed equitable by the court.

Hours. The Commission on the Status of women is to collect materials on jobsharing, including its implementation. These materials are to be sent to the labor and education departments and the Bureau of Personnel and Labor Relations in the Department of Administrative Services for distribution upon request to personnel directors and bargaining unit representatives.

Child labor. An exception to the 10 p.m. terminal hour for minors under age 18 will now permit them to be employed in super-

markets until midnight on nights preceding nonschool days. Minors may not be discharged or discriminated against for refusing to work later than 10 p.m.

Equal employment opportunity. The prohibition in the Human Rights Act against discrimination on the basis of religious creed was defined to include all aspects of religious observances and practice as well as belief, unless an employer demonstrates inability to reasonably accommodate to an individual's religious observances and practices without undue hardship.

In determining a contractor's good faith efforts to comply with equal opportunity requirements included in public works contracts, factors considered will include the contractor's employment and subcontracting policies and practices; affirmative advertising, recruitment and training; technical assistance activities; and other activities as prescribed by the Commission on Human Rights.

Worker privacy. The labor commissioner shall provide to the Connecticut Student Loan Foundation, on request, any available information relating to the current address or place of employment of a person in default on a student loan.

Private employment agencies. The requirement that private employment agencies identify themselves as such in notices or advertisements was enlarged to require also that the identification indicate whether or not there is a charge to the applicant for employment.

Occupational safety and health. Elevators and escalators otherwise requiring annual inspection need now be inspected only every 2 years if subject to a full-maintenance contract. Owners or their agents are now required to promptly report to the Department of Public Safety for possible investigation any accident or incident which results in personal injury, death, or constitutes a danger to life or property.

Other laws. A State Supreme Court decision held unconstitutional a State statute prohibiting employers from requiring employees to work on their Sabbath on the basis that it violated the establishment of religion clause of the First Amendment of the U.S. Constitution. The case was appealed to the U.S. Supreme Court and argued on November 6, 1984.

Delaware

Wages. Among amendments to the wage-payment law, the Department of Labor may now take legal action to collect for all unpaid employees rather than just for in-

dividual complainants as before, and wages due a separated employee may now be paid by the next regular payday rather than at the time of termination, as formerly required.

Equal employment opportunity. The prohibition against discrimination in public and private sector employment was amended to add discrimination on the basis of marital status to the list of unlawful employment practices.

Worker privacy. Public and private sector employees were given the right to review their personnel files at least once per calendar year after a written request to the employer. Removal or correction of disputed information may be agreed to by the employer and employee, and if agreement cannot be reached, the employee may place explanatory information in the file.

Occupational safety and health. A Hazardous Chemical Information Act was adopted to ensure that employees be given information concerning the nature and suspected health hazards of toxic substances to which they are exposed. Employers are to maintain and periodically update a list of toxic substances used in the workplace, to obtain safety data sheets for them, and provide employees with education and training programs. Provision was made for exempting from most provisions those manufacturing employers required to adhere to the Hazard Communication Standard when it takes effect in November 1985, and employees are protected from discharge or other discipline for exercising rights under the act.

Employment and training. A new program of skill training and education was established and is to be administered by an Economic Development Training Board and the Director of the Delaware Development Office.

Other laws. New applicants for loans whose projects are approved for financing by the Delaware Economic Development Authority shall agree to give a hiring preference to qualified State residents.

District of Columbia

Wages. As the result of a 1983 wage order revision, the minimum wage rate for laundry, drycleaning, and shoe repair employees rose from \$3 to \$3.70 an hour effective January 7, 1984. The minimum for learners with less than 60 days experience was set at \$3.50 an hour.

Another revised wage order increased the minimum wage for private household workers from \$3.50 to \$3.90 an hour ef-

fective November 6, 1984. A minimum of \$3.50 an hour was set for casual yard workers, companions for the aged or infirm, and full-time babysitters, and \$3.35 for persons employed pursuant to the Federal Job Training Partnership Act and the D.C. Youth Employment Act of 1979.

Private employment agencies. A new employment agency regulatory law was enacted replacing the existing law in its entirety. The new law requires licensing of employment agencies, counseling services, employer-paid personnel services, job listing firms, and all employees of such firms who interview, counsel, or advise jobseekers. Applicant-paid fee agencies and employment counseling services must post a \$100,000 surety bond if the average fee paid by jobseekers is \$2,000 or more and if they enter into contracts with 100 applicants or more, and a \$50,000 bond if fees average less than \$2,000 or fewer than 100 contracts are entered into. Separate requirements and prohibitions were established for each of the types of licensed services, including the requirement that agency and counseling service contracts with jobseekers contain a 3-day "cooling-off period" during which the contract may be canceled.

Employment and training. A First Source Employment Agreement Act requires the Mayor to compile and maintain a list of unemployed residents which will be used as the first source for filling entry-level jobs on projects that have contracts funded or otherwise administered by the District government. Preference in interviewing is to be given to unemployed residents not collecting unemployment insurance benefits.

Florida

Wages. The coverage exemption in the equal pay law for employers who are subject to the Federal Fair Labor Standards Act was expanded to similarly exempt a labor organization or member or an employee of an employer subject to the Federal law.

Court orders for the payment of alimony or child support will now also contain income deduction orders to take effect if payments become past due. The maximum part of aggregate disposable earnings subject to such a deduction is 65 percent in any workweek, and employers may not discharge or otherwise discipline an employee for whom an income deduction order is served.

Equal employment opportunity. The laws prohibiting discrimination in State, county, or municipal employment, were amended to specifically bar employment discrimination based on handicap.

Occupational safety and health. A new

law was adopted to ensure that nonfarm employees be given information concerning the nature and health effects of toxic substances with which they work. The Secretary of the Department of Labor and Employment Security is to establish and periodically revise a list of toxic substances with assistance from a Toxic Substances Advisory Council. Employers are to obtain material safety data sheets for toxic substances used in the workplace, and provide education and training to employees on the safe handling, emergency treatment, and hazards involved with toxic substances. Employees may refuse to work with substances for which information has not been provided and may not be discharged or otherwise disciplined for requesting information, taking part in any proceeding, or exercising any right under the act. Provision was made for the release of trade secret information in medical emergencies.

Economic development. Revisions in the enterprise zone law included the addition of new or increased tax benefits for businesses hiring eligible new employees.

Employment and training. The Division of Labor, Employment, and Training is to train vocational counselors of the Department of Corrections in job counseling and is to designate one employee per employment office to work with ex-inmate job placement.

Georgia

Wages. The minimum wage rate was increased from \$1.25 to \$3.25 an hour effective July 1, 1984.

Hours. By resolution, the legislature created a Joint Part-Time State Employment Study Committee to determine the best method of meeting the State's need for such employees and for providing them with equitable retirement benefits in relation to those of full-time employees. Findings and recommendations, including legislative proposals, are to be submitted by December 1, 1985.

Equal employment opportunity. Mandatory retirement under the State employee's retirement system was abolished, except for specified public safety employment.

Worker privacy. A resolution was adopted calling for the creation of a Senate Study Committee on Polygraph Operations, to identify problems involving employer use of polygraph tests, and to recommend solutions.

Directors and employees of any State licensed day-care center, group day-care home, or child-caring institution will now

be subject to a records check, through the Georgia Crime Information Center, of all convictions and pending charges involving cruelty to a minor, contributing to the delinquency of a minor, controlled substances, or any sex crimes. Each facility's licensing will be conditional upon a satisfactory records check.

Private employment agencies. The Employment Agency Advisory Council, scheduled to terminate on July 1, 1984, was extended to July 1, 1985.

Occupational safety and health. The Department of Labor was given specific authority to regulate the safety and operation of elevators and similar equipment in a new measure providing for periodic inspection and other enforcement activities, civil penalties for violators, and the formation of an advisory committee.

A comprehensive Boiler and Pressure Vessel Safety Act was enacted replacing provisions that specified lawful equipment, and provided design and labeling requirements. The new law creates a regulatory board within the Department of Labor which provides for the formulation of safety regulations, requires periodic inspections, and defines the duties and qualifications of the chief inspector and deputies.

Hawaii

Wages. Automatic assignment of future wages may be ordered by a court as part of a child-support order, to take effect if support payments become delinquent.

A new law authorized a study commission to review the concept of comparable worth for all public employees in the State. The commission is to present its final report, including recommendations, if necessary, for implementation, 20 days before the 1986 legislative session commences.

Hours. A new act establishes a permanent voluntary jobsharing program in the Department of Education, replacing a pilot project begun in 1978.

A pilot project in the public library system to test the feasibility of jobsharing, began in 1982 and scheduled to end in 1984, was extended for 2 years and expanded to include library assistants and technicians.

Equal employment opportunity. Mandatory retirement on the basis of age was banned in both the public and private sector.

A resolution encouraged employers to develop policies for the hiring, retention, and promotion of older workers.

Labor relations. Police officer bargaining units are now covered by contract impasse

procedures previously established for firefighters only. In addition, the arbitration panel provided for by the act is no longer required to choose the most reasonable final contract offer without modification, but is now only required to issue a final and binding decision.

Employment and training. Under a new Statewide Transition to Work System Act, existing program models and career resource centers will now be unified into one statewide transition center system, within the Department of Labor and Industrial Relations, designed to assist high school students in securing and retaining meaningful employment, by providing such services as counseling, career information, career exploration activities, work experience, and employment assistance.

The Department of Labor and Industrial Relations was authorized to make agreements or contracts, subject to the Governor's approval, with various persons and governmental entities within and outside of the State to share occupational and educational information used for career choice and job-search purposes.

Other laws. The amount of contractor's payment and performance bonds required was increased from 50 to 100 percent of the contract price for public works, roads, buildings, or other site improvements.

As a result of the Attorney's General refusal, because of a constitutionality question, to enforce a 1983 law requiring all contractors performing construction for the Federal government to obtain a State license, the legislature requested the Attorney General and the Contractors License Board to explore the possibility of seeking a declaratory judgment in Federal court on the issue.

Idaho

Wages. A bill which would have excluded school construction from coverage of the prevailing wage law passed the legislature but was vetoed by the Governor. This was the fourth consecutive year the Governor has vetoed legislation to repeal all or part of the prevailing wage law.

Equal employment opportunity. A resolution directs the Legislative Council to appoint a committee to study Hispanic affairs issues in such areas as education, employment, and cultural opportunities. Findings, recommendations, and possible legislation are to be submitted to the next legislature.

Other laws. Members of the National Guard who are ordered to duty by the Governor for periods of up to 1 year, are, upon

application, entitled to reemployment in the position held at the time of the order they remain physically qualified and were released under honorable conditions.

Illinois

Wages. By prior law, the minimum wage rate rose from \$2.65 to \$3 an hour on October 1, 1984, with a further increase to \$3.35 scheduled for July 1, 1985. The rate for minors under age 18 increased to \$2.55 on October 1, 1984 and will rise to \$2.85 on July 1, 1985. The tip credit allowance declined to 40 percent of the minimum wage, and employees of restaurants and motion picture theaters will now be entitled to overtime pay after 40 hours rather than 43.

The State Supreme Court upheld the constitutionality of the prevailing wage law which requires the exclusive use of public works wages as a basis for determining prevailing rates in a locality. The unsuccessful challenge contended, among other things, that the exclusion of wages paid on private construction projects from calculation of the prevailing wage rate violates the due process and equal protection clauses of the State and Federal constitutions.

An amendment to the prevailing wage law authorizes the Department of Labor, represented by the Attorney General, to sue to stop the awarding of any public works contract or the continuation of work under any such contract when the prevailing wage prerequisites have not been met.

In ordering the payment of child support, the courts will now issue a separate order for the withholding of wages to take effect if the support payments become delinquent. Employers may not discharge, discipline, or otherwise penalize an employee whose wages are ordered withheld.

Equal employment opportunity. The prohibition against employment discrimination because of religion was amended to specifically include all aspects of religious observance and practice, unless an employer demonstrates that the employee's or prospective employee's religious observance or practice cannot be reasonably accommodated without undue hardship on the employer's business.

Worker privacy. A new law gives public and private sector employees or their representatives the right to review and receive copies of their personnel records, to request the correction or removal of disputed information contained in them, and to submit a written statement if agreement on correction or removal is not reached. Other provisions include protection of employee disciplinary records from release to third parties, and restriction on employers' re-

cording of nonemployment activities of employees. A separate law, enacted later in the session, limited coverage to those employers with five employees or more exclusive of immediate family members.

Occupational safety and health. The Department of Public Health was directed to compile a registry on hazardous substances and their potential health effects including information on occupational diseases, hazardous substances incidents, and profiles of companies generating, using, disposing of, or transporting hazardous substances.

The State Coal Mining Law was amended to now require the State Mine Inspector to advise a representative of the miners of any inspection, with the representative being entitled to accompany the inspector during the inspection without loss of pay. The inspector is also required to hold a post-inspection conference with the employer and miners' representative to discuss the findings and recommendations and to post these results in a conspicuous place.

Employment and training. A Job Training Coordinating Council Act was passed to implement the Federal Job Training Partnership Act. A job training coordinating council was created to promote integration of employment and training programs at the State level, to further cooperation between government and the private sector, and to provide program oversight.

Other laws. A Federal Appeals court decision found unconstitutional the Illinois law requiring employment preference for State residents on public works projects, in that it violated both the commerce clause and the privileges and immunities clause of the U.S. Constitution.

Indiana

Wages. The labor commissioner may now refer civil actions for employee wage claims to the attorney general, and the attorney general or a designee, which can be any attorney admitted to the practice of law in the State, may now sue for the recovery of wages plus liquidated damages, court costs, and attorney fees. Previously, the labor commissioner referred all such civil and criminal cases to the State's prosecuting attorneys for litigation.

Worker privacy. The law governing State employees furnishing of information concerning violations of law or regulations was amended to provide for criminal penalties and administrative disciplinary proceedings for disclosure of or failure to protect information defined as confidential.

Employment and training. The Depart-

ment of Commerce is to establish a basic industry retraining program to provide industries with assistance in the retraining and upgrading of employee's skills required to support new capital investment. A similar program for potential employees of new or expanding industries had been authorized by a 1981 law.

Iowa

Wages. Complaints of retaliation against employees for filing a complaint, assigning a claim, or bringing an action under the wage payment and collection law are to be investigated by the labor commissioner and violations prosecuted in the district court which may order appropriate relief, including reinstatement and backpay.

Courts may order an assignment of wages in cases of delinquent court-ordered support payments. The maximum annual amount of wages that may be garnished was changed from \$250 for each judgment creditor, to a sliding scale based upon earnings.

A pay grade system based on comparable worth was established for State employees, and funds appropriated for salary adjustments and implementation. Adjustments are to be completed by June 30, 1987.

Child labor. The child labor law will not prohibit children under age 16 from working as models, with written parental permission, with or without compensation outside of school hours for up to 3 hours a day and 12 hours a month between 7 a.m. and 10 p.m.

Agriculture. Farm labor contractors engaged in such activities as removing corn tassels or hand pollinating plants, must file at least a \$20,000 bond with the labor commissioner securing the payment of all wages due the contractor's employees. If the bond is not filed as required or the contractor fails to pay all wages due, the person engaged in the production of seed or feed grains will be liable for wages not paid by the farm labor contractor.

Equal employment opportunity. The General Assembly is now prohibited from passing any bill that uses gender as the basis for differential treatment unless no reasonable alternatives exist.

Retirement plans and benefit systems are no longer exempt from the prohibition against sex discrimination under the Civil Rights Act.

Private employment agencies. The surety bond employment agencies must post was increased from \$2,000 to \$20,000 and is now required only of those agencies to which job applicants pay at least part of the fee.

Occupational safety and health. A Hazardous Chemicals Risk Right to Know Act was enacted, under which the Federal Occupational Safety and Health regulations of 1983 were adopted as the basis for regulation, but with a provision that additional requirements may be added by regulation. The law, administered by the Bureau of Labor, requires employers to inform employees of hazardous chemicals in the workplace and their proper handling, and to provide special training. Retaliation against employees for filing a complaint or bringing action against an employer is prohibited, and a public right to know of the presence of hazardous chemicals was established along with an employer requirement to notify the local fire department of those materials. Persons employed in agricultural activities are not covered by the law, except for the section prohibiting retaliation against employees.

Other laws. Resident bidders on State or local public works projects will now be entitled to a preference over out-of-State or foreign bidders, equal to the resident preference given to such bidders by their own State or country.

Employees on temporary layoff or approved voluntary leave from employers who provide health care benefit plans may voluntarily continue coverage at their own expense for up to 6 months. Employers must notify employees of this right and of any termination or substantial modification of coverage. This new law also spells out specific circumstances under which the employer remains liable for benefits.

Kansas

Wages. An Executive Order directed the Secretary of Human Resources to provide the Governor with information as to the ability of the State to devise appropriate means and methodologies to determine the wages required to be paid on public works projects by the prevailing wage law, including costs, specific methodology, and viable alternative methods.

Industrial homework. By resolution, the President, the Congress, and the U.S. Secretary of Labor were urged to take action to rescind the orders and regulations prohibiting industrial homework.

Equal employment opportunity. The Secretary of Administration was directed by Executive Order to evaluate the basis upon which State employees are compensated and recommend ways to provide equal compensation for positions of comparable worth.

Private employment agencies. Among

changes in the private employment agency law, temporary help services and employer paid fee agencies were specifically exempted from coverage, and the Secretary of Human Resources was authorized to adopt rules and regulations.

Other laws. Supervisors may not prohibit State employees in the classified service from discussing their agencies' operations with members of the legislature or reporting any violation of State or Federal law or regulation. Disciplinary action against an employee for such actions is prohibited except for instances involving release of false information, information exempt from disclosure under the open records act, or confidential information under any other provision of law.

Kentucky

Wages. The wage-payment law was amended to prohibit wage deductions for cash shortages where more than one person has access to the money, for breakages, customer credit defaults or bad checks, and fines. An employer violating this amendment will be required to repay withheld amounts plus interest at 10 percent a year.

An administrative order for the withholding of up to 50 percent of an employee's disposable earnings for payment of delinquent child support may be issued by the Secretary, Cabinet for Human Resources.

Child labor. Among amendments to the child labor law, employment certificate requirements for minors under age 18 were eliminated. Age certificates issued by boards of education were authorized for these minors and employers must obtain proof from employees indicating that they are at least age 18. New exemptions from coverage were enacted for minors employed as actors or performers and for those employed by their own parents in occupations other than manufacturing, mining, or those found by the Commissioner of Labor to be particularly hazardous.

School attendance. An unmarried minor, aged 16 or 17 may now be excused from compulsory school attendance with parental consent, after a consultation between school officials, parent, and child. An Attorney General opinion had previously stated that married minors were not covered under the law.

Occupational safety and health. Underground coal mines employing 2 to 25 employees must now employ at least one person who has completed 8 hours of first-aid training. The requirement that mines em-

ploying 25 workers or more hire certified emergency medical technicians was amended to allow mines without such technicians 90 days to employ them, and to operate during this period.

Other mine safety provisions stated that certified emergency medical technicians employed at coal mines are to receive 8 hours of annual retraining during which time they are entitled to receive their regular wages. Each mine operator is required to provide lifeline cords in return airways designated as emergency escape routes.

Employment and training. A Job Training Coordinating Council was created within the Cabinet for Human Resources, and authorized to do everything necessary to comply with the Federal Job Training Partnership Act. An employment and training council established to comply with the Federal comprehensive employment and training act was eliminated.

A Bluegrass State Skills Corp. was created to provide State citizens with skills training and education programs designed to meet the need for qualified workers in fields in which shortages exist.

Other laws. By Executive Order and statute, the Department of Labor was elevated to cabinet-level status. The labor cabinet consists of the offices of the secretary, general counsel, administrative services and labor-management relations, and the departments of workplace standards and workers' claims.

Members of union group life insurance plans may continue participating during periods of temporary, involuntary unemployment by contributing their premiums. Also, policies may now be issued in which the member is solely responsible for the entire premium payment.

Louisiana

Wages. Wage assignments may now be ordered by a court for all past due support payments rather than only for child-support payments, and the amount of wages exempt from such withholding was made the same for child or spouse support.

Equal employment opportunity. Responsibility for performing certain social services for State residents age 60 and over, including employment and training, counseling, and information and referral services, were transferred from the Office of Human Development in the Department of Health and Human Resources to the Office of Elderly Affairs in the Governor's Office.

Governmental bodies are required to give a preference in their purchasing practices to goods manufactured and services per-

formed by severely handicapped individuals in State operated and State supported sheltered workshops.

Other laws. State agencies and political subdivisions which let public works contracts may require that no less than 80 percent of those employed on the work be State residents. Upon request, the Labor Department is to assist in identifying craftsmen, laborers, and other workers necessary for compliance.

The law governing preference to resident contractors in awarding contracts for public work, was amended to specify that where competitive bidding is not required contracts must be awarded to resident contractors, if they are available. If competitive bidding is required, Louisiana resident contractors will be awarded the contract if their bid is not more than 5 percent higher than the lowest nonresident bid. A prior provision, granting resident contractors the same preference over contractors from other States, which provide their residents a percentage preference over Louisiana contractors, remains in effect.

Maine

Wages. The minimum wage rate was increased from \$3.35 to \$3.45 an hour, effective January 1, 1985. Further increases to \$3.55 on January 1, 1986, and to \$3.65 on January 1, 1987, are scheduled. Also, a corresponding change was made in the section of the law providing for State matching of any Federal increases up to a maximum of \$4 an hour.

Among changes in the wage-payment law, the labor department was specifically authorized to collect judgments for unpaid wages on behalf of terminated employees and also to collect fines assessed for violations of the act. Penalties for violating the equal pay and unfair agreements provisions were increased. A separate amendment stipulates that any balance due an hourly employee that was not paid on the normally scheduled payday must be paid by the employee's next regular payday.

Equal employment opportunity. A select committee was created to study available training and education programs for handicapped young adults, and to develop a 5-year plan which identifies elements of a coordinated system of support services for transition from school to community living, necessary legislative and regulatory changes to promote optimal independence for those individuals, and recommendations for necessary financing of new and expanded programs.

Labor relations. A Judicial Employees

Labor Relations Act was enacted granting collective bargaining rights to most employees of the Judicial Department. The act, to be administered by the Maine Labor Relations Board, establishes permissible subjects for bargaining, unfair labor practices, and dispute resolution procedures. Strikes are prohibited.

Occupational safety and health. Among changes in the Chemical Substance Identification Law, the definitions of materials which constitute health or physical hazards were expanded, employers and others must disclose trade-secret information on the specific identity of hazardous chemicals to health professionals when such information is needed, and the law now provides for legislative review of standards and regulations adopted under the act.

Other laws. Employers are now prohibited from charging a prospective employee a fee for filing an application for employment.

Under sunset legislation, the legislature must review the evaluations and analyses of the justification report for the Department of Labor's programs by June 30, 1988, and the Human Rights Commission, Labor Relations Board, Personnel Board, and the Governor's Office of State Employee Relations are scheduled for termination at that time unless continued or modified by law.

Among changes in the State military service law, reemployment rights were given to employees called to active State service, with restoration of seniority, status, pay, and vacation rights as if there had been no interruption. Application for reemployment must be within 30 days of release or discharge from active State service.

Maryland

Hours. The law permitting law enforcement employees of the Maryland State Police to work a 10-hour workday and 4-day workweek, if authorized, in lieu of an 8-hour workday and 5-day workweek, was amended to also permit 12-hour work periods and to expand coverage to include civilian employees on a 40-hour workweek.

Agriculture. The application fee for a farm labor contractor certificate of registration was reduced from \$150 annually to \$25.

Equal employment opportunity. A joint resolution urged the Congress to again pass and submit to the States for ratification, the Equal Rights Amendment to the U.S. Constitution.

Labor relations. Maryland's Mass Transit Administration is now authorized to in-

clude limited automatic cost-of-living wage adjustments in its collective bargaining agreements.

Occupational safety and health. The Commissioner of Labor and Industry may now bring suit in the District Court to enforce payment of overdue civil penalties imposed by the State Occupational Safety and Health Administration.

The occupational safety and health law now provides for the maintenance and dissemination by employers of information on the toxic and hazardous substances to which workers are exposed, requires the education and training of employees regarding those hazards and their safe handling, requires employers to provide information to government fire protection agencies, and establishes procedures for the release of trade secret information. An employee requesting information about a hazardous chemical may refuse to work with that chemical until the information is provided.

An explosives advisory council was created to advise, assist, and recommend, to the Department of Public Safety and Correctional Services, rules and regulations for the storage, use, manufacture, and transportation of designated explosives in the State.

A new law forbids the purchase and sale of asbestos protective clothing and also restricts its use. In addition, effective July 1, 1985, an employer may not possess or keep such clothing or require or request employees to use it.

Plant closings. State employees adversely affected by the closing of a facility employing 50 workers or more must be given at least 6 months advance notice of such closing, and are entitled to job counseling and training referral and assistance in securing other State employment.

Employment and training. The Department of Education and Training was directed to establish a financial assistance program for certain individuals receiving classroom training with funds provided under the Federal Joint Training Partnership Act. This program will consist of a living expense allowance for certain unemployed individuals who are economically disadvantaged, dislocated workers, or otherwise qualified.

The law establishing the Maryland Conservation Corps, which is to provide employment in the development and maintenance of natural resources, was amended to specifically provide for the recruitment of persons age 16 to 24 and to enumerate the types of projects on which

the Corps is to work and the objectives of the work experience.

Other laws. The Division of Labor and Industry, Apprenticeship and Training Council, Occupational Safety and Health Advisory Board, and the Amusement Ride Safety Advisory Board, all scheduled for termination on July 1, 1993, were extended to July 1, 1994.

Payment bonds will now be required before awarding any public construction contract over \$50,000, rather than \$25,000 as before. Jurisdictions other than the State or its agencies may require bonds of up to one-half the contract amount for any construction contract between \$25,000 and \$50,000.

Massachusetts

Wages. A special legislative committee is to investigate and study comparable worth in the State service, identifying the extent of sex segregation and those classified positions not compensated on a comparable worth basis. Findings were to be reported to the House of Representatives by December 26, 1984, including drafts of any recommended legislation.

Equal employment opportunity. The protection from employment discrimination on the basis of age, previously applicable to persons age 45 to 65, was extended to all persons over the age of 40 with certain limited exceptions.

Discrimination in employment against the handicapped is now prohibited under the Fair Employment Practice law, administered by the Commission Against Discrimination. The law provides for administrative remedies, including investigation of complaints, hearings, issuance of cease and desist orders, and judicial review. Employers must make reasonable accommodation for the individual's handicap.

Labor relations. The labor relations law covering private sector employers, health care facilities, and nonprofit institutions was amended to include coverage of vendors who contract with or receive funds from the Commonwealth or its political subdivisions to provide social, protective, legal, medical, custodial, rehabilitative, respite, nutritional, employment, educational, training, and similar services.

A legislative resolution called for the creation of a special commission to study collective bargaining and dispute resolution for municipal police officers and firefighters in light of local taxing limitations and other matters. Findings and recommendations, including any legislative proposals, were to be submitted to the legislature by December 1, 1984.

Private employment agencies. Businesses which are engaged solely in providing employers, by electronic means, biographical information, background, and experience of applicants for temporary employment, help, or engagement were specifically exempted from the employment agency law.

Occupational safety and health. A right-to-know law, enacted in late 1983, covers public and private sector employers and residents of communities with covered employers. It requires that employees be informed of and given training on toxic substances found in the workplace, and establishes procedures for community residents to petition for investigation if it is believed that the use of a toxic or hazardous substance in the employer's workplace is a danger to the public health. Hazardous substances are to be identified and records maintained on the employers' premises. Employees who request information cannot be required to work with a substance until the information has been provided and are not to be disciplined for such action. Various portions of the law are to be administered by the public health, labor and industry, and environmental quality engineering departments.

Plant closings. An industrial service program was established to assist private businesses, upon request, in alleviating conditions which threaten to cause a large loss of employment, plant closure, or business failure, and where such loss of employment, closure, or failure is unavoidable, to assist in efforts to secure alternative employment and retraining opportunities for displaced workers. Help will also be available to affected communities in finding new uses for idled plants or facilities and in fostering long-term economic vitality, industrial growth and job creation.

Employment and training. The Bay State Skills Corp. in the Manpower Affairs Executive Office now has jurisdiction over the State's displaced homemaker program. New provisions include the establishment of a statewide advisory council, and a requirement that at least five of the previously mandated multipurpose service centers are to be established statewide.

Other laws. The authority of the labor commissioner to suspend various labor laws, when an emergency exists or there are conditions of hardship in an industry, was extended to July 1, 1985.

Michigan

Labor relations. A January 1984 State circuit court decision held that the State's

strikebreaker law, prohibiting employers from hiring professional strikebreakers, was unconstitutional because of preemption by the National Labor Relations Act. The court stated that the hiring of persons to replace striking or locked out workers is a recognized employer right under the Federal act and a State limitation on that right unacceptably impairs the employer/employee balance struck by Congress.

Employment and training. Duties and functions of the Michigan Youth Corp were transferred from the Department of Management and Budget to the Department of Labor, and the requirement that eligible general assistance recipients participate in programs was eliminated. A private sector advisory task force was established to examine the feasibility of employing youth in the private sector during their participation in the program, and to make suggestions in such areas as career counseling, job-search assistance, and job placement.

Minnesota

Wages. An amendment to the minimum wage law provides for a phased elimination of the 20-percent maximum tip credit allowance by a 5-percent annual reduction beginning in 1985 with total elimination achieved by 1988.

Individuals employed to provide overnight domestic companionship services to the aged and infirm will now be exempt from minimum wage and overtime pay requirements for up to 8 hours of sleeptime between 10 p.m. and 9 a.m., providing they receive the minimum wage or more for at least 4 hours of such time.

The time period for bringing action for the recovery of wages or overtime or related penalties was increased from 2 to 3 years in those instances where the employer fails to submit payroll records by the date requested by the Department of Labor and Industry or the nonpayment is willful.

Individuals employed as commissioned salespersons, are now specifically covered by a section requiring prompt payment of wages. Terminated employees or those who resign giving 5 days notice will be paid all commissions within 3 working days of leaving, employees not giving required notice will be paid within 6 working days, and employees entrusted with money or property are to be paid within 10 working days.

The law allowing employers to make employee authorized payroll deductions was amended to now permit deductions for Federal or State registered political action committees.

A new law requires every political subdivision to establish equitable compensa-

tion relationships among its employees by August 1, 1987. The political subdivisions, by use of a job evaluation system to determine comparable work value, are to establish equitable compensation relationships between female-dominated classes of employees, male-dominated classes, and classes not dominated by either sex. (A similar measure implementing a pay equity system for State employees was enacted in 1982.) Also, the legislature requested the regents of the University of Minnesota to conduct a job evaluation study of its nonacademic employees, including hospital employees, based on comparable worth principles. A report, to be submitted to the legislative commission on employee relations by April 1, 1985, is to identify inequitably compensated female-dominated classes, estimate the cost of salary adjustments, and list steps taken to achieve pay equity.

Child labor. The penalty section of the child labor law was amended to specify that employers who refuse to make certificates or lists available as required will be assessed a \$500 fine, and that other fines for employment, hours, and hazardous occupations violations are imposed for each employee.

Equal employment opportunity. Age restrictions in apprenticeship programs, in trades involving heavy physical labor, or work on high structures, will no longer be exempt from the unfair discriminatory practices section of the State Human Rights Act.

The Commissioner of Economic Security is to recommend to the legislature by March 1, 1985, new formulas for allocating grants to sheltered workshops, with such formulas to take into consideration the effectiveness of the workshop. Factors to be considered in evaluating workshops include wages and benefits paid to employees and hours worked, rate of placement in competitive employment, opportunities for employees to participate in decisions affecting their employment, workshop responsiveness to employee grievances, and workshop efficiency.

Private employment agencies. A new law requires the licensing and regulation of entertainment agencies by the Department of Labor and Industry, and sets conditions for licensure and operation such as submission of fee schedules, acceptable contract forms, payment of a \$10,000 bond and provision for resolution of disputes with the artist.

Occupational safety and health. The authority to appoint the occupational safety and health advisory council and designate its chairman was transferred from the Gov-

ernor to the Commissioner of Labor and Industry.

Other laws. The law requiring public agencies to give preference to products manufactured in the State when purchasing goods was repealed. Also, the definition of public contract for purposes of granting resident bidder preference was clarified, and a provision was added penalizing State agencies failing to accord such preference.

The law prohibiting cities or counties in the seven county Twin Cities area from establishing residency requirements as a condition of employment was amended to expand the prohibition to all cities and counties in the State. Those jurisdictions outside of the Twin Cities area may impose a reasonable area or response time residency requirement if there is a demonstrated, job related necessity.

The law permitting public employees who qualify as members of a U.S. team for athletic competition on the world, Pan American, or Olympic level up to 90 days paid leave of absence a year was amended to limit such leave to Olympic competition or training in an Olympic year.

Mississippi

Equal employment opportunity. In the Administrative Reorganization Act of 1984, the legislature expressed its intent that no person seeking employment in State service or employed in State service be discriminated against on the basis of race, color, religion, sex, national origin, age, or handicap.

Missouri

Equal employment opportunity. Examinations for employment under the State merit system must be conducted in locations which are fully accessible to the handicapped, and hearing impaired candidates may request the furnishing of a certified interpreter.

Eligibility requirements for the use of services or facilities of county- or city-operated sheltered workshops or residence facilities for the handicapped, were more fully defined and clarified.

Occupational safety and health. A new Boiler and Pressure Vessel Act, to be administered by the Department of Public Safety, provides for the creation of an appointed regulatory board, the setting of standards for permissible equipment covered by the law, periodic inspection of boilers and pressure vessels, and the testing and licensing of inspectors. The law will not apply in cities or chartered counties which regulate such equipment by ordinance.

Other laws. Missouri voters approved

changing the name of the Department of Consumer Affairs to the Department of Economic Development.

Montana

Equal employment opportunity. In a special legislative session, preference in hiring for State and local government jobs was limited to an advantage over applicants with substantially equal qualifications for combat-era veterans, disabled veterans, handicapped persons, and certain eligible spouses. The new law replaces one which had been interpreted by the State Supreme Court as giving absolute preference for government jobs to veterans and handicapped persons.

Nebraska

Wages. Sheltered workshops are required to comply with the Federal Fair Labor Standards Act, and must pay clients wages consistent with their health, efficiency, and general well-being as provided by the State minimum wage law, and must meet other specified requirements in order to be eligible for direct negotiation with public agencies in lieu of the normal bidding requirements for providing goods and services.

Employment and training. A new Job Training Act requires the Commissioner of Labor to take steps necessary to enable the State to participate in programs under the Federal Job Training Partnership Act (JTPA), and to coordinate State job training activities. The Nebraska Job Training Council was established as the coordinating council under the JTPA.

New Jersey

Child labor. The nightwork hours provision for minors between age 16 and 18 permitting work in restaurants after midnight before nonschooldays was amended to permit restaurant and seasonal amusement employment that is a continuation of work begun on a day not preceding a schoolday, with parental permission, except that employment after 3 a.m. or before 6 a.m. on a day before a schoolday is prohibited.

Worker privacy. The law restricting employers' use of lie detectors was amended to cover prospective employees. Permitted testing was further limited to employees directly involved in the manufacture, distribution, dispensing of, or having access to legally distributed controlled dangerous substances. Other provisions included permissible areas of questioning, the subjects' right to representation by an attorney, and

the right to receive a copy of the report of the test results. No information obtained by testing may be released to any other employer or person, and subjects must be informed of their right to submit the results of an independently administered test before the employer makes a personnel decision.

Occupational safety and health. A comprehensive new Occupational Safety and Health Act applicable to public employees was enacted. Among the provisions are those creating an advisory board, providing for the development of safety and health standards, inspection of workplaces, giving employees information on their exposure to conditions in violation of prescribed safety and health standards, and prohibitions on employer retaliation. The law is to be administered by the Department of Labor.

Plant closings. Under a new Employee Stock Ownership Plan Act, the Commissioner of Commerce and Economic Development is to provide information on such plans, including procedures for establishing them and assistance available from government sources and private sector consultants. When a plant closes or will close in an already economically distressed municipality, the Commissioner may grant funds to assist in preparing a cost-benefit analysis of the potential profitability of employee ownership. After review of the results, appropriate assistance such as loan guarantees or low interest loans will be provided to employee purchasers if benefits exceed costs and funds are available.

Employment and training. Qualified workers who are currently unemployed or have received a layoff notice due to a factory or plant closing may enroll in job training courses without tuition payment, with certain restrictions, in any public State or county college.

Voters, in the November 1984 general election, passed a legislature approved \$90 million bond issue for the construction of advanced technology centers at the State's public and private colleges and universities to build and improve technical and engineering facilities and provide high technology job training and retraining programs.

New Mexico

Equal employment opportunity. The State highway department was requested to study the hiring practices of contractors on highway construction projects as such practices affect the hiring of blacks, to determine ways to assure that hiring practices do not discriminate, and to report any findings or rec-

ommendations to the first session of the 1985 legislature.

Occupational safety and health. Amendments to the State's Occupational Safety and Health Act specify the procedures to be followed in promulgating emergency regulations in response to those issued under the Federal Occupational Safety and Health Act, and provide that information obtained in on-site consultation inspections is to remain confidential.

Other laws. The law giving resident contractors preference in the awarding of State construction projects was amended to change and expand the definition of resident contractor; to specify a 5-percent preference amount over nonresident contractors; and to establish procedures for certification.

New York

Wages. The minimum salary requirement for exemption from frequency of payment requirements in the wage-payment law for executive, administrative, and professional employees was raised from \$300 to \$400 per week.

Child labor. Employers who violate the child labor law will now be subject to a civil penalty, assessed by the labor commissioner, of up to \$500 for each violation, in addition to any other penalties previously imposed. The size of the employer's business, the good faith of the employer, the gravity of the violation, the history of previous violations, and the failure to comply with record keeping or other requirements will all be taken into consideration in setting the amount of the penalty.

Equal employment opportunity. Mandatory retirement on the basis of age was prohibited for both public and private sector employers with certain exceptions, and the prohibition against age discrimination now applies without upper-age limit instead of ceasing at age 65. These provisions become effective January 1, 1985, for public employers and January 1, 1986, for private sector employers.

Discrimination on the basis of age was prohibited in apprenticeship, on-the-job, and other training programs.

The Human Rights Law now prohibits an employer from requiring a pregnant employee to take a leave of absence unless the pregnancy prevents the employee from performing her job in a reasonable manner.

Labor relations. Provisions of the non-profit corporation law establishing record-keeping requirements and the right to inspect records were amended to specify that the law does not require public employee or-

ganizations to disclose the home address of any current or past member.

Private employment agencies. Employer fee paid agencies placing applicants in administrative employment positions paying less than \$20,000 per year are now exempt from most provisions of the employment agency law. However, such agencies must register with the administrator and may not engage in several specified prohibited practices.

Occupational safety and health. The Commissioner of Labor was authorized to issue rules to prevent personal injuries to employees and patrons using amusement devices and temporary structures at carnivals, fairs, and amusement parks. Within New York City, the Department of Buildings was empowered to make and enforce such rules.

Other laws. Amendments to the civil service and labor laws provide protections to employees against retaliatory personnel actions by employers for disclosing information to a government body about employer violations of laws or regulations, which violation endangers the public safety. Employees must first inform the employer, however, and allow reasonable time for corrective action before disclosure.

North Carolina

Wages. Wages of State employees may be assigned to meet child support obligations without the normal restrictions on claims against the State.

A pay equity study for the State's classified employees was authorized. A Pay Equity Advisory Committee, composed of legislators, is to monitor progress and make a final report by June 1, 1986. A consultant may be hired to study the State personnel system and report findings to the Committee on policies which inhibit pay equity and development of an equitable job evaluation and pay system.

Equal employment opportunity. Mandatory retirement under the State and local government employees' retirement systems was eliminated. Local boards of education and the Board of Governors of the University of North Carolina may by resolution provide for the retirement of certain personnel at the age of 70 unless continued in service on a year-to-year basis in accordance with regulations adopted by the boards.

Ohio

Child labor. The law setting permissible ages for the sale or handling of alcoholic beverages was amended to permit 18-year-

olds to sell beer in sealed containers, and 19-year-olds to handle open liquor containers in their employment as waiters or waitresses in hotels, restaurants, social and fraternal clubs, or night clubs.

Agriculture. Among several amendments, made in late 1983, to the laws regulating agricultural labor, a migrant agricultural ombudsman was to be appointed by the Bureau of Employment Services to serve as both liaison and information source for the migrant community, changes were made in labor camp licensing and inspection requirements, safe drinking water health standards were incorporated into the licensing requirements, and the Department of Education was given new responsibilities for educational programs for children of migrant agricultural laborers.

Equal employment opportunity. A Department of Aging was created to replace a Commission on Aging. Among its duties, the Department is responsible for planning, coordinating, and monitoring services for older adults, including the operation of multipurpose centers which provide such services as programs to locate full- or part-time employment opportunities.

Occupational safety and health. Changes were made in the criteria used by the mine examining board to certify persons for several mining occupations, and new comprehensive safety procedures were adopted for longwall mining. Employees are to receive instruction in such areas as escapeway and travel routes, ventilation, roof support, communications, and location of first aid equipment.

Employment and training. The Director of Development is to administer a new Thomas Alva Edison matching grant program to foster research in advanced technology areas likely to improve the economy and lead to the creation of jobs.

Oklahoma

Wages. Among amendments to the prevailing wage law, a \$10,000 threshold amount for coverage was established, contractors and subcontractors are to now submit certified payrolls at the conclusion of the project instead of only upon request, provision was made for worker verification of payroll records, a 2-year debarment for violations was established, and violations were made misdemeanors.

In an action that will be helpful in the enforcement of the State's wage payment and prevailing wage laws, the section of another law governing contractor licensing was amended to clarify the definition of contractor.

Equal employment opportunity. State agencies, boards, and commissions are to annually submit affirmative action plans to the Office of Personnel Management which will, in turn, submit a progress report to the Governor, Speaker of the House of Representatives, and President Pro Tempore of the Senate. Agencies are not required to give preferential treatment to members of any covered group based on an imbalance in comparison with area employment statistics, but it is not a discriminatory practice to adopt and implement a plan to reduce or eliminate such an imbalance.

Occupational safety and health. The State Occupational Health and Safety law is now applicable only to public sector employment. Statutory references to the Occupational Health and Safety Standards Commission and Board of Health and Safety Compliance and Appeals were deleted, and authority to establish standards and to adjudicate violations was redelegated to the Commissioner of Labor.

Other laws. The law requiring the granting of preference to State-resident bidders in the award of public works contracts was repealed.

Pennsylvania

Child labor. Sections of the child labor law requiring employment certificates were amended to permit, as an alternative, the use of transferable work permits by minors who are at least age 16. These permits are transferable from one employer to another during the period for which the individual is considered a minor.

Equal employment opportunity. Reduction-in-force procedures for various firefighters, police officers, and deputy sheriffs in the State, which previously provided for first mandating the retirement of those eligible employees age 65 or over, were amended to raise this age to 70.

Labor relations. Amendments to the Public School Code give professional employees the right to challenge termination using either administrative remedies or procedures established in collective bargaining agreements, but not both.

Occupational safety and health. A comprehensive Worker and Community Right to Know Act, to be fully effective 2 years after the promulgation of regulations, requires public and private sector employers to provide employees and the general public with information on hazardous chemicals found in the workplace, to maintain lists of these chemicals, to properly label them,

and to provide workers with training on the nature of the chemicals and safe handling and emergency procedures. Procedures were also included for the release of trade secret information in medical emergencies, for onsite testing, and for any person in the State to request an environmental hazard survey for a particular workplace. Employees who request information cannot be required to work with a substance until the information has been provided and are not to be disciplined for such action. Administration of the law is vested in the Department of Labor and Industry.

Economic development. The Milrite Council, a quasi-public, independent economic development agency, was extended through June 30, 1990, and was authorized to create labor-management committees to enhance economic development through labor-management cooperation.

Plant closings. A new Employee-Ownership Assistance Program under the Department of Commerce gives local administrative agencies the authority to provide technical and financial assistance to eligible employee groups to promote restructuring existing businesses, including those facing layoffs or closing, into employee-owned enterprises.

Employment and training. The Pennsylvania Conservation Corps was created in the Department of Environmental Resources to provide a maximum of 6 months of training and work experience on public lands or facilities at no less than the State minimum wage to eligible economically disadvantaged persons age 18 to 21.

Puerto Rico

Wages. Minimum wage rates were increased in 1984 and late 1983 for several industries under revised mandatory decrees issued by the Commonwealth Minimum Wage Board. Minimum rates for the transportation industry increased from a range of \$1.40–\$3.35 an hour to \$2.80–\$3.35 on December 25, 1983, and rates were also increased in late 1983 for the bread, cracker, bakery products, and alimentary pastes industry and for the dairy industry. The minimum wage rate for the transportation vehicle manufacturing and assembly industry increased from \$3.10 to \$3.35 an hour on January 28, 1984, and the minimum wage rate range for the metal, machinery, electrical products, instruments, and related products industry increased from \$2–\$2.30 an hour to \$2.75–\$3.35 an hour on May 23, 1984.

Rhode Island

Wages. Payroll deductions for any pur-

pose must be transferred by the employer to the appropriate person or organization within 21 days following the last day of the month in which the deduction is made unless the recipient permits otherwise in writing.

The law providing for judgments ordering child support and assignment of wages for such support payments, was amended to provide for reciprocity with States having similar laws.

A special legislative commission was authorized to study pay equity in State employment and determine if there is evidence of undercompensation of female-dominated classes in relation to male-dominated ones where the composite value of skill, effort, responsibility, interpersonal skills, accountability, and working conditions are comparable. The findings, which are non-binding, will be reported by March 29, 1986.

Equal employment opportunity. The age for mandatory retirement of police and fire personnel was increased from 65 to 70, and the mandatory retirement of correctional personnel at age 55 with 20 years service was eliminated.

The legislative commission created in 1983 to study the feasibility of establishing a revolving low-interest loan fund to purchase high technology adaptive equipment enabling the employment of disabled persons, and to recommend legislation, was extended for 1 year through April 1985.

Occupational safety and health. Among amendments to the Hazardous Substances Right-to-Know Act employers now have 24 hours to comply with a request for chemical information from the labor department, and employers must provide such information within 3 days of an employee's request. Also, certain laboratories were excluded from coverage while new safeguards were enacted for laboratory employees, and provisions were added specifying information and training that must be furnished to employees of subcontractors.

A Hazardous Substances Community Right-to-Know chapter was enacted authorizing any State resident to request copies of employers' material safety data sheets and lists of designated substances from the Department of Labor, with a maximum \$10 fee for each information request. Employer noncompliance may result in fines of up to \$100 per day. Information exempted under the trade secret exemption is not included.

Minimum standards were established for personal protective clothing, equipment, training, and respiratory protection for firefighters when exposed to the hazards of fire fighting.

A joint resolution requested that a special legislative commission be created to study

the effects of video display terminals on workers and to make recommendations on its findings.

Other laws. A whistleblowers protection act now protects State and municipal employees from discharge or other retaliation for reporting to a public body violations of law or rule, or for participating in an investigation, hearing, or court action.

Employers may not charge applicants a fee for filing an employment application.

South Carolina

Child labor. In response to increase to age 20 for the legal purchase or possession of beer or wine, it was specified that persons age 18 and over lawfully employed to serve or remove beer, wine, or alcoholic beverages will not be deemed in unlawful possession of the beverages during the course and scope of their duties.

Equal employment opportunity. Members of the State Retirement System may now take up to 1 year of maternity leave provided they pay the full actuarial cost.

Worker privacy. The law enforcement division was authorized to provide criminal conviction histories on request to local school districts for prospective teachers and to the Department of Social Services for personnel of child day-care facilities.

South Dakota

Hours. The prohibition on a day's labor exceeding 10 hours was amended to permit a longer workday if agreed to by both the employee and employer.

Equal employment opportunity. Employment discrimination on the basis of a person's blindness or partial blindness is now prohibited under the State Human Rights Act which is applicable to both private and public sector employers.

Other laws. Among changes in the law governing employee agreements not to compete with the employer, the time period for noncompetition was reduced from 10 to 2 years after termination of the agreement.

Tennessee

Worker privacy. A resolution called for the creation of a special legislative study committee to examine the use of polygraph testing, including the use of such tests in employment screening and employee evaluation and the rights and interests of both employees and employers.

Labor relations. Among changes made in the law permitting payroll deductions for

membership dues for certain State employee associations, new procedural requirements for payroll deductions were established, and provision was made for retired State employees to authorize deductions for membership dues from retirement allowances. The provision for forfeiture of the deduction right for participation in a work stoppage was amended to also provide that a participant may additionally be subject to immediate termination of employment.

Private employment agencies. A new personnel recruiting services law was enacted, replacing the private employment agency act. The new law, administered by a personnel recruiting services board composed primarily of licensed agency managers, provides for licensing of agencies, managers, and agency placement personnel, and establishes certain requirements on and prohibited practices for agencies.

Occupational safety and health. By resolution, the legislature authorized the creation of a special joint committee to study right-to-know laws relative to hazardous substances in the community and workplace. Findings and any legislative proposals are to be submitted to the General Assembly no later than February 1, 1985.

The composition of the Elevator Safety Board was changed and changes were made in the statute to conform with a 1983 executive order transferring the elevator safety function from the Department of Labor to the Department of Commerce and Insurance.

Economic development. An Enterprise Zone Act was enacted for the purpose of creating jobs and promoting physical improvements in economically depressed areas of the State by providing assistance to businesses and industries including loans, grants, and tax concessions. Enterprise zones will be identified based on such factors as rate of unemployment, poverty rate, and decrease in population.

Texas

Employment and training. By resolution, the legislature requested the State Job Training Coordinating Council to study the unemployment problem in the State and make recommendations concerning transitional public employment and training programs. A report is due to the Governor and legislature by December 31, 1984.

Utah

Other laws. A resolution directed the Legislative Management Committee to assign to appropriate committees several items

of study including wage garnishment, payment to subcontractors, inclusion of tips in minimum wages, coverage of men by laws affecting women and minors, and comparable worth as it pertains to State employees. Recommendations for legislative action are to be made to the next legislature, or earlier if warranted.

Vermont

Wages. Courts may now order an assignment of wages to enforce an order for child or spouse support under certain conditions, including delinquency. An employee may not be discharged because of such an assignment.

Industrial homework. A resolution requested the U.S. Congress to direct the Department of Labor to continue to protect workers from safety and wage abuses and, in doing so, to ensure that as a result of its regulation, homework not be banned altogether.

Labor relations. The Municipal Labor Relations Act was amended to permit, in those municipalities that have voted to adopt binding arbitration, the municipal employer and the bargaining agent to agree to proceed directly from mediation to binding arbitration without submitting the dispute to fact-finding.

Employment and training. A public works jobs program, designed to provide up to 18 weeks of temporary employment to certain unemployed residents of the State, due to expire June 30, 1984, was continued for 1 year. Those areas in which such work will be performed were further defined.

Virginia

Wages. As a followup to the women's pay study in 1983 by the Virginia Commission on the Status of Women, the legislature, by resolution, requested the Secretaries of Administration and Finance to study the comparable worth concept and the cost and changes it would cause in the State government's job evaluation and classification system. Reports are due to the Governor and General Assembly by October 30, 1984.

Industrial homework. By resolution, the President, the Congress, and the U.S. Secretary of Labor were urged to rescind or amend the orders and regulations prohibiting industrial homework under the Fair Labor Standards Act.

Occupational safety and health. The Toxic Substances Information Act was amended by adopting new sections further defining

trade secrets, providing for emergency disclosure, and adding to the penalties for unauthorized disclosure. Also, information filed as confidential under the act was excluded from the law requiring that official records be open to public inspection.

A new Department of Mines, Minerals and Energy was created and responsibility for administering the State mine safety law transferred from the Department of Labor and Industry to the new department. Also, a Mine Safety Panel was established to review applications for reduced coal mine inspections. Coal mine operators found qualified, based on safety records and other factors, may have the number of annual inspections reduced by two. Currently, inspections are required at least every 90 days.

In other mine safety actions, an absolute ban on the use of internal combustion engines underground in any coal mine was eliminated and replaced with a provision permitting the use of diesel powered equipment with written approval, provided certain safety standards are met, and requirements were established for the maintenance of escape routes and provision of fire extinguishers and respirators in long-wall mining operations.

Plant closings. A resolution extended the life of the Commission Studying the Recruitment of Industry and Industrial Plant Closings, created in 1983 to determine the reasons for the State's difficulty in recruiting industry and to study alternatives for aiding the unemployed. The Commission is to submit its recommendations to the 1985 Session of the General Assembly.

Employment and training. Legislation was enacted to implement the Federal Job Training Partnership Act within the State. Responsibility was assigned to the newly created Governor's Employment and Training Division and the advisory State Job Training Coordinating Council.

Other laws. The contract amount for which a payment bond is required on public construction projects was increased from \$25,000 to \$100,000. Public bodies are not precluded from requiring such a bond for contracts of a lesser amount.

Virgin Islands

Equal employment opportunity. The prohibition against employment discrimination because of sex was defined to specifically apply to discrimination on the basis of pregnancy, childbirth, or related medical conditions, and to require that women affected by such conditions be treated the same for all employment-related purposes as other persons having different conditions affect-

ing their ability to work. Employment related purposes include receipt of benefits under disability benefit, sick leave, and medical benefit programs. The term employer was defined to specifically provide that these provisions apply to both public and private sector employers.

Washington

Wages. An employer of educational employees must now, upon the request of at least five employees, arrange for the purchase of an approved tax deferred annuity and make payroll deductions for the premiums.

Promoters of theatrical enterprises, prior to the commencement of the production, must now give the Department of Labor and Industries a payment bond or cash sufficient to pay the wages of all employees for the period for which a single payment of wages is made, not exceeding 1 week.

Persons to whom court ordered child support payments are more than 15 days overdue, may seek a mandatory wage assignment without prior notice to the individual in default. Such wage assignment may not exceed 50 percent of disposable earnings.

Occupational safety and health. A new Worker and Community Right to Know Act establishes a program for the disclosure of information about hazardous substances in the workplace. Employees who request information cannot be required to work with a substance until the information has been provided and are not to be disciplined for such action. An advisory council was created to study the impact of the law on employers, especially those in agriculture and small business, and the costs of the law to the labor department, local governments, school districts, colleges, and hospitals, with a report due to the legislature by January 1, 1985. The council is also to advise the Department of Labor and Industries on implementation, and the Department is to produce and distribute materials informing citizens of their right to information under the law.

West Virginia

Wages. By resolution, a Task Force on Public Employee Pay Equity was created to develop a single, sex-neutral point factor evaluation system to be applied to all public sector jobs in the State, to rank jobs accordingly, to identify variations in pay and

access to promotions, and to report on ways to eliminate any discrimination found to exist. Findings are to be reported to the Joint Committee on Government and Finance before the start of the 1985 Regular Session of the Legislature.

Occupational safety and health. Prior to issuance of any surface mining permit, the Director of the Department of Natural Resources must now receive verification, from the Commissioner of Labor, of an applicant's compliance with the State's bonding requirements for wages and benefits, and a copy of the permit is to be forwarded to the Commissioner who is to assure continued compliance. It was specifically stipulated that the wage bond is to be furnished before the work is started.

Wisconsin

Wages. Real estate agents and real estate salespersons paid solely by commission were specifically excluded from coverage under the minimum wage law.

The Task Force on Comparable Worth was created by Executive Order to review the State civil service classification and compensation systems and develop the methodology for their evaluation under comparable worth principles. Final recommendations, including an estimate of the cost of implementation, are due by December 31, 1985.

Equal employment opportunity. The prohibition against employment discrimination on the basis of age now applies to all persons age 40 or over instead of only those between 40 and 70. Also, the mandatory retirement of executive or high level policymaking employees between age 65 and 70 is no longer lawful.

Labor relations. The State employment labor relations act was amended to now permit maintenance of membership as well as the previously authorized fair-share agreements, if approved by at least two-thirds of the eligible members in a collective bargaining unit. A maintenance of membership agreement requires those employees whose dues are being deducted at the time an agreement takes effect to continue to have dues deducted for the duration of the agreement.

A joint resolution requests the legislative council to study the mediation-arbitration law for collective bargaining dispute set-

tlement involving municipal employees other than law enforcement and fire fighting personnel. Among the items to be reviewed are the operation of the mediation-arbitration process and the impact of the law on work stoppages. Results of the study and any recommendations are to be reported to the 1985 legislature.

An amendment to the State Employment Relations law authorizes public employees to disclose information on violations of State or Federal law or mismanagement or abuse of authority after the first following internal procedures, and protects those who do so from employer retaliation.

Occupational safety and health. Among amendments to the Employees' Right to Know Law, new requirements were added mandating retention of data sheets and other toxic substance information for 30 years from the last use of the substance in the workplace; further regulating the use of pesticides; requiring notice to minor employees' parents of the minor's rights under the law; and creating a procedure for filing employee complaints with the Department of Industry, Labor, and Human Relations.

Employees of community-based residential facilities are now required to receive training within 90 days of employment in basic first aid, fire prevention and control, evacuation techniques, and other safety measures.

Plant closings. The law requiring employers of 100 workers of more to give 60 days' written notice to the Department of Industry, Labor, and Human Relations before an impending shutdown of operations was extended. Notice must now be given also to affected employees, their collective bargaining representative, and the political subdivision where the business is located. Such notices are required only when 10 employees or more are affected.

Other laws. Those administrative decisions of the Department of Industry, Labor and Human Relations, which are subject to review by the Labor and Industry Review Commission, must be appealed to the Commission before being subject to judicial review.

Wyoming

Equal employment opportunity. Employment discrimination on the basis of age 40 to 70 is now prohibited under the Fair Employment Practices Act. □

FOOTNOTES

¹ The legislatures did not meet in Arkansas, New Hampshire, or North Dakota. Special sessions were held in Nevada and Oregon, but no significant legislation was enacted in the fields covered by this article. Information on Guam had not been received in time to include in this article,

which is based on information received by November 9, 1984.

² Unemployment insurance and workers' compensation are not within the scope of this article. Separate articles on each of these subjects are included in this issue of the *Monthly Labor Review*.

Changes in unemployment insurance legislation during 1984

Many States increased employer taxes and some tightened benefit eligibility and disqualification provisions in efforts to maintain or restore the solvency of their unemployment insurance programs

DIANA RUNNER

The Deficit Reduction Act of 1984 made two changes affecting the unemployment compensation program which may require changes in State laws. The law included tips in the definition of wages for purposes of the Federal Unemployment Tax Act, and extended, for calendar years 1983 and 1984, the permitted exclusion from coverage of services performed on certain fishing boats.

During 1984, Oklahoma amended its law to allow deductions from unemployment benefits to pay for health insurance premiums if the individual elects to have the deductions made and the deductions are made under a program approved by the U.S. Secretary of Labor. Delaware established a program to provide counseling, training, and

placement to dislocated workers. Massachusetts established a similar reemployment assistance program, which provides for counseling, placement, and training to employees terminated in plant closings and partial closings. Massachusetts also provided that an individual who is eligible for reemployment assistance benefits will also be eligible for health insurance benefits if the individual was, at the time of termination, covered by an individually purchased health insurance plan and is not able to be covered under any health insurance plan carried by a member of the family. Both of these programs are funded from general revenues and not from the State's unemployment insurance tax. Other actions taken by the States during the legislative year focused on efforts to either restore or maintain the solvency of their unemployment insurance programs.

Following is a summary of some significant changes in State unemployment insurance laws during 1984.

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Alabama

Financing. If the State receives advances from the Federal Government, contributing employers will be assessed a special tax.

Disqualification. No individual will be denied benefits if on jury duty.

Alaska

Benefits. The maximum and minimum weekly benefit amounts were increased to \$188 and \$38, respectively. An individual's weekly benefit amount will be reduced if, during any week, he or she receives severance or termination payments.

Financing. The range of solvency adjustment rates was increased to -0.4 to 1.1 percent.

Disqualification. An individual will not be considered unemployed in a week if he or she is on leave from the regular employer for a period of no more than 4 weeks, and the leave is part of a work schedule with alternating periods of work and leave which average at least 40 hours per week.

Arizona

Benefits. For benefit years beginning after September 2, 1984, new alternate qualifying criteria require that an individual have earned wages in at least two quarters of the base period; an amount of wages in one quarter sufficient to qualify the individual for the maximum weekly benefit amount; and total base-period wages equal to or greater than the taxable wage base.

Financing. Beginning January 1, 1985, the following changes will be effective: (1) new employers will pay a contribution rate of 2.7 percent until they can be experience rated; (2) if an employer's reserve equals zero, his contribution rate shall be 2.7 percent, subject to a yield adjustment; and (3) the 2.9-percent rate of contribution for negative-balance employers is deleted and a rate table is added for negative-balance employers, with rates ranging from 2.9 to 5.4 percent, depending on the size of the negative reserve.

California

Financing. Effective January 1, 1985, the fund requirements for the most favorable schedule will decrease to 1.8 percent of payrolls, with rates ranging from 0.3 to 5.4 percent. The fund requirements for the least favorable schedule will be lowered to less than 1.0 percent of payrolls, with rates ranging from 1.3 to 5.4 percent. Employers will be charged a 15-percent emergency solvency surcharge rate if the balance in

the fund falls below 0.8 percent of payrolls. Employers are required to reimburse the unemployment fund for the amount of unemployment benefits that is deducted from backpay awards based upon wrongful discharge findings.

Disqualification. An individual will not be disqualified for voluntary leaving if he or she elected to be laid off in place of an employee with less seniority, pursuant to a collective bargaining agreement, or if he or she quit because of sexual harassment.

Colorado

Financing. The surcharge assessment for ineffectively charged benefits will not apply to any employer whose benefit-charge account balance is zero, and the estimated taxable payroll of such employers will not be included in the calculation of the surcharge tax rate.

Disqualification. A disqualification for voluntary retirement was adopted. The period of disqualification for voluntary leaving and for discharge for misconduct was changed from 12 to 25 weeks to 1 to 25 weeks.

Penalties. Benefit overpayments may be waived if the State agency determines that such repayment would be inequitable, uncollectible, or administratively impracticable.

Connecticut

Financing. The maximum basic rate of contributions is increased to 5.4 percent. Therefore, the maximum rate of contributions for the least favorable schedule (which includes fund solvency adjustment) rises to 6.4 percent.

Florida

Financing. The period needed to qualify for experience rating was changed from twelve to eight calendar quarters. The maximum contribution rate increased to 5.4 percent.

Georgia

Financing. No employer's contribution rate may be reduced below 2.7 percent. Newly covered employers will pay a rate of 2.7 percent. The rate of contribution for positive-balance employers will range from 0.04 to 2.16 percent, and for negative-balance employers, from 2.2 to 5.4 percent. However, this contribution rate may be increased or decreased by 10 percent to 70 percent, depending on the reserve fund balance.

Hawaii

Financing. Beginning January 1, 1985, the maximum contribution rate will increase to 5.4 percent. The maximum rate for the most and least favorable schedules (includes the fund solvency rate) will increase to 5.4 percent. Also, beginning January 1, 1985, new or newly covered employers will pay a contribution rate of 3.6 percent plus the fund solvency contribution rate determined for the year until they are experience rated. However, no employer's rate can be more than 5.4 percent, and an employer with a negative reserve ratio will not have a rate less than his or her basic contribution rate. Any extended benefits paid to an individual will be charged to the employer's base-period account.

Illinois

Administration. The Bureau of Employment Security was made a separate department. Previously, the Bureau was part of the Illinois Department of Labor.

Indiana

Benefits. All weekly benefit amounts shall be computed to the lower dollar.

Iowa

Financing. Any employer who has an excess of 7.5 percent or more in his or her experience-rating account will have a zero contribution rate. Previously, these employers paid at a rate of 0.5 percent when the two least favorable schedules were in effect. Benefits paid to an individual who continues to perform services for the base-period employer in the same employment as during the base period may be non-charged if the employer appeals for a recomputation of the rate within 30 days of notification of charges.

Disqualification. An individual who voluntarily left employment in lieu of exercising a right to bump a fellow employee with less seniority or priority will not be disqualified for failure to apply for or to accept suitable work.

Kansas

Coverage. The age limit was increased from 18 to 21 for excluding from coverage services performed by a child in the employ of the father or mother. Also excluded from coverage are services performed by an individual as a licensed real estate agent.

Benefits. If contributing employers and rated governmental employers are not assessed a surcharge for calendar year 1984, the maximum weekly benefit amount for

years commencing on July 1, 1984, and July 1, 1985, shall not be more than \$175.

Financing. The taxable wage base was raised from \$7,000 to \$8,000.

Kentucky

Benefits. An employer will not be considered to be an individual's most recent employer unless the individual worked for the employer in each of 10 weeks.

Financing. New domestic and foreign corporations engaged in construction trades will pay contributions at the maximum contribution rate. Interest on Federal advances will be paid by the penalty and interest fund. If funds are insufficient to pay the interest, employers will be assessed a surcharge to cover the remainder of the interest owed. For calendar years 1984, 1985, and 1986, employers will be assessed a surcharge if there are insufficient funds in the penalty and interest account for the payment of interest on Federal advances.

Disqualification. An individual will not be disqualified from benefits for leaving the next most recent suitable work to return to work with the usual employer or to avoid imminent layoff by accepting other work; for leaving work which was concurrent with his or her most recent work; or for leaving part-time work which preceded the most recent suitable work to accept the most recent suitable work.

Louisiana

Financing. The provisions regarding voluntary contributions will not be in effect with respect to any year in which additional surtaxes or solvency rates apply.

Maine

Benefits. A seasonal industry was redefined as an industry in which, because of its seasonal nature, it is customary to operate during a regular recurring period or periods of fewer than 26 (previously 40) weeks in a calendar year. However, for seasonal lodging facilities, restaurants, and camps, a period of fewer than 26 weeks (previously not more than 180 days) applies. Any potato-packing business which operates for a period of 26 weeks or more (previously at least 140 working days) in a calendar year will not be considered seasonal.

Disqualification. The amount of earnings needed to purge a disqualification for gross misconduct was changed from \$600 to the greater of \$600 or 8 times the weekly benefit amount.

Maryland

Benefits. The maximum weekly benefit amount was increased from \$165 to \$175. The earnings disregarded in computing the weekly benefit amount for partial unemployment were increased from \$25 to \$35. A temporary worksharing program was established, to expire June 30, 1986.

Financing. The maximum basic contribution rate was increased from 5.0 to 5.4 percent. When the adjustment for fund balances is taken into account, the maximum rate of contribution for the most favorable schedule will rise to 3.3 percent. The maximum rate for the least favorable schedule remains at 6.0 percent. The employer's surtax is limited to 1.7 percent for fiscal 1985 and 1986 unless the unemployment insurance trust fund balance falls below \$100 million, in which case the surtax will increase to 2.2 percent the following quarter and will remain at that level until the end of fiscal 1986. No employer's experience rating account shall be charged for benefits paid to an individual who leaves work voluntarily to accept better employment, or for benefits paid to an individual if the employer continues to employ the individual on a part-time basis to the same extent as in the base period.

Disqualification. An individual will not be considered unavailable for work or ineligible for benefits if he or she is serving on a jury.

Michigan

Benefits. All weekly benefit amounts will be computed to the lower full dollar.

Mississippi

Benefits. The maximum weekly benefit amount was increased from \$105 to \$115. The high-quarter wages needed to qualify for benefits was raised to 26 times the minimum weekly benefit amount.

Financing. Beginning January 1, 1985, the maximum contribution rate will be 6.4 percent if the reserve ratio is less than 4 percent. Through December 31, 1984, the contribution rate for unrated employers will be 4 percent (previously 2.7 percent), and on January 1, 1985, the rate will increase to 5.4 percent. Beginning January 1, 1985, the rate for newly covered employers will be the higher of 1 percent or the current minimum rate for eligible employers, up to 2.7 percent. Benefits will be charged to an employer's account if an individual is paid benefits and is still working for such employer on a "part-time as needed" basis.

Missouri

Coverage. Excluded from coverage are services performed as a licensed real estate agent or broker.

Benefits. Beginning January 1, 1985, the maximum weekly benefit amount will increase from \$105 to \$120; beginning January 1, 1986, to \$125; beginning January 1, 1987, to \$130; and beginning January 1, 1988, to \$140. However, if on January 1 or June 30, 1989, or any January 1 or June 30 thereafter, the balance in the unemployment fund (less Federal advances) is more than 25 million, the maximum weekly benefit amount will increase to \$150.

Beginning January 1, 1985, qualifying wages will be \$300 in a quarter (\$500 beginning January 1, 1987; \$750 beginning January 1, 1989) with base-period wages equal to 1½ times high-quarter wages. All weekly benefit amounts will be computed to the lower dollar.

Financing. The taxable wage base will increase on January 1, 1985, to \$8,000. However, if on December 31, 1985, or any subsequent December 31, the balance in the unemployment trust fund, less Federal advances, is less than \$100 million, the taxable wage will be increased by \$500. If the balance is \$250 million or more, the wage base will be reduced by \$500, but not below the Federal wage base.

The method in which benefits are charged to employers was changed from inverse chronological order to proportion of wages earned by the individual with each base-period employer. No benefits will be charged against an employer's account if the gross amount of wages paid by the employer to the individual was \$400 (previously \$120) or less during the base period on which the benefit payments are based. In addition, no employer's account will be charged unless the individual was employed by the employer longer than a probationary period of 28 days (previously 3 weeks or, if on a monthly compensation basis, 1 month).

Beginning January 1, 1985, the fund requirements for the most favorable schedule will increase to \$400 million, and requirements for the least favorable schedule, to \$200 million. If the balance in the trust fund is less than \$200 million, an employer's contribution rate shall be increased by 30 percent. If the balance is more than \$400 million, the rate shall be decreased by 10 percent. Therefore, the maximum rate for the least favorable schedule will be 7.8 percent, and for the most favorable schedule, 5.4 percent.

Disqualification. The disqualification for discharge for misconduct was changed from 1 to 16 weeks to 4 to 16 weeks. The mis-

conduct disqualification will not apply to any week that occurs after the claimant has earned wages for insured work in the amount equal to 10 times the weekly benefit amount.

Administration. The period for appealing a deputy determination and an appeal tribunal decision was increased from 10 to 15 days.

Nebraska

Financing. Beginning January 1, 1985, the contribution rate for unrated employers will increase to 3.5 percent. Also, the contribution rate for positive-balance employers shall not be greater than 3.5 percent; for negative-balance employers, it shall be greater than 3.5 percent, but no higher than 5.4 percent.

New Jersey

Benefits. The computation of a weekly benefit amount was changed from 66 $\frac{2}{3}$ percent of the individual's average weekly wage, up to 50 percent of the Statewide average weekly wage, to 60 percent of the individual's weekly wage, up to 56 $\frac{2}{3}$ percent of the Statewide average. Dependency allowances were added to be payable in the amount of 7 percent of the individual's weekly benefit amount for the first dependent, and 4 percent for each of the next two dependents. However, an individual's weekly benefit amount, including dependents' allowances, may not exceed the maximum weekly benefit amount. The qualifying requirement was changed from 20 weeks of work with earnings of at least \$30 in each week to 20 weeks of work with earnings of 15 percent of the Statewide average weekly wage as of October 1, 1984, and 20 percent of the average weekly wage as of October 1, 1985. The alternative earnings requirement was changed from \$2,200 in the base year to 12 times the Statewide average weekly wage raised to the next higher multiple of \$100. The following two changes will become effective July 1, 1986: An individual's duration of benefits will be determined as three-fourths the number of weeks of employment with all employers in the base period. And the base year will be defined as the first four of the last five completed calendar quarters immediately preceding an individual's benefit year.

Financing. Effective July 1, 1984, through June 30, 1986, each experience-rated employers contribution rate will be increased by a 10-percent factor. An interest repayment fund was established for the purpose of paying any interest liability that may accrue if any future loans are made by the

Federal Government to the trust fund. Special assessment on employers will be made in any year that the interest is payable. Effective for the calendar quarter beginning July 1, 1984, all employers will be required to report wage records on their employees on a quarterly basis. Beginning July 1, 1986, the following changes will be effective: (1) Benefits will be charged against the accounts of the individual's base-year employers according to each employer's proportion of wages paid to the individual by all employers during the base year; (2) each employer's rate will be determined by the schedule of rates in effect and the employer's reserve ratio. The schedule in effect will depend on the Unemployment Trust Fund Reserve Ratio, with the lowest of the five schedules ranging from 0.3 percent to 5.4 percent, and new employers paying 2.8 percent. The highest schedule will range from 1.2 percent to 7.0 percent; with new employers paying 3.4 percent; (3) if the balance in the trust fund as of the prior March 31 is negative, each contributing employer's contribution rate will be increased by a factor of 10 percent; and (4) the employee tax will be increased from 0.5 percent to 0.625 percent.

Disqualification. The amount of earnings needed to purge a disqualification for voluntary leaving was changed from 4 times the weekly benefit amount to 14 weeks of employment and earnings of 6 times the benefit amount. The disqualification for fraudulent misrepresentation was changed from 17 weeks from date of discovery to 1 year from date of discovery. A duration disqualification was added for gross misconduct for criminal acts in connection with the work. A student in full-time attendance at, or on vacation from, an educational institution will be disqualified from benefits unless the student is attending an approved training program or earned sufficient wages during the base period while attending school.

Administration. The name of the State Employment Security Agency was changed to the Department of Labor.

Penalties. The fine for fraudulent misrepresentation to obtain or increase benefits will be the greater of \$20 or 25 percent of the amount fraudulently received. The fine on employers for preventing and reducing benefits will increase from \$50 to \$100.

New Mexico

Financing. Beginning January 1, 1985, unrated contributing employers and employers paying 2.7 percent before 1985 shall

contribute at the reduced rate of 2.7 percent until experience rated. Also, the maximum rate for the most and least favorable schedules will increase to 5.4 percent.

New York

Benefits. The base period was extended for an individual who had insufficient weeks of employment and who received workers' compensation or any benefits paid under the volunteer firefighters benefit law by the number of weeks the individual received the payment (but not to exceed 6 months).

Financing. Beginning January 1, 1985, the fund requirements for the most favorable schedule will decrease to 5 percent of payrolls. The fund requirements for the least favorable schedule are reduced to less than the total amount of yearly payrolls and less than \$12 million in general account. Also, the range of rates for the schedules will be 0.0 to 5.4 percent and 2.1 to 6.4 percent, respectively. A special rate that may be elected by an employer in the canning and freezing industry or the construction industry will increase from 3.2 percent to 3.7 percent in 1985; 4.1 percent in 1986; 4.6 percent in 1987; 5.0 percent in 1988; and 5.4 percent in 1989. The special rate for the apparel industry will increase from 3.0 percent to 3.5 percent in 1985; 4.0 percent in 1986; 4.5 percent in 1987, 5.0 percent in 1988; and 5.4 percent in 1989. These special rates, which are currently elected for 3 years and then are renewable in the same manner for the same period of time, may be elected for only 1 year beginning in 1985.

Oklahoma

Coverage. Excluded from coverage are services performed by a licensed real estate agent.

Benefits. The extended-benefit qualifying requirement that an individual have base-period wages of \$1,000 and 1 $\frac{1}{2}$ times the high-quarter wages was deleted.

Rhode Island

Financing. Beginning January 1, 1985, the maximum rate for the most and least favorable schedules will increase to 5.4 percent. Eighty percent of benefits paid to an individual unemployed due to a labor dispute shall be noncharged. However, if in any week, more than 50 percent of the work force are replacement workers, any benefits paid shall be charged to the account of the employer involved.

Disqualification. The disqualification for unemployment caused by a labor dispute

was changed from a fixed period of 6 weeks plus a 1-week waiting period to (1) the duration of the stoppage of work; (2) the duration of the labor dispute if the dispute ends prior to the end of the stoppage of work; or (3) until the individual establishes that he or she has, subsequent to the dispute, 4 weeks of work with earnings in each week of 20 times the minimum hourly wage. Lockouts are excluded from the labor dispute disqualification.

South Carolina

Financing. The maximum contribution rate for a deficit employer was raised to 5.4 percent.

South Dakota

Benefits. The maximum weekly benefit amount was frozen indefinitely at \$129.

Financing. Employers who terminate new employees within 60 days of hiring will not be charged for any benefits paid to those employees. The new-employer tax rate was changed from 3.5 percent for 3 years to 3.5 percent for the first year and 2.7 percent for the second and third years, if that employer has a positive account balance. Newly covered construction employers will pay at the maximum rate until experience rated.

Administration. The period for appealing a referee decision was increased from 9 to 15 days after notification of mailing.

Tennessee

Benefits. To qualify for benefits, an individual must have base-period wages in a quarter other than the two highest quarters of the base period. However, if the trust fund balance is \$300 million or more, an individual may qualify with wages in the two highest quarters of his or her base period. Qualifying wages remain the same.

Administration. The period for appealing a Board of Review decision to the appropriate court was increased to 30 days.

Vermont

Financing. New employers will pay a contribution rate that is the higher of 1.0 percent or that percent represented by rate class II (2.6 percent to 2.0 percent, depending on the rate schedule in effect), not to exceed 5.4 percent. The provision that required an emergency tax of 0.5 percent when the fund benefit ratio reached certain levels was repealed. The fund requirements for the most favorable schedule decreased to 2.5 times the highest benefit/cost rate, with rates ranging from 0.4 to 5.4 percent.

The fund requirements for the least favorable schedule increased to less than 1.0 times the highest benefit/cost rate, with rates ranging from 1.3 to 8.4 percent.

Virginia

Benefits. The maximum and minimum weekly benefit amounts were raised to \$150 and \$56, respectively. The earnings that are disregarded when computing partial benefits were changed from the greater of \$10 or one-third of the weekly benefit amount to \$25.

Washington

Benefits. The maximum weekly benefit amount will be frozen at \$185 until July 7, 1985. The provision that raised the maximum weekly benefit amount to 60 percent of the State average weekly wage if the trust fund balance improves to the extent that employer contributions are less than 3 percent was deleted. Instead, the maximum weekly benefit amount will be 60 percent (normally 55 percent) of the average weekly wage, if, on any December 31, the ratio of the trust fund balance to total payments of all contributing employers is 0.024 or more.

Financing. The taxable wage base for 1985 will be reduced to \$10,000. The base will be computed at 115 percent of the amount of taxable wages for the previous year, rounded to the next lower \$100. However, the provision that the amount of wages subject to the tax in any rate year shall not exceed 80 percent of the average annual wage rounded to the next lower \$100 still applies. Beginning January 1, 1985, the fund requirements for the least favorable schedule will be decreased to less than 1.4 percent of payrolls, with rates ranging from 2.5 to 5.4 percent. The fund requirements for the most favorable schedule will be 3.4 percent of payrolls, with rates ranging from 0.5 to 5.4 percent. Unrated employers will pay a contribution rate equal to the average industry rate, but not less than 1.0 percent. The provision that the maximum contribution rate (3 percent) must be paid by all employers when the fund balance as of each June 30 is less than 3.5 percent of total remuneration made by all employers during the preceding calendar year was deleted. Also deleted was the provision that raised the taxable wage base by \$600 if the fund balance was less than 4.5 percent of total remuneration by all employers during the preceding calendar year. Beginning in 1985, the number of years of benefits and payrolls used in computing employer experience rates will change from three to four. A benefit ratio experience rating system becomes effective with calendar year 1985.

Disqualification. An individual now may not be eligible for benefits in any week if he or she fails without good cause to attend a job workshop or a training or retraining course directed by the Department, and such workshop or course is available at the public expense.

West Virginia

Financing. Benefits were formerly charged to the most recent employer with whom the individual worked for 30 working days but now shall be charged to all base-period employers in proportion to the wages earned by the individual with each employer. No base-period employer's account will be charged for benefits if the employer furnishes, within 14 days, separation information which results in the individual's disqualification for voluntary leaving, or which would have resulted in such a disqualification except for subsequent employment by another employer. Deleted was the provision that benefits would not be charged if paid after expiration of a period of disqualification that began when an individual failed without good cause to apply for or accept suitable work, or to return to his or her customary self-employment when directed to do so by the Commissioner. Also deleted was the 2.7-percent contribution rate for foreign corporations engaged in construction trades.

Wisconsin

Disqualification. Employees who lose their jobs as a result of a lockout will be excluded from the labor dispute disqualification.

Wyoming

Benefits. The amount by which the weekly benefit amount of \$90 or more may be reduced when trust fund revenues are insufficient to pay benefits or repay loans was changed from 3.4 percent of high-quarter wages to 85 percent of the maximum weekly benefit amount. The minimum weekly benefit amount is now 4 percent of the minimum qualifying wage in the high quarter. The provisions that reduced the maximum weekly benefit amount to 46.75 percent of the Statewide average weekly wage and specified that the minimum could not be less than \$20 until trust fund solvency was restored were repealed. Qualifying wages were changed from \$600 in the high quarter and \$960 in the base period to 5 percent of the Statewide average annual wage in the high quarter and 8 percent of the Statewide annual wage in the base period, rounded to the lower \$50.

Financing. The taxable wage base shall be determined as 55 percent of the State-

wide average annual wage rounded to the lower \$100. The base contribution rate for 1984 will be 6.5 percent; 7 percent for 1985; 7.5 percent for 1986; and 8.5 percent thereafter. The fund requirements for the least favorable schedule were raised to less than 4 percent of payrolls; the requirements for the most favorable schedule were increased to 5 percent of payrolls. The contribution rate for experience-rated employers will be an employer's benefit ratio, but not more than 8.5 percent in addition to the adjustment factor. A new employer will pay contributions equal to the average rate of contributions paid by his major industrial classification for the calendar year preced-

ing the year in which he or she first employed workers in the State. The adjustment factors for noncharged and ineffectively charged benefits may not exceed 1.25 percent (previously 2.28 percent).

Disqualification. The disqualification for voluntary leaving and for failure to apply for or accept available suitable work was changed from a period equal to 90 percent of the number of weeks of entitlement to the duration of the individual's unemployment, and until he or she has been employed for a period of at least 12 weeks in any 12-month period and has earned at least 12 times the weekly benefit amount. An

individual will also be disqualified from benefits if he or she receives severance payments and termination allowances (previously wages instead of notice). Also deleted was the provision for a reduction of 90 percent of all benefits, including accrued benefits, for voluntary leaving and refusal of suitable work. The disqualification for conviction of fraudulent misrepresentation was changed from 4 weeks for each week of fraud and forfeiture of all accrued benefits to 2 years following conviction.

Penalties. The penalty for fraudulent misrepresentation was increased from \$150 to \$2,000.

Shiskin award nominations

The Washington Statistical Society invites nominations for the sixth annual Julius Shiskin Award in recognition of outstanding achievement in the field of economic statistics.

The award, in memory of the former Commissioner of Labor Statistics, is designed to honor an unusually original and important contribution in the development of economic statistics, or in the use of economic statistics in interpreting the economy. The contribution could be in statistical research, in the development of statistical tools, in the application of computers, in the use of economic statistics to analyze and interpret the economy, in the management of statistical programs, or in developing public understanding of measurement issues, to all of which Mr. Shiskin contributed. Either individuals or groups can be nominated.

The prize will be presented, with an honorarium of \$250, at the Washington Statistical Society's annual dinner in June 1985. A nomination form may be obtained by writing to the Julius Shiskin Award Committee, American Statistical Association, 806 15th Street, N.W., Washington, D.C. 20005. Completed nomination forms must be received by April 1, 1985.

Workers' compensation: 1984 State enactments

Relatively few States took action to increase benefits or broaden coverage; several did raise the percentage of the average weekly wage used to compute compensation for disability or death

LAVERNE C. TINSLEY

Significant amendments to State workers' compensation laws were relatively few (136) in 1984, although 44 legislatures convened and numerous proposals were introduced.¹

Most of the revisions affecting injured workers and their families related to benefits and coverage. For instance, Mississippi enacted legislation which provides for a three-step increase in maximum weekly benefits and total maximum benefits for disability and death. Nearly one-third of the States raised the allowance for burial expenses.

Several other laws raised the percentage of the State average weekly wage used in computing maximum weekly compensation for disability and death. In Illinois, the percentage of the employee's wages which is used to determine compensation for permanent partial disability and for certain cases of serious and permanent disfigurement, was reduced from 66-2/3 percent to 60 percent. Alaska changed its former method of using 66-2/3 percent of the employee's average weekly wages for disability and death to using 80 percent of the employee's spendable weekly wages.

Coverage was allowed for all farmworkers in Maryland, except those who work within 25 miles of their home for

less than 13 weeks a year. North Carolina required coverage of agricultural employees when there are 10 or more full-time nonseasonal employees regularly employed by the same employer. The Commonwealth of Virginia reduced the numerical exemption for agricultural or horticultural employment, from four to two full-time regularly employed employees.

Legislation in South Dakota set a waiting period of 7 consecutive days of continuous disability instead of the previously set 7 calendar days, before retroactive payments must be made.

In Illinois, the filing time for claims where injury or disability is caused by exposure to asbestos was extended to 25 years after date of last exposure; the same as that for exposure to radiological materials or equipment. Formerly, the statute of limitations was 3 years after an accident, if no compensation was paid, or 2 years after the last compensation payment. Connecticut and Kentucky added provisions which prohibit employers from discriminating against employees who file compensation claims.

The term "workmen's" compensation was deleted from the laws and replaced with "workers'" compensation in three States.

Following is a summary of legislation enacted by individual States.

LaVerne C. Tinsley is a State standards adviser in the Division of State Workers' Compensation Programs, Office of State Liaison and Legislative Analysis, Employment Standards Administration, U.S. Department of Labor.

Alabama

Workers' compensation coverage was required for employees of county and city boards of education, the Alabama Institute for the Deaf and Blind, and employees of 2-year colleges under the control of the State Board of Education. Further, definitions of "employee" and "workmen" were broadened to include employees of the Tannehill Furnace and Foundry Commission.

A joint legislative interim committee was established to study "co-employee" laws.²

Alaska

The time was reduced from 20 days to 14 days within which a physician or employee must furnish notification of treatment to the employer and the Workers' Compensation Board for validating a claim, after treatment.

Arizona

The title of the law was changed from "Workmen's" Compensation Act to "Workers'" Compensation Act; and corresponding changes were made throughout the law.

California

Recovery was permitted for reasonable and necessary medical and legal expenses incurred to prove or defend a contested claim for benefits.

The Self-Insurers' Security Fund was established as a nonprofit mutual benefit corporation to insure benefits for employees of defunct self-insured employers where security funding is insufficient.

Insurers and self-insured employers were prohibited from refusing to pay pharmacy benefits for injured employees solely because the claim form used by pharmacists is not an original.

Colorado

An additional sum of 50 percent of the compensation order or judgment, or \$1,000, whichever is greater, will be applied to a compensation award as a penalty against employers who default on compensation payments.

A workers' compensation self-insurance fund was created and will be administered by the Industrial Commission. The Commission was authorized to collect appropriate fees when necessary to manage the fund.

On July 1, 1984, a surtax became effective on new and renewal policies to support the Major Medical Fund.

Connecticut

The burial allowance was increased from \$1,500 to \$3,000.

Delay or denial of medical benefits and services by an employer's health insurer in contested cases was prohibited. Legislation also provided that discrimination by employers against employees who file workers' compensation claims may result in payment of back wages or benefits that were wrongfully withheld, or reinstatement of the terminated employee. Also, information must now be provided to a recipient of workers' compensation concerning his or her rights to participation in a program of rehabilitation.

Delaware

The act was amended to allow elective coverage for sole proprietors and partners, and permit up to 4 corporate officers, who are also stockholders in a corporation, exemption from coverage.

The maintenance levels of the Second Injury and Contingency Funds were raised from \$85,000 to \$750,000. When funding levels decline below \$250,000 (formerly \$35,000), assessments on carriers and self-insured employers will resume.

Florida

Interlocal agreements are now permitted between employers and local governmental entities to establish local government insurance pools to secure their worker's compensation liabilities.

Supplemental compensation will now be paid for permanent total disability occurring after July 1, 1984.

Nonresident aliens of the United States and Canada are allowed an exemption from the 6-month restriction applicable to lump-sum compensation settlements, once every 4 years, following maximum medical improvement.

Georgia

Sole proprietors or partners who are actively engaged in the operation of a business were given authority to elect coverage for themselves. The definition of "employee" was broadened to include certified volunteer law enforcement personnel engaged in performing services for a jurisdiction; however, coverage is effective only at the option of the jurisdiction.

Hawaii

Payment of compensation will now be made in all cases of subsequent injury occurring on or after May 15, 1982, that result in

greater permanent disability, or in a death, when combined with a previous disability.

Illinois

The method used in determining compensation for permanent partial disability and for serious and permanent disfigurement was reduced from 66-2/3 percent of the employee's average weekly wage to 60 percent. Maximum weekly compensation in such cases will remain at \$293.61, until June 30, 1987. Effective July 1, 1987, and each July 1, thereafter, compensation will be proportionately elevated by increases in the State average weekly wage during the preceding 12-month period.

The interest on lump-sum awards was changed from 3 percent to a maximum rate payable on passbook savings deposits by member banks of the Federal Reserve System.

The filing time limit for compensation claims where disability or injury was caused by exposure to asbestos was extended to a maximum of 25 years after the claimant's last exposure; the same as that for exposure to radiological materials or equipment.

Iowa

Employers were prohibited from reducing an employee's sick leave, vacation leave, or earned compensatory time in order to supplement workers' compensation benefits, unless the employee is notified and elects to accept the supplement.

The special provisions applicable to compensation for pneumoconiosis were eliminated from the law; however, all other sections regarding the disease remain intact.

The term "inmate" was redefined to exclude from coverage persons performing community services without remuneration as a condition of probation, or persons performing specific public work assignments.

Kansas

Group self-insurance pools now have subrogation rights in workers' compensation cases.

Kentucky

A fine will now be levied on anyone who harasses, coerces, discharges, or discriminates against an employee in any manner for filing or pursuing a claim for compensation.

The Workers' Compensation Board was authorized to order reimbursement of costs for medical and rehabilitation services provided injured workers by the Office of Vocational Rehabilitation or the Department of Employment Services, in cases where

the defendant has refused to provide such services.

All carriers providing liability coverage for personal injury or death in the State are newly required to pay a 2-percent premium tax for funding various appropriations and expenditures as reflected in the State budget.

Maine

The payment time on claims for impairment and medical only cases was changed from 14 days to 90 days after maximum medical improvement.

Maryland

Coverage was broadened to include all farmworkers except those who work within 25 miles of their home for less than 13 weeks a year. Corporate officers owning 20 percent or more of the outstanding capital stock of a farm corporation may now be exempt from coverage.

The Subsequent Injury Fund may recover monies paid for funeral expenses in third party cases.

Michigan

The occupational disease provisions were modified by extending the time and dollar limit to \$25,000 or 104 weeks of benefits paid by carriers or self-insurers. Afterwards the trustees of the silicosis, dust disease, and logging industry compensation fund may compromise the liability of the fund, or may reimburse the carriers or self-insurers, or make a similar reimbursement on a pro rata basis when there is more than one cause of the disability.

Minnesota

Coverage was broadened to include members of the University of Minnesota faculty under certain conditions, who are employed during the current academic year (the period between that academic year and the succeeding academic year).

Volunteer ambulance drivers and attendants were included, for coverage purposes, as employees of a political subdivision, or other entity, where such workers perform volunteer services. Persons serving as volunteer uncompensated workers at the Department of Administration were also covered. However, persons under the coverage of the Domestic Volunteer Service Act of 1973, and persons in ride-sharing arrangements are not covered under the workers' compensation law.

Employees who contract occupational diseases may now receive medical benefits regardless of their ability to earn full wages doing the same work at which such em-

ployees were last employed. Also, occupational disease recipients are eligible for supplementary benefits after 4 years from their last significant exposure to the hazard of an occupational disease (formerly, eligibility was immediate), if the employee's weekly compensation rate is less than the current benefit rate (formerly, if less than 65 percent of the State average weekly wage).

Mississippi

The maximum weekly compensation for disability and death, and total maximum compensation was increased in three steps. On July 1, 1984, maximum weekly compensation increased from \$112 to \$126, and total maximum increased to \$56,700, from \$50,400. Beginning July 1, 1985, weekly compensation will increase to \$133 and total maximum to \$59,850. Finally, on July 1, 1986, weekly compensation will increase to \$140 and the aggregate to \$63,000.

The funeral allowance was increased from \$1,500 to \$2,000.

Contributions by employers and carriers to the Second Injury Fund in each case of compensable death were raised from \$150 to \$300. The Subsequent Injury Fund ceiling was also increased to \$250,000, formerly, \$35,000; and the minimum from \$20,000 to \$150,000.

Noncontroverted medical and psychological case reports of the Industrial Commission relative to work-related accidents, injuries, and settlements are now exempted from the Public Records Act.

The name of the law was changed from "Workmen's" Compensation Law to "Workers'" Compensation Law. All references to "workmen's" and "widow" or "widower" were deleted and substituted with "workers'" and "surviving spouse" throughout the law.

Missouri

Legal advisers who serve as associate administrative law judges were given authority to hear and determine claims at original hearings.

Nebraska

Elective coverage is now permitted for any partner or self-employed person who is actually engaged in a business full-time.

New Jersey

Judges of compensation were authorized to conduct hearings and render decisions on claims for benefits from the Subsequent Injury Fund.

New Mexico

Foreign resident dependents are no longer excluded from eligibility for benefits under the law.

New York

The allowance for specialist consultations, surgical operations, or physiotherapeutic procedures was increased from \$75 to \$150 above the amount for which certain approval would otherwise be required. Similarly, allowances for x-ray examinations were increased to \$150, previously \$75; and costs for special diagnostic laboratory tests were increased to \$70, from \$35.

The licensing period of persons representing claimants or self-insurers was extended from 1 year to 3 years.

A new requirement was enacted which requires a carrier or self-insured employer to inform injured workers, or the dependents in case of death, in writing of their rights under the law within a specified time period.

North Carolina

Coverage was extended to agricultural employments where 10 or more full-time non-seasonal agricultural workers are regularly employed by the same employer.

Oklahoma

Protection against common law suits by employees and others was provided for any architect, professional engineer, or land surveyor who is retained to perform professional services on a construction project, if the employer has secured his or her liability for workers' compensation.

Specific requirements were established that must be met by an individual self-insured, or own risk carrier, or a group-pool association for qualifying for self-insurance, pursuant to State Industrial Court rules, at the discretion of the administrator for workers' compensation.

South Carolina

An exception was made to the 500-week limit on compensation for permanent total disability by allowing lifetime benefits for paraplegics, quadriplegics, and for persons suffering from physical brain damage. However, no lump-sum compensation may be paid to recipients of lifetime benefits.

South Dakota

The waiting period for compensation was changed from 7 calendar days to 7 consecutive days of continuous disability before retroactive benefits will be paid.

Employers are now entitled to reimbursement from the Second Injury Fund for all excess medical and hospital expenses paid for subsequent injuries that result in a greater disability from a preexisting injury.

Tennessee

Workers' compensation coverage was extended to services of chiropractors.

Utah

The burial allowance and cost for replacement of artificial means and appliances was increased to \$1,800, previously \$1,000.

A method was established for determining the Second Injury Fund's liability for permanent impairment benefits.

The Default Indemnity Fund was created to assure and pay benefits to employees when an employer becomes insolvent, appoints or has appointed a receiver, or otherwise does not have sufficient funds to cover his or her workers' compensation liabilities.

Vermont

Coverage was broadened to include members of any regularly organized private volunteer fire department and rescue or ambulance squad while acting in the line of duty.

Virginia

Farmworkers and horticultural laborers were exempted from coverage unless the employer regularly has in service more than two full-time employees. Previously, the exemption was applicable to employments with fewer than four full-time employees, or a payroll of less than \$15,000 during the previous calendar year. Real estate salespeople and brokers are now also excluded from coverage if their income is mostly derived from sales commissions and any other services performed as independent contractors.

The burial allowance for deceased employees without dependents was increased from \$2,000 to \$3,000. The allowance for

transportation of the decedent's remains to place of burial was left at \$500.

The Industrial Commission may now require that any medical expenses incurred 15 days prior to first communication of a diagnosis of an occupational disease, be paid by the employer. Formerly, the employer was liable from the first day that communication of disease was made to the employee or to the survivors in case of death.

Extension of the filing period was made for all compensation claims from 1 year to 2 years, after accident or death; and in appeals to the Supreme Court, from 30 days to 60 days after an award or receipt of notice of award by registered mail.

Tolling of the statute-of-limitations is now applicable where an employer, after being given notice of injury, has paid compensation without an award and such conduct has prejudiced the right of the employee to file a timely claim.

Premium taxes paid by carriers and self-insurers for funding the administrative funds will be modified in accordance with an equitable premium modification plan approved by the Commission, if they have

Table 1. Jurisdictions which increased maximum weekly temporary total disability benefits during 1984

Jurisdiction	Former maximum	New maximum	Jurisdiction	Former maximum	New maximum
Alabama	\$184.00	\$194.00	New Mexico	\$271.76	\$289.20
Alaska	996.00	1,080.00	New York	255.00	275.00
California	196.00	224.00	North Carolina	248.00	262.00
Colorado	296.80	315.98	North Dakota	278.00, plus \$5 for each dependent child; aggregate not to exceed worker's net wage	285.00, plus \$5 for each dependent child; aggregate not to exceed worker's net wage
Connecticut	345.00, plus \$10 for each dependent under 18 years of age, not to exceed 75 percent of employee's wage	381.00, plus \$10 for each dependent under 18 years of age, not to exceed 75 percent of employee's wage	Ohio	321.00	335.00
Delaware	223.78	231.64	Oklahoma	212.00	217.00
Florida	271.00	288.00	Oregon	316.23	324.13
Hawaii	266.00	281.00	Pennsylvania	306.00	320.00
Idaho	238.50 to 331.25, according to number of dependents, plus 7 percent of State's average weekly wage for each child up to 5 children	249.30 to 346.25, according to number of dependents, plus 7 percent of State's average weekly wage for each child up to 5 children	Rhode Island	275.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage	292.00, plus \$9 for each dependent; aggregate not to exceed 80 percent of worker's average weekly wage
Illinois	456.33	474.71	South Carolina	254.38	268.99
Indiana	156.00	166.00	South Dakota	238.00	247.00
Iowa	563.00	580.00	Texas	182.00	203.00
Kansas	218.00	227.00	Utah	300.00, plus \$5 for dependent spouse and each dependent child up to 4 children, but not to exceed 100 percent of State's average weekly wage	310.00, plus \$5 for dependent spouse and each dependent child up to 4 children, but not to exceed 100 percent of State's average weekly wage
Kentucky	277.66	294.87	Vermont	262.00, plus \$10 for each dependent under age 21	278.00, plus \$10 for each dependent under age 21
Louisiana	230.00	248.00	Virgin Islands	165.00	173.00
Maine	426.43	447.92	Virginia	277.00	295.00
Maryland	292.00	311.00	Washington	249.33	256.31
Massachusetts	320.29, plus \$6 for each dependent; if weekly benefits are below \$150	341.06, plus \$6 for each dependent; if weekly benefits are below \$150	West Virginia	318.87	321.30
Michigan	330.00	334.00	Wisconsin	294.00	305.00
Minnesota	290.00	329.00	Wyoming	336.23	347.27
Mississippi	112.00	126.00			
Missouri	212.19	222.73			
Montana	277.00	286.00			
Nevada	314.18	325.99			
New Hampshire	418.00	444.00			
New Jersey	236.00	255.00			

NOTE: Most benefit increases are based on the applicable jurisdiction's average weekly or monthly wage; and formerly on the national average weekly wage in the District of Columbia. However, nine States (Arizona, Arkansas, California, Georgia, Indiana, Mississippi, Nebraska, New York, and Tennessee) and Puerto Rico prescribe statutory amounts.

Five States (Arizona, Arkansas, Georgia, Nebraska, and Tennessee), the District of Columbia and Puerto Rico are not listed because no changes for temporary total disability benefits were legislated during 1984.

concurrent liability for coverage under the Federal Coal Mine Health and Safety Act of 1969, and the Virginia Workers' Compensation Act.

Washington

Claims for occupational diseases or death must now be filed within 2 years (formerly

1 year) following receipt of a physician's diagnosis of a disease or from the date of death.

A joint select committee on workers' compensation was created to review the State's industrial insurance system.

West Virginia

Elective coverage is now permitted for

churches, employers engaged in organized professional sports activities (including employers of trainers and jockeys in thoroughbred horse racing), and for employers of certain employees in a corporation. Further, employers are allowed to cover their own risks upon compliance with insurance requirements in the law.

—FOOTNOTES—

¹The legislatures of Idaho, Indiana, Louisiana, Massachusetts, Nevada, New Hampshire, North Dakota, Ohio, Pennsylvania, Rhode Island, Texas, Wisconsin, Wyoming, and Puerto Rico, convened in 1984, however, changes in workers' compensation laws were generally minor and are not discussed

in the State-by-State summary. Six State legislatures (Arkansas, Montana, Nevada, North Dakota, Oregon, and Texas) did not meet in 1984.

²*Senate Joint Resolution Number 80-x, 1984*. A joint legislative interim committee was established to study proposed co-employees' lawsuits.

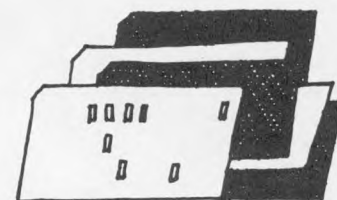
Labor-management health and safety activity

Collective bargaining is not a substitute for government regulation of job hazards. Scientific complexity renders negotiated standard setting for health hazards particularly impractical. Nonetheless, organized labor has the capacity to perform a number of quasiregulatory functions that, if conducted on a large scale, would significantly improve the performance of the Federal regulatory effort.

Specifically, unions are capable of pressuring management to comply with existing standards. This pressure can take many forms, ranging from gentle persuasion to slowdowns and strikes. Though union pressure will not ensure perfect compliance, it can dramatically supplement the minimal compliance incentives provided by the present system of inspections and fines. Moreover, unlike the threat of inspection, union pressure is immediate, potentially constant, and focused. Labor can also bargain directly for the abatement of some safety hazards. A union's familiarity with the workplace should give it an advantage over OSHA in dealing with intermittent and workplace-specific hazards. In addition, labor-management apprenticeship programs provide an opportunity for OSHA-specified health and safety training to be integrated into a worker's training. Finally, the arbitration system is a potential forum for quick resolution of disputes over an employee's right to refuse hazardous work.

—LAWRENCE S. BACOW

Bargaining for Job Safety and Health
(Cambridge, Mass., The MIT Press,
1980), p. 103.



Weekly earnings in 1983: a look at more than 200 occupations

EARL F. MELLOR

Information on the weekly earnings of wage and salary workers by their demographic, social, and economic characteristics has been collected for the Bureau of Labor Statistics by the Bureau of the Census since 1967. These data are collected through the Current Population Survey. In 1979, BLS expanded the data collection from an annual to a monthly basis and began publishing weekly earnings of workers and their families on a quarterly basis.¹ Weekly earnings by extensive occupational detail were first published in March 1982.²

This report presents 1983 annual average weekly earnings of wage and salary workers (both men and women) who usually work full time (excluding the "incorporated self-employed") in more than 200 occupations, according to the classification system developed for the 1980 Census of Population.³ Because this system is markedly different from the 1970 census system, these data are not comparable to those available for 1979-82. This incomparability arises from four changes introduced in January 1983. First, there was an expansion in the number of occupations identified, in many cases resulting from the splitting of former groupings or cutting back of "not elsewhere classified" categories. Second, the major occupation groups have new titles representing conceptual as well as language changes. Third, many components in the former groups have been shifted among the new groupings. For example, cashiers formerly shown under the category "clerical and kindred workers" now appear under "sales occupations." Finally, many of the detailed categories, even those with identical titles, differ significantly in content. For instance, in the new system, economists account for only about 75 percent of those who would have been in this category under the 1970 classification. Of the remaining 25 percent, about half are now classified as management analysts and the other half as accountants and auditors.⁴

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A refinement in the method of calculating median earnings also affects the comparability of the 1983 numbers with those for earlier years. Previously, medians were calculated by using the linear interpolation of \$50- to \$100-wide intervals. The new, more accurate method uses \$10 intervals. As in previous years, the data shown are limited to those occupations with at least 50,000 employed wage and salary workers who usually work full time.

The U.S. Bureau of the Census classifies occupations at three levels of detail. The one-digit level is the least detailed, consisting of only the major occupational groups, such as the professional specialty of service worker groups. The 45 two-digit occupations represent an intermediate level of detail—for example, engineers, and personal service workers.⁵ The three-digit classification is the most detailed. It includes such specific job titles as physicians, economists, and chemical engineers, all of which are in the broad, one-digit professional specialty group, and automobile mechanics and carpenters, which are in the precision production, craft, and repair group.

Table 1 shows weekly earnings in some 220 nonoverlapping occupational groupings, mostly at the three-digit level. Obviously, the medians vary greatly among these occupations. For example, wage and salary workers among four engineering specialties, as well as economists, lawyers, and operations and systems researchers and analysts had weekly medians of \$600 or more in 1983—about twice the overall median of \$309. By comparison, private household workers and those employed in food counter, fountain, and related occupations had medians below \$150 a week. Male-female comparisons are shown for some 75 occupations.

Within each of the occupations, there is likely to be a wide range of earnings among individual workers. This is because each occupational group—even at the three-digit level—still has many individual jobs for which data are not tallied separately. Included under physicians, for example, are nearly 100 individual specific job titles, ranging from interns to neurosurgeons. Hence, each occupation encompasses specialties with differences in skill levels, market demand for the jobs, and other variables. Also, workers in each specialty may have different duties, responsibilities, workweeks, and job tenure.

Caution must be used in interpreting these data because estimates are based on a sample, rather than the entire pop-

Table 1. Weekly earnings of wage and salary workers who usually work full time in occupations employing 50,000 or more, by sex,¹ 1983 averages

[Numbers in thousands]

Occupation	Total, both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Employed	Weekly earnings	Employed	Weekly earnings	Employed	Weekly earnings		
Total	70,976	\$309	42,309	\$379	28,667	\$252	66.5	40.4
Managerial and professional specialty	17,451	440	10,312	508	7,139	355	69.9	40.9
Executive, administrative, and managerial	8,117	456	5,344	530	2,772	340	64.2	34.2
Officials and administrators, public administration	387	471	247	510	140	361	70.8	36.2
Administrators, protective services	53	509	47	—	6	—	—	11.3
Financial managers	326	501	200	573	126	359	62.7	38.7
Personnel and labor relations managers	102	502	57	605	45	—	—	44.1
Purchasing managers	80	557	63	625	18	—	—	22.5
Managers, marketing, advertising, and public relations	367	559	290	614	77	367	59.8	21.0
Administrators, education and related fields	377	505	243	577	135	401	69.5	35.8
Managers, medicine and health	84	482	34	—	51	435	—	60.7
Managers, properties and real estate	157	334	81	406	76	288	70.9	48.4
Management-related occupations	2,490	407	1,446	500	1,044	333	66.6	41.9
Accountants and auditors	907	408	536	487	370	343	70.4	40.8
Underwriters and other financial officers	488	445	280	535	208	349	65.2	42.6
Management analysts	68	556	39	—	29	—	—	42.6
Personnel, training, and labor relations specialists	285	407	139	513	146	339	66.1	51.2
Buyers, wholesale and retail trade, except farm products	145	330	71	405	74	259	64.0	51.0
Inspectors and compliance officers, except construction	147	423	114	429	33	—	—	22.4
Professional specialty occupations	9,334	422	4,967	505	4,367	363	71.9	46.8
Engineers, architects, and surveyors	1,573	600	1,477	602	96	486	80.7	6.1
Architects	60	502	53	507	8	—	—	13.3
Engineers	1,487	603	1,398	604	88	500	82.8	5.9
Aerospace engineers	82	624	76	629	6	—	—	7.3
Chemical engineers	67	625	64	626	4	—	—	6.0
Civil engineers	187	570	180	573	7	—	—	3.7
Electrical and electronic engineers	427	608	399	612	28	—	—	6.6
Industrial engineers	204	538	182	549	22	—	—	10.8
Mechanical engineers	243	600	234	601	8	—	—	3.3
Mathematical and computer scientists	421	546	296	602	125	448	74.4	29.7
Computer systems analysts and scientists	248	526	174	582	73	454	78.0	29.4
Operations and systems researchers and analysts	132	600	93	611	40	—	—	30.3
Natural scientists	318	508	258	538	61	409	76.0	19.2
Chemists, except biochemists	99	506	77	555	22	—	—	22.2
Biological and life scientists	50	405	32	—	19	—	—	38.0
Health diagnosing occupations	254	505	193	515	61	407	79.0	24.0
Physicians	224	504	173	508	51	421	82.9	22.8
Health assessment and treating occupations	1,340	401	211	429	1,129	399	93.0	84.3
Registered nurses	953	402	53	403	900	402	99.8	94.4
Pharmacists	108	509	78	529	30	—	—	27.8
Dietitians	54	292	6	—	48	—	—	88.9
Therapists	181	348	45	—	136	329	—	75.1
Inhalation therapists	55	308	19	—	36	—	—	65.5
Teachers, college and university	414	502	296	508	118	403	79.3	28.5
Teachers, except college and university	2,673	365	855	406	1,818	350	86.2	68.0
Prekindergarten and kindergarten teachers	173	274	5	—	168	273	—	97.1
Elementary schoolteachers	1,201	356	210	404	990	351	86.9	82.4
Secondary schoolteachers	1,062	392	541	406	521	358	88.2	49.1
Special education teachers	74	349	17	—	57	321	—	77.0
Teachers, not elsewhere classified	164	372	82	408	82	324	79.4	50.0
Counselors, educational and vocational	153	407	79	482	74	379	78.6	48.4
Librarians, archivists, and curators	159	372	29	—	131	357	—	82.4
Librarians	143	383	23	—	121	372	—	84.6
Social scientists and urban planners	194	456	111	551	82	381	69.1	42.3
Economists	85	600	54	703	31	—	—	36.5
Psychologists	89	402	41	—	48	—	—	53.9
Social, recreation, and religious workers	682	318	394	352	288	303	86.1	42.2
Social workers	358	327	133	398	225	308	77.4	62.8
Clergy	234	308	225	309	9	—	—	3.8
Lawyers and judges	321	650	258	670	63	575	85.8	19.6
Lawyers	287	622	229	656	58	576	87.8	20.2
Writers, artists, entertainers, and athletes	831	401	511	435	320	313	72.0	38.5
Designers	224	399	135	501	90	257	51.3	40.2
Painters, sculptors, craft artists, and artist printmakers	72	371	46	—	26	—	—	36.1
Photographers	56	333	47	—	9	—	—	16.1
Editors and reporters	165	385	87	408	78	322	78.9	47.3
Public relations specialists	132	445	70	524	62	388	74.0	47.0
Technical, sales, and administrative support	21,641	282	8,125	395	13,517	248	62.8	62.5
Technicians and related support	2,574	357	1,428	423	1,146	301	71.2	44.5
Health technologists and technicians	846	297	155	345	691	287	83.2	81.7
Clinical laboratory technologists and technicians	217	326	58	371	159	322	86.8	73.3
Radiologic technicians	75	345	25	—	51	317	—	68.0
Licensed practical nurses	315	279	10	—	305	279	—	96.8

See footnotes at end of table.

Table 1. Continued—Weekly earnings of wage and salary workers who usually work full time in occupations employing 50,000 or more, by sex,¹ 1983 averages

[Numbers in thousands]

Occupation	Total, both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Employed	Weekly earnings	Employed	Weekly earnings	Employed	Weekly earnings		
Engineering and related technologists and technicians	779	\$399	642	\$406	137	\$297	73.2	17.6
Electrical and electronic technicians	256	406	222	420	34	—	—	13.3
Drafting occupations	250	369	208	399	42	—	—	16.8
Science technicians	165	368	125	401	41	—	—	24.8
Chemical technicians	74	403	53	408	21	—	—	28.4
Technicians, except health, engineering, and science	783	445	506	500	277	359	71.8	35.4
Computer programmers	385	472	262	503	123	406	80.7	31.9
Legal assistants	110	316	25	—	85	307	—	77.3
Sales occupations	6,313	305	3,853	400	2,460	204	51.0	39.0
Supervisors and proprietors	1,694	351	1,212	402	482	245	60.9	28.5
Sales representatives, finance and business services	1,121	402	698	467	423	305	65.3	37.7
Insurance sales	335	377	246	423	109	295	69.7	30.7
Real estate sales	229	387	108	458	120	307	67.0	52.4
Securities and financial services sales	153	508	112	607	41	—	—	26.8
Advertising and related sales	99	356	53	405	46	—	—	46.5
Sales occupations, other business services	286	401	179	458	107	287	62.7	37.4
Sales representatives, commodities, except retail	1,153	421	986	453	167	320	70.6	14.5
Salesworkers, retail and personal services	2,329	198	949	259	1,380	166	64.1	59.3
Salesworkers, motor vehicles and boats	189	345	179	352	10	—	—	5.3
Salesworkers, apparel	167	166	38	—	130	157	—	77.8
Salesworkers, furniture and home furnishings	70	259	40	—	30	—	—	42.9
Salesworkers, radio, television, hi-fi, appliances	79	270	61	306	18	—	—	22.8
Salesworkers, hardware and building supplies	123	253	103	261	20	—	—	16.3
Salesworkers, parts	131	256	122	259	10	—	—	7.6
Sales counter clerks	68	184	23	—	45	—	—	66.2
Cashiers	797	168	152	201	645	164	81.6	80.9
Street and door-to-door salesworkers	64	259	30	—	34	—	—	53.1
Administrative support, including clerical	12,755	258	2,844	362	9,911	249	68.8	77.7
Supervisors	656	371	308	458	348	320	69.9	53.0
Supervisors, general office	366	352	127	477	239	307	64.4	65.3
Supervisors, financial records processing	100	389	37	—	63	341	—	63.0
Supervisors, distribution, scheduling, and adjusting clerks	149	384	119	400	30	—	—	20.1
Computer equipment operators	523	285	188	349	336	261	74.8	64.2
Computer operators	515	287	186	349	329	263	75.4	63.9
Secretaries, stenographers, and typists	3,859	250	58	340	3,801	250	73.5	98.5
Secretaries	3,155	251	28	—	3,127	251	—	99.1
Typists	656	238	25	—	632	237	—	96.3
Information clerks	766	225	87	303	679	221	72.9	88.6
Interviewers	133	231	17	—	116	227	—	87.2
Transportation ticket and reservation agents	87	397	33	—	54	308	—	62.1
Receptionists	387	208	8	—	379	207	—	97.9
Records processing occupations, except financial	604	257	109	340	495	251	73.8	82.0
Order clerks	149	307	31	—	118	299	—	79.2
File clerks	203	210	33	—	169	206	—	83.3
Records clerks	136	276	27	—	109	263	—	80.1
Financial records processing	1,675	254	212	318	1,463	250	78.6	87.3
Bookkeepers, accounting, and auditing clerks	1,269	252	137	307	1,132	249	81.1	89.2
Payroll and timekeeping clerks	166	276	31	—	135	266	—	81.3
Billing clerks	113	250	15	—	98	246	—	86.7
Cost and rate clerks	81	273	23	—	58	258	—	71.6
Communications equipment operators	203	282	21	—	182	280	—	89.7
Telephone operators	195	282	18	—	177	282	—	90.8
Mail and message distributing occupations	683	405	494	412	189	353	85.7	27.7
Postal clerks, except mail carriers	227	429	154	441	73	407	92.3	32.2
Mail carriers, postal service	245	428	210	429	35	—	—	14.3
Mailclerks, except postal service	135	221	69	250	66	207	82.8	48.9
Messengers	76	207	61	208	15	—	—	19.7
Material recording, scheduling, and distributing clerks	1,391	298	902	320	489	251	78.4	35.2
Dispatchers	139	303	77	344	62	257	74.7	44.6
Production coordinators	178	368	101	405	77	305	75.3	43.3
Traffic, shipping, and receiving clerks	388	273	312	288	76	222	77.1	19.6
Stock and inventory clerks	457	285	282	308	176	246	79.9	38.5
Weighers, measurers, and checkers	73	251	38	—	35	—	—	47.9
Expeditors	88	319	46	—	42	—	—	47.7
Adjusters and investigators	614	292	188	404	426	258	63.9	69.4
Insurance adjusters, examiners, and investigators	189	303	63	407	126	268	65.8	66.7
Investigators and adjusters, except insurance	282	296	89	452	194	256	56.6	68.8
Eligibility clerks, social welfare	56	274	7	—	49	—	—	87.5
Bill and account collectors	86	277	29	—	57	258	—	66.3
Miscellaneous administrative support	1,734	235	256	305	1,479	227	74.4	85.3
General office clerks	476	245	92	296	384	238	80.4	80.7
Bank tellers	367	205	26	—	341	204	—	92.9
Data-entry keyers	261	242	17	—	244	238	—	93.5
Statistical clerks	79	292	22	—	56	287	—	70.9
Teacher aides	149	173	8	—	141	174	—	94.6

See footnotes at end of table.

Table 1. Continued—Weekly earnings of wage and salary workers who usually work full time in occupations employing 50,000 or more, by sex,¹ 1983 averages

[Numbers in thousands]

Occupation	Total, both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Employed	Weekly earnings	Employed	Weekly earnings	Employed	Weekly earnings		
Service occupations	7,321	\$205	3,723	\$255	3,598	\$172	67.5	49.1
Private household	278	111	11	—	267	109	—	96.0
Child care workers	124	69	2	—	122	69	—	98.4
Private household cleaners and servants	124	135	6	—	118	135	—	95.2
Protective service	1,453	350	1,314	356	139	249	69.9	9.6
Supervisors, protective service	118	500	113	501	5	—	—	4.2
Supervisors, police and detectives	57	505	56	506	2	—	—	3.5
Firefighting and fire prevention	188	402	185	402	2	—	—	1.1
Firefighting occupations	173	402	171	402	2	—	—	1.2
Police and detectives	645	379	583	392	62	298	76.0	9.6
Police and detectives, public service	416	405	392	406	25	—	—	6.0
Sheriffs, bailiffs, and other law enforcement officers	85	353	74	356	11	—	—	12.9
Correctional institution officers	143	307	117	324	26	—	—	18.2
Guards	502	231	433	242	69	201	83.1	13.7
Guards and police, except public service	460	243	409	246	51	217	88.2	11.1
Service occupations, except private household and protective service	5,590	194	2,398	216	3,193	175	81.0	57.1
Food preparation and service occupations	2,057	168	877	191	1,181	160	83.8	57.4
Supervisors	160	246	77	302	83	208	68.9	51.9
Bartenders	177	201	95	207	82	179	86.5	46.3
Waiters and waitresses	499	157	86	210	413	152	72.4	82.8
Cooks, except short order	720	172	376	197	344	162	82.2	47.8
Food counter, fountain, and related occupations	63	142	17	—	46	—	—	73.0
Kitchen workers, food preparation	58	176	13	—	44	—	—	75.9
Waiters' and waitresses' assistants	103	162	65	158	38	—	—	36.9
Health service occupations	1,202	200	147	235	1,055	196	83.4	87.8
Dental assistants	101	208	2	—	99	207	—	98.0
Health aides, except nursing	207	211	26	—	180	207	—	87.0
Nursing aides, orderlies, and attendants	894	191	118	231	776	186	80.5	86.8
Cleaning and building service occupations	1,744	212	1,194	240	550	180	75.0	31.5
Supervisors, cleaning and building service workers	110	271	69	312	42	—	—	38.2
Maids and housemen	327	177	80	208	247	168	80.8	75.5
Janitors and cleaners	1,267	220	1,007	236	260	188	79.7	20.5
Personal service occupations	588	195	181	226	407	177	78.3	69.2
Hairdressers and cosmetologists	209	200	34	—	174	184	—	83.3
Attendants, amusement and recreation facilities	58	199	36	—	22	—	—	37.9
Child care workers	107	158	12	—	95	155	—	88.8
Precision production, craft, and repair	9,963	379	9,180	399	784	251	62.9	7.9
Mechanics and repairers	3,538	376	3,418	378	120	340	89.9	3.4
Supervisors	249	501	230	501	18	—	—	7.2
Mechanics and repairers, except supervisors	3,289	366	3,188	368	102	326	88.6	3.1
Vehicle and mobile equipment mechanics and repairers	1,319	336	1,311	335	9	—	—	.7
Automobile mechanics	589	300	588	300	1	—	—	2
Bus, truck, and stationary engine mechanics	266	377	264	378	2	—	—	.8
Aircraft engine mechanics	88	462	86	464	2	—	—	2.3
Automobile body and related repairers	125	302	124	302	1	—	—	.8
Heavy equipment mechanics	149	407	147	408	1	—	—	.7
Industrial machinery repairers	493	378	483	381	10	—	—	2.0
Electrical and electronic equipment repairers	608	442	559	449	49	—	—	8.1
Electronic repairers, communications, industrial equipment	119	342	113	345	7	—	—	5.9
Data processing equipment repairers	94	450	84	454	10	—	—	10.6
Telephone line installers and repairers	61	481	57	482	4	—	—	6.6
Telephone installers and repairers	243	489	220	497	23	—	—	9.5
Heating, air conditioning, and refrigeration mechanics	158	340	156	340	1	—	—	.6
Miscellaneous mechanics and repairers	681	362	648	366	33	—	—	4.8
Office machine repairers	62	356	58	359	4	—	—	6.5
Millwrights	94	408	93	408	1	—	—	1.1
Construction trades	3,011	372	2,966	376	45	—	—	1.5
Supervisors	368	483	366	484	3	—	—	.8
Construction trades, except supervisors	2,643	361	2,600	363	42	—	—	1.6
Brickmasons and stonemasons	91	402	91	402	0	—	—	0
Carpenters	726	322	714	323	12	—	—	1.7
Drywall installers	54	401	53	401	1	—	—	1.9
Electricians	536	424	527	424	9	—	—	1.7
Electrical power installers and repairers	103	441	103	441	0	—	—	0
Painters, construction and maintenance	244	282	238	284	6	—	—	2.5
Plumbers, pipefitters, and steamfitters	362	404	356	404	6	—	—	1.7
Roofers	82	286	82	286	0	—	—	0
Structural metal workers	53	513	53	514	0	—	—	0
Extractive occupations	169	498	165	497	4	—	—	2.4
Drillers, oil wells	52	409	51	408	1	—	—	1.9
Precision production occupations	3,245	380	2,631	406	614	243	59.9	18.9
Supervisors	1,183	426	1,019	455	165	288	63.3	13.9
Precision metalworking	828	403	787	404	42	—	—	5.1

See footnotes at end of table.

Table 1. Continued—Weekly earnings of wage and salary workers who usually work full time in occupations employing 50,000 or more, by sex,¹ 1983 averages

[Numbers in thousands]

Occupation	Total, both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Employed	Weekly earnings	Employed	Weekly earnings	Employed	Weekly earnings		
Tool and die makers	142	\$433	141	\$438	0	—	—	0
Machinists	449	387	429	399	20	—	—	4.5
Sheet metal workers	128	403	122	403	6	—	—	4.7
Precision textile, apparel, and furnishings machine workers	116	229	54	283	62	\$204	72.1	53.4
Precision workers, assorted materials	379	246	147	288	232	226	78.5	61.2
Electrical and electronic equipment assemblers	233	235	57	259	176	225	86.9	75.5
Precision food production occupations	313	309	250	337	62	192	57.0	19.8
Butchers and meatcutters	222	324	194	351	28	—	—	12.6
Bakers	74	251	47	—	27	—	—	36.5
Precision inspectors, testers, and related workers	133	403	98	440	36	—	—	27.1
Inspectors, testers, and graders	122	404	90	443	32	—	—	26.2
Plant and system operators	245	431	238	434	7	—	—	2.9
Power plant operators	52	499	50	501	2	—	—	3.8
Stationary engineers	119	407	118	407	1	—	—	.8
Operators, fabricators, and laborers	13,319	276	9,833	307	3,486	205	66.8	26.2
Machine operators, assemblers, and inspectors	6,990	261	4,138	323	2,853	203	62.8	40.8
Machine operators and tenders, except precision	4,714	250	2,752	312	1,962	197	63.1	41.6
Metalworking and plastic working machine operators	490	317	409	328	81	233	71.0	16.5
Lathe and turning machine operators	76	306	70	308	5	—	—	6.6
Punching and stamping press machine operators	114	291	77	336	38	—	—	33.3
Grinding, abrading, buffing, and polishing machine operators	142	305	120	308	22	—	—	15.5
Metal and plastic processing machine operators	161	294	127	311	35	—	—	21.7
Moulding and casting machine operators	95	286	68	316	27	—	—	28.4
Woodworking machine operators	120	218	106	223	14	—	—	11.7
Sawing machine operators	79	232	71	238	8	—	—	10.1
Printing machine operators	390	318	303	357	87	239	66.9	22.3
Printing machine operators	268	326	237	350	31	—	—	11.6
Typesetters and compositors	55	281	21	—	34	—	—	61.8
Textile, apparel, and furnishings machine operators	1,206	179	221	229	986	170	74.2	81.8
Winding and twisting machine operators	92	220	22	—	71	209	—	77.2
Textile sewing machine operators	700	166	43	—	658	164	—	94.0
Shoe machine operators	72	173	20	—	52	167	—	72.2
Pressing machine operators	122	196	48	—	74	171	—	60.7
Laundering and drycleaning machine operators	109	176	40	—	68	164	—	62.4
Machine operators, assorted materials	2,319	284	1,571	324	748	217	67.0	32.3
Packaging and filling machine operators	346	231	124	272	222	215	79.0	64.2
Mixing and blending machine operators	112	309	105	318	7	—	—	6.3
Separating, filtering, and clarifying machine operators	63	440	60	439	3	—	—	4.8
Painting and paint spraying machine operators	178	282	150	303	28	—	—	15.7
Furnace, kiln, and oven operators, except food	103	371	99	384	4	—	—	3.9
Slicing and cutting machine operators	178	265	138	291	39	—	—	21.9
Photographic process machine operators	68	240	32	—	36	—	—	52.9
Fabricators, assemblers, and handworking occupations	1,508	286	1,020	324	488	224	69.1	32.4
Welders and cutters	505	354	481	357	24	—	—	4.8
Assemblers	855	263	462	304	393	226	74.3	46.0
Production inspectors, testers, samplers, and weighers	768	285	366	386	403	221	57.3	52.5
Production inspectors, checkers, and examiners	621	285	291	398	330	220	55.3	53.1
Production testers	53	362	34	—	20	—	—	37.7
Graders and sorters, except agricultural	86	226	35	—	51	201	—	59.3
Transportation and material moving occupations	3,358	328	3,199	339	159	253	74.6	4.7
Motor vehicle operators	2,239	309	2,130	319	109	242	75.9	4.9
Truckdrivers, heavy	1,448	326	1,426	328	22	—	—	1.5
Truckdrivers, light	306	254	293	256	13	—	—	4.2
Drivers—salesworkers	164	352	157	356	7	—	—	4.3
Busdrivers	185	323	131	365	54	260	71.2	29.2
Taxicab drivers and chauffeurs	77	246	69	252	7	—	—	9.1
Transportation occupations, except motor vehicles	192	504	190	504	2	—	—	1.0
Rail transportation occupations	143	506	141	506	1	—	—	.7
Locomotive operating occupations	58	503	58	503	1	—	—	1.7
Material moving equipment operators	927	340	879	344	48	—	—	5.2
Operating engineers	140	363	140	364	1	—	—	.7
Crane and tower operators	91	407	90	407	2	—	—	2.2
Excavating and loading machine operators	72	344	70	345	1	—	—	1.4
Grader, dozer, and scraper operators	95	312	95	313	0	—	—	0
Industrial truck and tractor equipment operators	357	306	336	305	21	—	—	5.9
Handlers, equipment cleaners, helpers, and laborers	2,970	244	2,496	249	474	208	83.5	16.0
Helpers, construction and extractive occupations	140	209	137	208	3	—	—	2.1
Helpers, construction trades	127	207	124	207	3	—	—	2.4
Construction laborers	503	272	494	274	9	—	—	1.8
Production helpers	58	254	45	—	13	—	—	22.4
Freight, stock, and material handlers	874	241	759	246	115	204	82.9	13.2
Garbage collectors	58	221	57	221	1	—	—	1.7
Stock handlers and baggers	347	203	282	206	66	189	91.7	19.0
Machine feeders and offbearers	76	243	49	—	27	—	—	35.5
Garage and service station related occupations	177	168	172	169	5	—	—	2.8
Vehicle washers and equipment cleaners	129	219	108	218	21	—	—	16.3

See footnotes at end of table.

Table 1. Continued—Weekly earnings of wage and salary workers who usually work full time in occupations employing 50,000 or more, by sex,¹ 1983 averages

[Numbers in thousands]

Occupation	Total, both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Employed	Weekly earnings	Employed	Weekly earnings	Employed	Weekly earnings		
Hand packers and packagers	217	\$212	74	\$233	144	\$207	88.8	66.4
Laborers, except construction	843	262	679	275	163	216	78.5	19.3
Farming, forestry, and fishing	1,280	200	1,137	202	143	165	81.7	11.2
Farm operators and managers	50	253	47	—	3	—	—	6.0
Other agricultural and related occupations	1,136	192	999	198	137	165	83.3	12.1
Farm occupations, except managerial	711	183	621	186	90	155	83.3	12.7
Farmworkers	664	179	580	182	84	153	84.1	12.7
Related agricultural occupations	425	205	378	207	47	—	—	11.1
Supervisors, related agricultural occupations	66	277	63	286	3	—	—	4.5
Groundskeepers and gardeners, except farm	308	202	294	202	14	—	—	4.5
Forestry and logging occupations	80	252	78	255	2	—	—	2.5
Timber cutting and logging occupations	55	240	55	240	0	—	—	0

¹Excludes any earnings from self-employment.

²Data for 'Total' refer to all full-time workers, including those in occupations not shown.

NOTE: Dashes indicate median, percent, or ratio now shown where base is less than 50,000.

ulation. For example, median weekly earnings for the 51,000 women employed in the "managers, medicine and health" category was \$435; at the 90-percent confidence interval (1.6 standard errors), the median could range from \$396 to \$474. At the other extreme, the \$258 median for the 12.7 million workers in administrative support occupations could

range from \$257 to \$259. For all workers, the range also was \$2. For information on calculating the standard error and other limitations of the data, see *Technical Description of the Quarterly Data on Weekly Earnings from the Current Population Survey*, Bulletin 2113 (Bureau of Labor Statistics, 1982). □

FOOTNOTES

¹The information appears in the series of press releases entitled, "Earnings of Workers and Their Families," and in *Employment and Earnings*. For information on the nationwide sample survey from which these earnings data were obtained, see Earl F. Mellor, *Technical Description of the Quarterly Data on Weekly Earnings from the Current Population Survey*, Bulletin 2113 (Bureau of Labor Statistics, 1982).

²Data for 1981 appear in "1981 Weekly Earnings of Men and Women Compared in 100 Occupations" (News Release, Mar. 7, 1982) and in Nancy F. Rytina, "Earnings of men and women: a look at specific occupations," *Monthly Labor Review*, April 1982, pp. 25-31. For 1982 data, see Earl F. Mellor, "Investigating the differences in weekly earnings of women and men," *Monthly Labor Review*, June 1984, pp. 17-28.

³This system evolved from the Standard Occupational Classification System, which was adopted in 1977 and revised in 1980. See *Standard Occupational Classification Manual* (U.S. Department of Commerce, Office of Federal Statistical Policy and Standards, 1980).

⁴See Gloria Peterson Green and others, "Revisions in the Current Population Survey Beginning in January 1983," *Employment and Earnings*, February 1983, pp. 7-15.

⁵For additional information, see *Census of Population: 1980, Classified Index of Industries and Occupations*, Report PHC80-R4, final ed. (U.S. Bureau of the Census, 1983).

Research Notes



Union productivity effects

The impact of collective bargaining on productivity has been a frequent subject of debate. The question remains: do unions increase productivity and if they do will the increased productivity offset the greater compensation unionized employees receive?

In *Trade Unions and Productivity: Some New Evidence on an Old Issue*, Richard B. Freeman and James L. Medoff use the "production function" technique to study the relationship between unionism and productivity. They add a new variable: the fraction of the work force that is unionized. The authors of this National Bureau of Economic Research working paper use the tool in an attempt to adjust for differences in employees' skills and the amount of capital per employee. Their findings indicate a positive correlation in many sectors, particularly manufacturing and construction, between unionized workplaces and high productivity. But, this positive effect does not always hold true, particularly over time. For example, in the underground bituminous coal industry, mines with a union were notably *less* productive than nonunion mines in 1975, but looking back, in 1965, the unionized mines were *more* productive. It is the authors' view that this change was due in large part to a deterioration of industrial relations. During the early 1980's, as the union began to stabilize, productivity has again increased.

The authors argue that the coal industry is the exception rather than the rule, mainly because of the relative lack of competition within the industry. Coal can be mined only in certain places, thereby severely limiting the number of competitors. Therefore, even when higher labor costs per unit of output exist, the industry survives. In contrast, in a competitive product market only the unions which can offset wage gains with higher productivity will survive, the authors assert. Also, the union productivity effect seems to be greatest when markets are the most competitive. Thus, lower productivity under unionism is prevalent under the opposite situation.

In another section, the authors turn from the *level* of productivity to productivity *growth*. They find that there is essentially no link between productivity growth and unionization. The evidence gathered by the authors indicates that unions do not hinder firms from adopting new technology, nor do unions take other steps to retard productivity growth.

The authors conclude that even though the productivity effect of unions is generally positive, on average, it will not

outweigh the greater capital intensity and labor costs which are also coupled with unionism. A higher rate of return on capital is not guaranteed by higher labor productivity.—

Robin Misner Boatman, MLR. □

Measuring substitution bias in price indexes

During the recent inflationary period, issues surrounding construction of the Consumer Price Index (CPI) attracted considerable attention. One source of concern continues to be substitution bias, which arises from the use of a fixed-weight Laspeyres index formula rather than a true cost-of-living index.

In a recent BLS working paper, we analyzed the substitution bias in Laspeyres-type indexes such as the CPI, using 1959–82 consumption data for 111 commodities from the National Income and Product Accounts. We employed two methodological approaches to construction of the cost-of-living index (COL) and calculation of the substitution bias. First, we constructed the best theoretical bounds on the index by applying nonparametric methods, using algorithms developed by Hal Varian. Second, following W. Erwin Diewert, we constructed superlative price index formulas—that is, those consistent with maximization of a flexible utility function subject to a budget constraint. We used two widely known index formulas shown by Diewert to be superlative, namely, the Tornqvist and Fisher's Ideal indexes, under a chain as well as a fixed-base specification.

The nonparametric tests indicate that there is a homothetic aggregate utility function consistent with the data. If the hypothesis of homothetic utility is maintained, the COL bias has upper and lower limits of 0.23 and 0.16 percent per year, respectively. The substitution bias in the Laspeyres index, using the superlative indexes as the measure of the COL, is about 0.16 percent per year for the period 1959–82. Although quite small, this estimate is somewhat larger than those from earlier studies. Our use of more disaggregated data is responsible for part of the difference. We also find that the substitution bias is higher, in percentage as well as in absolute terms, for 1972–82 than for earlier, less inflationary periods analyzed.

The study and its results are described in full in our paper, entitled "An Analysis of Substitution Bias in Measuring Inflation, 1959–82."—Marilyn E. Manser and Richard J. McDonald, Office of Research and Evaluation, Bureau of Labor Statistics.

Major Agreements Expiring Next Month



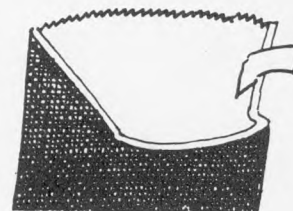
This list of selected collective bargaining agreements expiring in February is based on information from the Bureau's Office of Wages and Industrial Relations. The list includes agreements covering 1,000 workers or more. Private industry is arranged in order of Standard Industrial Classification.

Employer and location	Private industry	Labor organization ¹	Number of workers
Campbell Soup Co. (Napoleon, OH)	Food products	Food and Commercial Workers	1,950
Ladish Co. (Cudahy, WI)	Fabricated metal products	Machinists	1,800
Pennsylvania Shipbuilding Co. (Chester, PA)	Transportation equipment	Boilermakers	1,200
Marine Towing and Transportation Employers Association (New York, NY)	Water transportation	Longshoremen's Association	3,000
Kaufman's and Gimbels Department Stores (Pittsburgh, PA)	Retail trade	Food and Commercial Workers	2,000
Kroger Co. (Columbus, OH)	Retail trade	Food and Commercial Workers	4,500
Stop and Shop Companies, Inc. (Interstate)	Retail trade	Food and Commercial Workers	4,950
Chain and independent food stores, grocery department (Eugene, OR) ²	Retail trade	Food and Commercial Workers	1,000
	Government activity	Labor organization ¹	Number of workers
Missouri: Missouri-Illinois Metropolitan District, transit division	Transportation	Transit Union	1,700
New Mexico: Albuquerque multi-department blue-collar workers	Public administration	State, County and Municipal Employees	1,100
Wisconsin: Milwaukee Fire Department	Fire protection	Fire Fighters	1,050

¹Affiliated with AFL-CIO except where noted as independent (Ind.).

²Industry area (group of companies signing same contract).

Book Reviews



Assessing U.S. industrial performance

Can America Compete? By Robert Z. Lawrence. Washington, The Brookings Institution, 1984. 156 pp.

There have been loud negative answers to Robert Z. Lawrence's title question. The well-crafted analysis of this book, however, not only disputes the thesis of an uncompetitive "nation of hamburger stands" but provides a framework for study of the whole spectrum of industrial policy issues. In keeping with Lawrence's background in commercial policy, four of five assumptions concerning poor U.S. industrial performance are examined through the prism of international trade economics, and the fifth is actually a multipart assumption that "... international trade is neither the sole nor the most important source of structural change."

The analysis creates a persuasive case against the negativism of many critics of U.S. industrial performance. The assumption that gains in foreign productivity necessarily create more jobs overseas is countered by the example of Japan in the period 1973-80, when manufacturing production rose 2.9 percent per year while manufacturing employment fell by 0.8 percent per year. In comparison, U.S. production rose at a 1.8-percent clip, while employment rose 0.8 percent. To counter the assertion that a declining international lead in technology erodes our competitive position, Lawrence reminds us of the difference between absolute and comparative advantage and documents a rapidly growing U.S. trade surplus in "R & D - intensive products" in the 1972-80 era. The presumption that current deficits in the trade balance can or will worsen indefinitely runs counter to the hypothesis of more or less automatic adjustment through the terms of trade. Finally, the assumption that higher rates of productivity growth abroad must lead to a decline in U.S. international competitiveness is challenged by the behavior of manufacturing employment in the 1970's—job growth as "real devaluations of the dollar more than offset the impact of the slower rate of growth of U.S. productivity."

International trade and its impact on U.S. industrial performance is the focus of a full chapter in *Can America Compete?* It is also Lawrence's focal point in both analysis and prescription. However, five nontrade developments underlie his critique of the industrial policies advocated by those who believe that the United States is not able to make the competitive cut. As Lawrence specifies them, these trends are: "(1) the share of manufactured products in consumer

spending has declined secularly because of the pattern of demand associated with rising U.S. income levels; (2) because the demand for manufactured goods is highly sensitive to the total growth rate of GNP, manufacturing production has been slowed disproportionately by the sluggish overall economic growth in the global economy since 1973; (3) some long-run decline in the share of manufacturing in total employment reflects the relatively more rapid productivity growth in this sector; (4) shifts in the pattern of U.S. international specialization have arisen from changes in relative factor endowments and production capabilities associated with foreign economic growth and policies; and (5) short-run changes in U.S. international competitiveness have come from changes in exchange rates and cyclical conditions, both at home and abroad."

Because Lawrence believes that these factors are decisive and that the macroeconomic dimensions of economic policy would, if properly attended to, sufficiently ameliorate the condition of the industrial sector, his prescriptions for "more appropriate structural policies" are limited. After rejecting, correctly in my opinion, the case for selective industrial policies on empirical and conceptual bases, Lawrence confines his own suggestions to a conventional "free-ish" trade regime, a call for policy transparency and adequate data, and a few, very briefly explored, ideas about what to do if and when the market fails.

Can America Compete? directs its question to policy analysts and decisionmakers. Lawrence's level of analysis is very high and his audience will benefit from a close reading of it.

—RICHARD M. DEVENS, JR.
Office of Employment and
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Bureau of Labor Statistics

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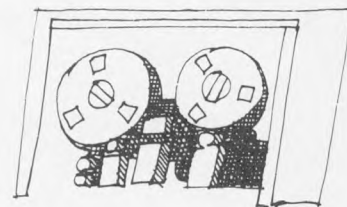
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NOTES ON CURRENT LABOR STATISTICS

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.

Seasonally adjusted labor force data in tables 3-8 were revised in the February 1984 issue of the *Review*, to reflect experience through 1983.

Beginning in January 1980, the BLS introduced two major modifications in the seasonal adjustment methodology for labor force data. First, the data are being seasonally adjusted with a new procedure called X-11/ARIMA, which was developed at Statistics Canada as an extension of the standard X-11 method. A detailed description of the procedure appears in *The X-11 ARIMA Seasonal Adjustment Method* by Estela Bee Dagum (Statistics Canada Catalogue No. 12-564E, February 1980). The second change is that seasonal factors are now being calculated for use during the first 6 months of the year, rather than for the entire year, and then are calculated at mid-year for the July-December period. Revisions of historical data continue to be made only at the end of each calendar year.

Annual revision of the seasonally adjusted payroll data shown in tables 11, 13, and 15 were made in July 1984 using the X-11 ARIMA seasonal adjustment methodology. New seasonal factors for productivity data in tables 29 and 30 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. More information from household and establishment surveys is provided in *Employment and Earnings*, a monthly publication of the Bureau. Comparable household information is published in a two-volume data book—*Labor Force Statistics Derived From the Current Population Survey*, Bulletin 2096. Comparable establishment information appears in two data books—*Employment and Earnings, United States*, and *Employment and Earnings, States and Areas*, and their annual supplements. 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*.

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 BLS statistical series

Series	Release date	Period covered	Release date	Period covered	Release date	Period covered	MLR table number
Employment situation	January 9	December	February 1	January	March 8	February	1-11
Producer Price Index	January 11	December	February 15	January	March 15	February	23-27
Consumer Price Index	January 23	December	February 26	January	March 22	February	19-22
Real earnings	January 23	December	February 26	January	March 22	February	12-16
Major collective bargaining settlements	January 24	1984	.....	.....	.....	.....	36-37
Productivity and costs:							
Nonfarm business and manufacturing	January 29	4th quarter	.....	.....	.....	.....	29-32
Nonfinancial corporations	.....	.....	February 28	4th quarter	.....	.....	29-32
Employment Cost Index	January 29	4th quarter	.....	.....	.....	.....	33-35
U.S. Import and Export Price Indexes	January 31	4th quarter	.....	.....	.....	.....	.....

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 60,000 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 include (1) all civilians 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. Members of the Armed Forces stationed in the United States are also included in the employed total. 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 did not look for work because they were on layoff or waiting to start new jobs within the next 30 days are also counted among the unemployed. The **overall unemployment rate** represents the number unemployed as a percent of the labor force, including the resident Armed Forces. The **unemployment**

rate for all civilian workers represents the number unemployed as a percent of the civilian labor force.

The **labor force** consists of all employed or unemployed civilians plus members of the Armed Forces stationed in the United States. Persons **not in the labor force** are those not classified as employed or unemployed; this group includes persons who are retired, those engaged in their own housework, those not working while attending school, those unable to work because of long-term 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, and members of the Armed Forces stationed in the United States. The **labor force participation rate** is the proportion of the noninstitutional population that is in the labor force. The **employment-population ratio** is total employment (including the resident Armed Forces) as a percent of the noninstitutional population.

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. A description of these adjustments and their effect on the various data series appear in the Explanatory Notes of *Employment and Earnings*.

Data in tables 2-8 are seasonally adjusted, based on the seasonal experience through December 1983.

1. Employment status of the noninstitutional population, 16 years and over, selected years, 1950-83

[Numbers in thousands]

Year	Noninstitutional population	Labor force										Not in labor force
		Number	Percent of population	Employed						Unemployed		
				Total	Percent of population	Resident Armed Forces	Civilian			Number	Percent of labor force	
							Total	Agriculture	Nonagricultural industries			
1950	106,164	63,377	59.7	60,087	56.6	1,169	58,918	7,160	51,758	3,288	5.2	42,787
1955	111,747	67,087	60.0	64,234	57.5	2,064	62,170	6,450	55,722	2,852	4.3	44,660
1960	119,106	71,489	60.0	67,639	56.8	1,861	65,778	5,458	60,318	3,852	5.4	46,617
1965	128,459	76,401	59.5	73,034	56.9	1,946	71,088	4,361	66,726	3,366	4.4	52,058
1966	130,180	77,892	59.8	75,017	57.6	2,122	72,895	3,979	68,915	2,875	3.7	52,288
1967	132,092	79,565	60.2	76,590	58.0	2,218	74,372	3,844	70,527	2,975	3.7	52,527
1968	134,281	80,990	60.3	78,173	58.2	2,253	75,920	3,817	72,103	2,817	3.5	53,291
1969	136,573	82,972	60.8	80,140	58.7	2,238	77,902	3,606	74,296	2,832	3.4	53,602
1970	139,203	84,889	61.0	80,796	58.0	2,118	78,678	3,463	75,215	4,093	4.8	54,315
1971	142,189	86,355	60.7	81,340	57.2	1,973	79,367	3,394	75,972	5,016	5.8	55,834
1972	145,939	88,847	60.9	83,966	57.5	1,813	82,153	3,484	78,669	4,882	5.5	57,091
1973	148,870	91,203	61.3	86,838	58.3	1,774	85,064	3,470	81,594	4,355	4.8	57,667
1974	151,841	93,670	61.7	88,515	58.3	1,721	86,794	3,515	83,279	5,156	5.5	58,171
1975	154,831	95,453	61.6	87,524	56.5	1,678	85,845	3,408	82,438	7,929	8.3	59,377
1976	157,818	97,826	62.0	90,420	57.3	1,668	88,752	3,331	85,421	7,406	7.6	59,991
1977	160,689	100,665	62.6	93,673	58.3	1,656	92,017	3,283	88,734	6,991	6.9	60,025
1978	163,541	103,882	63.5	97,679	59.7	1,631	96,048	3,387	92,661	6,202	6.0	59,659
1979	166,460	106,559	64.0	100,421	60.3	1,597	98,824	3,347	95,477	6,137	5.8	59,900
1980	169,349	108,544	64.1	100,907	59.6	1,604	99,303	3,364	95,938	7,637	7.0	60,806
1981	171,775	110,315	65.2	102,042	59.4	1,645	100,397	3,368	97,030	8,273	7.5	61,460
1982	173,939	111,872	64.3	101,194	58.2	1,668	99,526	3,401	96,125	10,578	9.5	62,067
1983	175,891	113,226	64.4	102,510	58.3	1,676	100,834	3,383	97,450	10,717	9.5	62,665

2. Employment status of the population, including Armed Forces in the United States, by sex, seasonally adjusted

[Numbers in thousands]

Employment status and sex	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Noninstitutional population ^{1,2}	173,939	175,465	176,636	176,809	177,219	177,363	177,510	177,662	177,813	177,974	178,138	178,295	178,483	178,661	178,834
Labor force ²	111,872	112,646	113,720	113,824	113,901	114,377	114,598	114,938	115,493	115,567	115,636	115,206	115,419	115,722	115,725
Participation rate ³	64.3	64.2	64.4	64.4	64.3	64.5	64.6	64.7	65.0	64.9	64.9	64.6	64.7	64.8	64.7
Total employed ²	101,194	101,277	104,291	104,629	104,876	105,576	105,826	106,095	106,978	107,438	107,093	106,681	106,959	107,291	107,571
Employment-population rate ⁴	58.2	57.7	59.0	59.2	59.2	59.5	59.6	59.7	60.2	60.4	60.1	59.8	59.9	60.1	60.2
Resident Armed Forces ¹	1,668	1,671	1,685	1,688	1,686	1,684	1,686	1,693	1,690	1,690	1,698	1,712	1,720	1,705	1,699
Civilian employed	99,526	99,606	102,606	102,941	103,190	103,892	104,140	104,402	105,288	105,748	105,395	104,969	105,239	105,586	105,872
Agriculture	3,401	3,392	3,257	3,356	3,271	3,395	3,281	3,393	3,389	3,403	3,345	3,224	3,315	3,114	3,353
Nonagricultural industries	96,125	96,214	99,349	99,585	99,918	100,496	100,859	101,009	101,899	102,344	102,050	101,744	101,923	102,472	102,519
Unemployed	10,678	11,369	9,429	9,195	9,026	8,801	8,772	8,843	8,514	8,130	8,543	8,526	8,460	8,431	8,154
Unemployment rate ⁵	9.5	10.1	8.3	8.1	7.9	7.7	7.7	7.7	7.4	7.0	7.4	7.4	7.3	7.3	7.0
Not in labor force	62,067	62,819	62,916	62,985	63,318	62,986	62,912	62,724	62,320	62,407	62,503	63,089	63,064	62,939	63,109
Men, 16 years and over															
Noninstitutional population ^{1,2}	83,052	84,064	84,423	84,506	84,745	84,811	84,880	84,953	85,024	85,101	85,179	85,257	85,352	85,439	85,523
Labor force ²	63,979	64,580	64,846	64,838	64,930	65,093	65,156	65,212	65,307	65,452	65,362	65,244	65,614	65,603	65,667
Participation rate ³	77.0	76.8	76.8	76.7	76.6	76.8	76.8	76.8	76.8	76.9	76.7	76.5	76.9	76.8	76.8
Total employed ²	57,800	58,320	59,389	59,580	59,781	60,147	60,290	60,293	60,629	60,923	60,607	60,661	60,912	61,023	61,158
Employment-population rate ⁴	69.6	69.4	70.3	70.5	70.5	70.9	71.0	71.0	71.3	71.6	71.2	71.4	71.4	71.4	71.5
Resident Armed Forces ¹	1,527	1,533	1,534	1,537	1,542	1,540	1,542	1,548	1,545	1,545	1,551	1,563	1,571	1,557	1,552
Civilian employed	56,271	56,787	57,855	58,043	58,239	58,607	58,748	58,745	59,084	59,378	59,056	59,098	57,341	59,466	59,606
Unemployed	6,179	6,260	5,457	5,258	5,149	4,946	4,867	4,919	4,678	4,529	4,756	4,583	4,702	4,580	4,509
Unemployment rate ⁵	9.7	9.7	8.4	8.1	7.9	7.6	7.5	7.5	7.2	6.9	7.3	7.0	7.2	7.0	6.9
Women, 16 years and over															
Noninstitutional population ^{1,2}	90,887	91,827	92,214	92,302	92,474	92,552	92,630	92,709	92,789	92,873	92,958	93,039	93,132	93,222	93,311
Labor force ²	47,894	48,646	48,874	48,986	48,971	49,283	49,442	49,725	50,186	50,115	50,273	49,963	49,804	50,119	50,057
Participation rate ³	52.7	53.0	53.0	53.1	53.0	53.2	53.4	53.6	54.1	54.0	54.1	53.7	53.5	53.8	53.6
Total employed ²	43,395	44,190	44,902	45,049	45,094	45,429	45,536	45,802	46,350	46,515	46,486	46,020	46,047	46,268	46,413
Employment-population rate ⁴	47.7	48.1	48.7	48.8	48.8	49.1	49.2	49.4	50.0	50.1	50.0	49.5	49.4	49.6	49.7
Resident Armed Forces ¹	139	143	151	151	144	144	144	145	145	145	147	149	149	148	147
Civilian employed	43,256	44,047	44,751	44,898	44,950	45,285	45,392	45,657	46,205	46,370	46,339	45,871	45,898	46,120	46,266
Unemployed	4,499	4,457	3,972	3,937	3,876	3,855	3,905	3,924	3,836	3,600	3,787	3,943	3,758	3,852	3,645
Unemployment rate ⁵	9.4	9.2	8.1	8.0	7.9	7.8	7.9	7.9	7.6	7.2	7.5	7.9	7.5	7.7	7.3

¹The population and Armed Forces figures are not adjusted for seasonal variation.

²Includes members of the Armed Forces stationed in the United States.

³Labor force as a percent of the noninstitutional population.

⁴Total employed as a percent of the noninstitutional population.

⁵Unemployment as a percent of the labor force (including the resident Armed Forces).

3. Employment status of the civilian population by sex, age, race, and Hispanic origin, seasonally adjusted

[Numbers in thousands]

Employment status	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
TOTAL															
Civilian noninstitutional population ¹	172,271	174,215	174,951	175,121	175,533	175,679	175,824	175,969	176,123	176,284	176,440	176,583	176,763	176,956	177,135
Civilian labor force	110,204	111,550	112,035	112,136	112,215	112,693	112,912	113,245	113,803	113,877	113,938	113,494	113,699	114,017	114,026
Participation rate	64.0	64.0	64.0	64.0	63.9	64.1	64.2	64.4	64.6	64.6	64.6	64.3	64.3	64.4	64.4
Employed	99,526	100,834	102,606	102,941	103,190	103,892	104,140	104,402	105,288	105,748	105,395	104,969	105,239	105,586	105,872
Employment-population ratio ²	57.8	57.9	58.6	58.8	58.8	59.1	59.2	59.3	59.8	59.8	60.0	59.4	59.5	59.7	59.8
Unemployed	10,678	10,717	9,429	9,195	9,026	8,801	8,772	8,843	8,514	8,130	8,543	8,526	8,460	8,431	8,154
Unemployment rate	9.7	9.6	8.4	8.2	8.0	7.8	7.8	7.8	7.5	7.1	7.5	7.5	7.4	7.4	7.2
Not in labor force	62,067	62,665	62,916	62,985	63,318	62,986	62,912	62,724	62,320	62,407	62,502	63,089	63,064	62,939	63,109
Men, 20 years and over															
Civilian noninstitutional population ¹	73,644	74,872	75,327	75,433	75,692	75,786	75,880	75,973	76,073	76,176	76,269	76,350	76,451	76,565	76,663
Civilian labor force	57,980	58,744	59,053	59,050	59,299	59,394	59,388	59,480	59,546	59,726	59,694	59,752	59,898	59,971	59,994
Participation rate	78.7	78.5	78.4	78.3	78.3	78.4	78.3	78.3	78.3	78.4	78.3	78.3	78.3	78.3	78.3
Employed	52,891	53,489	54,457	54,658	54,999	55,266	55,368	55,385	55,685	55,970	55,789	55,899	56,022	56,213	56,243
Employment-population ratio ²	71.8	71.4	72.3	72.5	72.7	72.9	73.0	73.2	73.5	73.5	73.1	73.2	73.3	73.4	73.4
Agriculture	2,422	2,429	2,336	2,374	2,356	2,409	2,364	2,453	2,451	2,469	2,455	2,392	2,403	2,316	2,426
Nonagricultural industries	50,469	51,058	52,121	52,284	52,643	52,857	53,004	52,932	53,234	53,501	53,334	53,507	53,620	53,898	53,817
Unemployed	5,089	5,257	4,596	4,392	4,300	4,128	4,020	4,095	3,861	3,755	3,906	3,853	3,875	3,758	3,751
Unemployment rate	8.8	8.9	7.8	7.4	7.3	7.0	6.8	6.9	6.5	6.3	6.5	6.4	6.5	6.3	6.3
Women, 20 years and over															
Civilian noninstitutional population ¹	82,864	84,069	84,553	84,666	84,860	84,962	85,064	85,168	85,272	85,380	85,488	85,581	85,688	85,793	85,897
Civilian labor force	43,699	44,636	44,953	45,024	44,981	45,258	45,459	45,703	46,222	46,101	46,261	46,082	45,859	46,220	46,232
Participation rate	52.7	53.1	53.2	53.2	53.0	53.3	53.4	53.7	54.2	54.0	54.1	53.8	53.5	53.9	53.8
Employed	40,086	41,004	41,738	41,843	41,798	42,138	42,315	42,517	43,098	43,146	43,088	42,819	42,807	43,016	43,194
Employment-population ratio ²	48.4	48.8	49.4	49.4	49.3	49.6	49.7	49.9	50.5	50.5	50.4	50.0	50.5	50.1	50.3
Agriculture	601	620	638	653	625	640	574	619	610	623	573	563	595	554	575
Nonagricultural industries	39,485	40,384	41,100	41,190	41,174	41,498	41,741	41,898	42,487	42,523	42,515	42,255	42,212	42,462	42,619
Unemployed	3,613	3,632	3,215	3,181	3,182	3,120	3,144	3,186	3,124	2,955	3,173	3,264	3,053	3,204	3,038
Unemployment rate	8.3	8.1	7.2	7.1	7.1	6.9	6.9	7.0	6.8	6.4	6.9	7.1	6.7	6.9	6.6
Both sexes, 16 to 19 years															
Civilian noninstitutional population ¹	15,763	15,274	15,072	15,022	14,981	14,931	14,880	14,828	14,778	14,728	14,683	14,653	14,624	14,598	14,575
Civilian labor force	8,526	8,171	8,029	8,062	7,935	8,041	8,065	8,062	8,034	8,050	7,982	7,660	7,942	7,826	7,800
Participation rate	54.1	53.5	53.3	53.7	53.0	53.9	54.2	54.4	54.4	54.7	54.4	52.3	54.3	53.6	53.5
Employed	6,549	6,342	6,411	6,440	6,392	6,488	6,457	6,500	6,505	6,631	6,518	6,251	6,410	6,356	6,435
Employment-population ratio ²	41.5	41.5	42.5	42.9	42.7	43.5	43.4	43.8	44.0	45.0	44.4	42.7	43.8	43.5	44.1
Agriculture	378	334	283	329	290	346	343	321	327	311	317	269	318	244	352
Nonagricultural industries	6,171	6,008	6,128	6,111	6,102	6,142	6,114	6,179	6,178	6,320	6,201	5,982	6,092	6,112	6,083
Unemployed	1,977	1,829	1,618	1,622	1,543	1,553	1,608	1,562	1,529	1,419	1,464	1,409	1,532	1,470	1,365
Unemployment rate	23.2	22.4	20.2	20.1	19.4	19.3	19.9	19.4	19.0	17.6	18.3	18.4	19.3	18.8	17.5
White															
Civilian noninstitutional population ¹	149,441	150,805	151,324	151,484	151,939	152,079	152,285	152,178	152,229	152,295	152,286	152,402	152,471	152,605	152,659
Civilian labor force	96,143	97,021	97,559	97,724	97,813	98,167	98,424	98,495	98,853	98,770	98,710	98,156	98,388	98,520	98,526
Participation rate	64.3	64.3	64.5	64.5	64.4	64.6	64.6	64.7	64.9	64.9	64.8	64.4	64.5	64.6	64.5
Employed	87,903	88,893	90,430	90,779	91,044	91,544	91,845	91,933	92,505	92,697	92,430	91,850	92,074	92,249	92,498
Employment-population ratio ²	58.8	58.9	59.8	59.9	59.9	60.2	60.3	60.4	60.8	60.9	60.7	60.3	60.4	60.4	60.6
Unemployed	8,241	8,128	7,129	6,945	6,768	6,623	6,580	6,562	6,348	6,072	6,280	6,306	6,314	6,271	6,028
Unemployment rate	8.6	8.4	7.3	7.1	6.9	6.7	6.7	6.7	6.4	6.1	6.4	6.4	6.4	6.4	6.1
Black															
Civilian noninstitutional population ¹	18,584	18,925	19,057	19,086	19,196	19,222	19,248	19,274	19,302	19,330	19,360	19,386	19,416	19,449	19,481
Civilian labor force	11,331	11,647	11,623	11,650	11,660	11,881	11,867	11,934	12,008	11,962	12,076	12,176	12,079	12,185	12,285
Participation rate	61.0	61.5	61.0	61.0	60.7	61.8	61.7	61.9	62.5	61.9	62.4	62.8	62.2	62.7	63.1
Employed	9,189	9,375	9,563	9,582	9,707	9,958	9,896	9,923	10,105	10,168	10,041	10,226	10,259	10,314	10,443
Employment-population ratio ²	49.4	49.5	50.2	50.2	50.6	51.8	51.4	51.4	52.4	52.6	51.9	52.8	52.8	53.0	53.6
Unemployed	2,142	2,272	2,060	2,068	1,953	1,923	1,972	2,011	1,903	1,795	2,035	1,950	1,820	1,872	1,842
Unemployment rate	18.9	19.5	17.7	17.8	16.7	16.2	16.6	16.8	15.8	15.0	16.9	16.0	15.1	15.4	15.0
Hispanic origin															
Civilian noninstitutional population ¹	9,400	12,771	9,677	9,735	9,778	9,906	10,080	10,072	10,026	9,824	9,738	9,785	9,713	9,794	9,901
Civilian labor force	5,983	8,119	6,232	6,267	6,336	6,292	6,484	6,378	6,332	6,298	6,293	6,271	6,328	6,339	6,453
Participation rate	63.6	63.6	64.4	64.4	64.8	63.5	64.3	63.3	63.2	64.1	64.6	64.1	65.2	64.7	65.2
Employed	5,158	6,995	5,463	5,540	5,627	5,652	5,751	5,643	5,666	5,669	5,626	5,600	5,650	5,649	5,807
Employment-population ratio ²	54.9	54.8	56.5	56.9	57.6	57.1	57.1	56.0	56.5	57.7	57.2	57.2	58.2	57.7	58.7
Unemployed	825	1,124	769	727	708	639	733	735	666	629	667	672	678	689	646
Unemployment rate	13.8	13.8	12.3	11.6	11.2	10.2	11.3	11.5	10.5	10.0	10.6	10.7	10.7	10.9	10.0

¹The population figures are not seasonally adjusted.

²Civilian employment as a percent of the civilian noninstitutional population.

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" groups are not presented and Hispanics are included in both the white and black population groups.

4. Selected employment indicators, seasonally adjusted

[In thousands]

Selected categories	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CHARACTERISTIC															
Civilian employed, 16 years and over	99,526	100,834	102,606	102,941	103,190	103,892	104,140	104,402	105,288	105,748	105,395	104,969	105,239	105,586	105,872
Men	56,271	56,787	57,855	58,043	58,239	58,607	58,748	58,745	59,084	59,378	59,506	59,098	59,341	59,466	59,606
Women	43,256	44,047	44,751	44,898	44,950	45,285	45,392	45,657	46,205	46,370	46,339	45,871	45,898	46,120	46,266
Married men, spouse present	38,074	37,967	38,388	38,494	38,682	38,911	38,927	39,062	39,159	39,072	39,121	39,029	39,034	39,023	39,348
Married women, spouse present	24,053	24,603	25,057	25,140	24,947	25,212	25,239	25,457	25,722	25,786	25,716	25,764	25,641	25,891	25,981
Women who maintain families	5,099	5,091	5,236	5,254	5,293	5,346	5,444	5,491	5,668	5,688	5,662	5,507	5,412	5,344	5,362
MAJOR INDUSTRY AND CLASS OF WORKER															
Agriculture:															
Wage and salary workers	1,505	1,579	1,481	1,512	1,443	1,560	1,515	1,661	1,610	1,604	1,513	1,425	1,569	1,481	1,585
Self-employed workers	1,636	1,565	1,556	1,572	1,613	1,609	1,580	1,534	1,537	1,570	1,559	1,568	1,569	1,479	1,561
Unpaid family workers	261	240	224	265	233	232	198	207	246	212	230	208	187	173	201
Nonagricultural industries:															
Wage and salary workers	88,462	89,500	91,094	91,422	91,641	92,379	92,819	92,931	93,928	94,040	93,841	93,554	94,122	94,369	94,461
Government	15,562	15,537	15,585	15,481	15,535	15,822	15,813	15,784	15,761	15,685	15,604	15,782	15,959	16,046	15,745
Private industries	72,945	73,963	75,509	75,941	76,106	76,557	77,006	77,147	78,167	78,355	78,236	77,772	78,163	78,323	78,716
Private households	1,207	1,247	1,216	1,241	1,197	1,219	1,155	1,296	1,347	1,329	1,239	1,181	1,185	1,209	1,221
Other	71,738	72,716	74,293	74,700	74,909	75,339	75,851	75,851	76,820	77,026	76,997	76,591	76,979	77,114	77,495
Self-employed workers	7,262	7,575	7,800	7,734	7,936	7,849	7,755	7,834	7,707	7,828	7,717	7,829	7,721	7,775	7,693
Unpaid family workers	401	376	474	450	364	330	326	338	311	348	306	324	314	312	372
PERSONS AT WORK¹															
Nonagricultural industries															
Full-time schedules	72,245	73,624	75,398	75,802	76,237	76,715	77,004	78,276	78,280	78,496	78,659	78,799	78,291	78,459	78,614
Part time for economic reasons	5,852	5,997	5,848	5,712	5,943	5,808	5,463	5,593	5,353	5,491	5,300	5,324	5,496	5,479	5,373
Usually work full time	2,169	1,826	1,719	1,672	1,771	1,611	1,472	1,530	1,549	1,654	1,589	1,749	1,675	1,606	1,592
Usually work part time	3,683	4,171	4,129	4,040	4,172	4,197	3,991	4,063	3,804	3,837	3,711	3,576	3,821	3,873	3,781
Part time for noneconomic reasons	12,455	12,417	12,588	12,659	12,527	12,545	12,515	13,049	12,889	12,514	12,889	12,797	12,662	12,638	12,630

¹ Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

5. Selected unemployment indicators, seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
CHARACTERISTIC															
Total, all civilian workers	9.7	9.6	8.4	8.2	8.0	7.8	7.8	7.8	7.5	7.1	7.5	7.5	7.4	7.4	7.2
Both sexes, 16 to 19 years	23.2	22.4	20.2	20.1	19.4	19.3	19.9	19.4	19.0	17.6	18.3	18.4	19.3	18.8	17.5
Men, 20 years and over	8.8	8.9	7.8	7.4	7.3	7.0	6.8	6.9	6.5	6.3	6.5	6.4	6.5	6.3	6.3
Women, 20 years and over	8.3	8.1	7.2	7.1	7.1	6.9	6.9	7.0	6.8	6.4	6.9	7.1	6.7	6.9	6.6
White, total	8.6	8.4	7.3	7.1	6.9	6.7	6.7	6.7	6.4	6.1	6.4	6.4	6.4	6.4	6.1
Both sexes, 16 to 19 years	20.4	19.3	17.2	17.0	16.2	16.5	17.1	16.2	16.2	15.5	15.3	15.9	16.6	16.1	14.9
Men, 16 to 19 years	21.7	20.2	17.6	17.5	17.8	16.4	17.3	16.6	16.8	16.5	17.8	16.2	17.3	17.0	16.0
Women, 16 to 19 years	19.0	18.3	16.6	16.5	14.5	16.7	16.8	15.7	15.5	14.5	12.6	15.5	15.8	15.2	13.8
Men, 20 years and over	7.8	7.9	6.9	6.7	6.3	6.1	5.8	5.9	5.6	5.3	5.5	5.5	5.6	5.4	5.4
Women, 20 years and over	7.3	6.9	6.0	5.9	6.0	5.8	5.9	6.0	5.8	5.6	5.9	6.0	5.8	5.9	5.5
Black, total	18.9	19.5	17.7	17.8	16.7	16.2	16.6	16.8	15.8	15.0	16.9	16.0	15.1	15.4	15.0
Both sexes, 16 to 19 years	48.0	48.5	47.3	49.0	47.9	43.5	46.7	44.8	44.1	34.3	42.4	41.7	41.7	40.2	40.8
Men, 16 to 19 years	48.9	48.8	44.9	46.4	47.1	46.7	44.4	42.8	40.9	35.3	42.6	40.6	39.9	45.1	41.8
Women, 16 to 19 years	47.1	48.2	50.0	51.9	48.8	39.9	49.6	47.1	48.2	33.1	42.1	42.9	43.7	34.6	39.5
Men, 20 years and over	17.8	18.1	15.6	15.1	14.8	14.1	15.4	16.0	14.1	14.8	15.7	14.2	13.5	13.4	12.5
Women, 20 years and over	15.4	16.5	15.6	15.9	14.3	14.4	13.5	13.4	13.6	12.4	14.0	14.1	12.6	13.5	13.7
Hispanic origin, total	13.8	13.8	12.3	11.6	11.2	10.2	11.3	11.5	10.5	10.0	10.6	10.7	10.7	10.9	10.0
Married men, spouse present	6.5	6.5	5.5	5.2	5.0	4.9	4.7	4.7	4.5	4.5	4.6	4.4	4.6	4.6	4.4
Married women, spouse present	7.4	7.0	6.0	6.1	6.0	5.9	5.8	5.8	5.8	5.6	5.9	6.0	5.8	5.8	5.3
Women who maintain families	11.7	12.2	10.5	10.9	10.7	11.0	11.0	10.5	9.8	9.6	9.6	10.5	10.0	10.5	11.0
Full-time workers	9.6	9.5	8.2	8.0	7.8	7.5	7.5	7.6	7.2	6.7	7.2	7.2	7.1	7.1	6.9
Part-time workers	10.5	10.4	9.8	9.8	9.2	9.3	9.2	9.1	9.3	10.3	9.6	9.6	9.4	9.1	8.6
Unemployed 15 weeks and over	3.2	3.8	3.1	3.0	2.9	2.6	2.5	2.5	2.5	2.3	2.4	2.3	2.3	2.2	2.1
Labor force time lost ¹	11.0	10.9	9.7	9.4	9.2	8.9	8.8	8.9	8.5	8.3	8.7	8.5	8.5	8.6	8.2
INDUSTRY															
Nonagricultural private wage and salary workers															
Mining	13.4	17.0	12.8	12.4	10.9	12.2	11.2	10.3	8.9	7.1	7.5	10.3	8.6	10.9	11.8
Construction	20.0	18.4	15.6	16.3	15.0	15.1	13.3	14.3	14.8	14.8	14.7	14.0	13.8	13.5	14.2
Manufacturing	12.3	11.2	8.9	8.3	8.4	7.5	7.5	7.7	7.1	7.2	7.5	7.5	7.6	7.4	7.2
Durable goods	13.3	12.1	9.0	8.3	8.0	7.3	7.8	7.5	7.0	7.2	6.7	6.9	7.0	7.0	7.0
Nondurable goods	10.8	10.0	8.7	8.2	8.9	7.8	7.2	8.0	7.1	7.3	8.6	8.3	8.4	7.9	7.5
Transportation and public utilities	6.8	7.4	6.7	6.5	5.1	5.9	5.0	5.4	5.5	5.2	6.1	6.2	6.1	5.3	5.1
Wholesale and retail trade	10.0	10.0	9.1	8.8	8.4	8.3	8.3	8.7	7.9	7.2	7.8	7.8	8.2	7.9	7.5
Finance and service industries	6.9	7.2	6.7	6.6	6.3	6.3	6.4	6.1	5.5	5.4	5.9	6.1	5.6	5.7	5.8
Government workers	4.9	5.3	4.9	5.0	5.0	4.5	4.4	4.4	4.7	4.1	4.5	4.3	4.5	4.5	4.3
Agricultural wage and salary workers	14.7	16.0	15.7	15.6	15.5	14.0	14.6	12.2	13.9	11.8	14.6	12.8	15.0	13.8	11.3

¹ Aggregate hours lost by the unemployed and persons on part time for economic reasons as a percent of potentially available labor force hours.

6. Unemployment rates by sex and age, seasonally adjusted

[Civilian workers]

Sex and age	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Total, 16 years and over	9.7	9.6	8.4	8.2	8.0	7.8	7.8	7.8	7.5	7.1	7.5	7.5	7.4	7.4	7.2
16 to 24 years	17.8	17.2	15.4	14.9	14.8	14.2	14.4	14.6	14.0	13.0	13.6	14.0	14.1	13.6	13.1
16 to 19 years	23.2	22.4	20.2	20.1	19.4	19.3	19.9	19.4	19.0	17.6	18.3	18.4	19.3	18.8	17.5
16 to 17 years	24.9	24.5	21.9	22.9	21.9	22.1	23.1	22.3	20.2	19.7	20.5	21.4	21.3	20.1	19.5
18 to 19 years	22.1	21.1	19.3	18.8	17.6	17.5	18.1	17.5	18.2	16.3	16.7	16.7	17.9	18.0	16.5
20 to 24 years	14.9	14.5	13.6	13.0	12.2	12.5	11.6	11.6	12.2	11.5	10.7	11.8	11.5	11.1	10.9
25 years and over	7.4	7.5	6.5	6.4	6.2	6.1	5.9	6.0	5.7	5.6	5.9	5.8	5.7	5.7	5.5
25 to 54 years	7.9	8.0	6.9	6.8	6.5	6.4	6.3	6.3	6.0	5.7	6.2	6.1	5.9	5.9	5.8
55 years and over	5.0	5.3	4.9	4.9	4.7	4.3	4.3	4.2	4.4	4.6	4.4	4.6	4.5	4.8	4.4
Men, 16 years and over	9.9	9.9	8.6	8.3	8.1	7.8	7.7	7.7	7.3	7.1	7.5	7.2	7.3	7.2	7.0
16 to 24 years	19.1	18.4	15.9	15.6	15.6	14.6	14.6	15.0	14.0	13.7	14.6	14.3	14.8	13.9	13.5
16 to 19 years	24.4	23.3	20.2	20.4	20.8	19.7	20.0	19.7	19.4	18.5	20.6	18.6	19.9	20.2	18.4
16 to 17 years	26.4	25.2	22.0	23.3	21.6	21.6	23.0	23.7	21.3	22.7	23.0	22.1	21.1	21.5	19.7
18 to 19 years	23.1	22.2	19.6	18.9	19.6	18.1	18.2	17.3	18.3	16.1	18.8	16.5	19.1	19.3	18.1
20 to 24 years	16.4	15.9	13.8	13.3	13.1	12.1	11.9	12.7	11.5	11.4	11.7	12.3	12.3	10.9	11.1
25 years and over	7.5	7.8	6.8	6.5	6.2	6.1	5.9	5.9	5.7	5.4	5.7	5.5	5.5	5.5	5.4
25 to 54 years	8.0	8.2	7.1	6.7	6.6	6.4	6.1	6.2	5.9	5.6	5.9	5.7	5.6	5.6	5.5
55 years and over	5.1	5.6	5.4	5.4	4.8	4.5	4.6	4.4	4.5	4.3	4.6	4.6	5.0	4.8	4.7
Women, 16 years and over	9.4	9.2	8.2	8.1	7.9	7.8	7.9	7.9	7.7	7.2	7.6	7.9	7.6	7.7	7.3
16 to 24 years	16.2	15.8	14.7	14.0	13.9	13.7	14.2	14.1	14.0	12.2	12.5	13.7	13.2	13.2	12.7
16 to 19 years	21.9	21.3	20.1	19.8	18.0	18.9	19.8	19.0	18.6	16.7	15.9	18.2	18.6	17.3	16.5
16 to 17 years	23.2	23.7	21.8	22.5	22.2	22.6	23.1	20.8	19.0	16.4	17.9	20.6	21.4	18.5	19.3
18 to 19 years	21.0	19.9	19.0	18.7	15.4	16.9	18.1	17.8	18.1	16.5	14.4	16.9	16.8	16.6	14.7
20 to 24 years	13.2	12.9	12.0	11.0	11.7	11.0	11.3	11.6	11.6	9.9	10.8	11.4	10.4	11.2	10.8
25 years and over	7.3	7.2	6.2	6.3	6.2	6.1	6.0	6.0	5.8	5.8	6.1	6.3	5.9	6.1	5.7
25 to 54 years	7.7	7.7	6.6	6.8	6.5	6.5	6.5	6.4	6.1	5.8	6.5	6.6	6.3	6.3	6.0
55 years and over	4.8	4.7	4.1	4.3	4.5	4.0	3.9	3.9	4.3	5.0	4.2	4.4	3.9	4.8	3.9

7. Unemployed persons by reason for unemployment, seasonally adjusted

[Numbers in thousands]

Reason for unemployment	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Job losers	6,258	6,258	5,226	5,017	4,825	4,737	4,614	4,527	4,327	4,220	4,511	4,218	4,211	4,370	4,154
On layoff	2,127	1,780	1,321	1,283	1,238	1,272	1,254	1,108	1,192	1,166	1,164	1,152	1,109	1,176	1,058
Other job losers	4,141	4,478	3,905	3,734	3,588	3,465	3,360	3,419	3,134	3,055	3,346	3,066	3,102	3,193	3,096
Job leavers	840	830	868	855	809	772	756	781	804	800	865	835	845	818	885
Reentrants	2,384	2,412	2,250	2,246	2,192	2,153	2,208	2,308	2,178	1,968	2,091	2,322	2,298	2,136	2,147
New entrants	1,185	1,216	1,154	1,150	1,175	1,092	1,213	1,216	1,186	1,136	1,092	1,093	1,052	1,073	1,003
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	100.0	100.0
Job losers	58.7	58.4	55.0	54.1	53.6	54.1	52.5	51.3	50.9	51.9	52.7	49.8	50.1	52.0	50.7
On layoff	19.9	16.6	13.9	13.8	13.7	14.5	14.3	12.5	14.0	14.4	13.6	13.6	13.2	14.0	12.9
Other job losers	38.8	41.8	41.1	40.3	39.9	39.6	38.2	38.7	36.9	37.6	39.1	36.2	36.9	38.0	37.8
Job leavers	7.9	7.7	9.1	9.2	9.0	8.8	8.6	8.8	9.5	9.8	10.1	9.9	10.1	9.7	10.8
Reentrants	22.3	22.5	23.7	24.2	24.4	24.6	25.1	26.1	25.6	24.2	24.4	27.4	27.3	25.4	26.2
New entrants	11.1	11.3	12.1	12.4	13.1	12.5	13.8	13.8	14.0	14.0	12.8	12.9	12.5	12.8	12.2
PERCENT OF CIVILIAN LABOR FORCE															
Job losers	5.7	5.6	4.7	4.5	4.3	4.2	4.1	4.0	3.8	3.7	4.0	3.7	3.7	3.8	3.6
On layoff	.8	.7	.8	.8	.7	.7	.7	.7	.7	.7	.8	.7	.7	.7	.8
Other job losers	2.2	2.2	2.0	2.0	2.0	1.9	2.0	2.0	1.9	1.7	1.8	2.0	2.0	1.9	1.9
Job leavers	1.1	1.1	1.0	1.0	1.0	1.0	1.1	1.1	1.0	1.0	1.0	1.0	.9	.9	.9

8. Duration of unemployment, seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
Less than 5 weeks	3,883	3,570	3,328	3,382	3,233	3,359	3,386	3,438	3,238	3,174	3,462	3,555	3,286	3,431	3,351
5 to 14 weeks	3,311	2,937	2,616	2,504	2,556	2,484	2,539	2,493	2,433	2,294	2,490	2,333	2,539	2,399	2,320
15 weeks and over	3,485	4,210	3,527	3,369	3,201	2,984	2,873	2,855	2,851	2,619	2,689	2,606	2,600	2,530	2,438
15 to 26 weeks	1,708	1,652	1,337	1,284	1,166	1,173	1,114	1,111	1,186	1,008	1,100	1,113	1,085	1,099	993
27 weeks and over	1,776	2,558	2,190	2,085	2,035	1,810	1,759	1,744	1,664	1,611	1,589	1,493	1,515	1,431	1,445
Mean duration in weeks	15.6	20.0	20.2	19.6	20.5	18.8	18.8	18.5	18.4	18.6	18.1	17.3	17.1	16.5	17.5
Median duration in weeks	8.7	10.1	9.4	9.0	9.2	8.3	8.3	8.1	8.7	7.2	7.6	7.5	7.6	7.2	7.3

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 over 200,000 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.

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 12-16 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 services 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 reflect the effects of changes in consumer prices. The deflator for this series is derived from the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). 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.

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.

The Diffusion Index, introduced in table 17 of the May 1983 issue, represents the percent of 185 nonagricultural industries in which employment was rising over the indicated period. One-half of the industries with unchanged employment are counted as rising. In line with Bureau practice, data for the 3-, 6-, and 9-month spans are seasonally adjusted, while that for the 12-month span is unadjusted. The diffusion index is useful for measuring the dispersion of economic gains or losses and is also an economic indicator.

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 May 1984 data, published in the July 1984 issue of the *Review*. Consequently, data published in the *Review* prior to that issue are not necessarily comparable to current data. Unadjusted data have been revised back to April 1982; seasonally adjusted data have been revised back to January 1979. Unadjusted data from April 1983 forward, and seasonally adjusted data from January 1980 forward are subject to revision in future benchmarks. Earlier comparable unadjusted and seasonally adjusted data are published in a *Supplement to Employment and Earnings* (unadjusted data from April 1977 through February 1984 and seasonally adjusted data from January 1974 through February 1984) and in *Employment and Earnings, United States, 1909-78*, BLS Bulletin 1312-11 (for prior periods).

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*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982).

9. Employment, by industry, selected years, 1950-83

[Nonagricultural payroll data, in thousands]

Year	Total	Private sector	Goods-producing				Service-producing						Government			
			Total	Mining	Construction	Manufacturing	Total	Transportation and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate	Services	Total	Federal	State	Local
1950	45,197	39,170	18,506	901	2,364	15,241	26,691	4,034	2,635	6,751	1,888	5,357	6,026	1,928	(1)	(1)
1955	50,641	43,727	20,513	792	2,839	16,882	30,128	4,141	2,926	7,610	2,298	6,240	6,914	2,187	1,168	3,558
1960 ²	54,189	45,836	20,434	712	2,926	16,796	33,755	4,004	3,143	8,248	2,629	7,378	8,353	2,270	1,536	4,547
1964	58,283	48,686	21,005	634	3,097	17,274	37,278	3,951	3,337	8,823	2,911	8,660	9,596	2,348	1,856	5,392
1965	60,765	50,689	21,926	632	3,232	18,062	38,639	4,036	3,466	9,250	2,977	9,036	10,074	2,378	1,996	5,700
1966	63,901	53,116	23,158	627	3,317	19,214	40,743	4,158	3,597	9,648	3,058	9,498	10,784	2,564	2,141	6,080
1967	65,803	54,413	23,308	613	3,248	19,447	42,495	4,268	3,689	9,917	3,185	10,045	11,391	2,719	2,302	6,371
1968	67,897	56,058	23,737	606	3,350	19,781	44,160	4,318	3,779	10,320	3,337	10,567	11,839	2,737	2,442	6,660
1969	70,384	58,189	24,361	619	3,575	20,167	46,023	4,442	3,907	10,798	3,512	11,169	12,195	2,758	2,533	6,904
1970	70,880	58,325	23,578	623	3,588	19,367	47,302	4,515	3,993	11,047	3,645	11,548	12,554	2,731	2,664	7,158
1971	71,214	58,331	22,935	609	3,704	18,623	48,278	4,476	4,001	11,351	3,772	11,797	12,881	2,696	2,747	7,437
1972	73,675	60,341	23,668	628	3,889	19,151	50,007	4,541	4,113	11,836	3,908	12,276	13,334	2,684	2,859	7,790
1973	76,790	63,058	24,893	642	4,097	20,154	51,897	4,656	4,277	12,329	4,046	12,857	13,732	2,663	2,923	8,146
1974	78,265	64,095	24,794	697	4,020	20,077	53,471	4,725	4,433	12,554	4,148	13,441	14,170	2,724	3,039	8,407
1975	76,945	62,259	22,600	752	3,525	18,323	54,345	4,542	4,415	12,645	4,165	13,892	14,686	2,748	3,179	8,758
1976	79,382	64,511	23,352	779	3,576	18,997	56,030	4,582	4,546	13,209	4,271	14,551	14,871	2,733	3,273	8,865
1977	82,471	67,344	24,346	813	3,851	19,682	58,125	4,713	4,708	13,808	4,467	15,303	15,127	2,727	3,377	9,023
1978	86,697	71,026	25,585	851	4,229	20,505	61,113	4,923	4,969	14,573	4,724	16,252	15,672	2,753	3,474	9,446
1979	89,823	73,876	26,461	958	4,463	21,040	63,363	5,136	5,204	14,989	4,975	17,112	15,947	2,773	3,541	9,633
1980	90,406	74,166	25,658	1,027	4,346	20,285	64,748	5,146	5,275	15,035	5,160	17,890	16,241	2,866	3,610	9,765
1981	91,156	75,126	25,497	1,139	4,188	20,170	65,659	5,165	5,358	15,189	5,298	18,619	16,031	2,772	3,640	9,619
1982	89,566	73,729	23,813	1,128	3,905	18,781	65,753	5,082	5,278	15,179	5,341	19,036	15,837	2,739	3,640	9,458
1983	90,138	74,288	23,394	957	3,940	18,497	66,744	4,958	5,259	15,545	5,467	19,665	15,851	2,752	3,660	9,439

¹ Not available.

² Data include Alaska and Hawaii beginning in 1959.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

10. Employment, by State

[Nonagricultural payroll data, in thousands]

State	October 1983	September 1984	October 1984 ^p	State	October 1983	September 1984	October 1984 ^p
Alabama	1,334.8	1,347.2	1,353.6	Montana	275.2	277.2	278.1
Alaska	218.7	232.3	224.8	Nebraska	621.2	634.0	636.8
Arizona	1,094.1	1,151.4	1,170.1	Nevada	418.0	423.5	424.6
Arkansas	763.9	787.2	789.0	New Hampshire	419.3	438.7	443.8
California	10,100.7	10,456.0	10,490.7	New Jersey	3,199.9	3,301.9	3,308.3
Colorado	1,342.6	1,368.7	1,374.6	New Mexico	485.1	504.5	503.0
Connecticut	1,465.9	1,499.4	1,505.0	New York	7,380.5	7,486.6	7,552.5
Delaware	270.6	275.5	276.3	North Carolina	2,468.3	2,515.9	2,524.9
District of Columbia	593.6	598.2	600.9	North Dakota	255.9	255.0	256.3
Florida	3,956.9	4,144.9	4,178.8	Ohio	4,170.0	4,224.2	4,236.2
Georgia	2,320.5	2,450.0	2,463.7	Oklahoma	1,173.8	1,185.7	1,181.2
Hawaii	400.8	395.8	400.9	Oregon	989.0	1,011.5	1,017.2
Idaho	328.7	331.8	331.4	Pennsylvania	4,598.8	4,640.5	4,666.8
Illinois	4,512.0	4,587.4	4,610.7	Rhode Island	401.3	408.6	408.6
Indiana	2,043.2	2,098.7	2,096.7	South Carolina	1,207.1	1,244.0	1,241.4
Iowa	1,043.3	1,041.2	1,050.4	South Dakota	238.2	241.1	241.7
Kansas	930.1	944.2	951.1	Tennessee	1,763.8	1,825.7	1,830.4
Kentucky	1,172.9	1,201.7	1,210.2	Texas	6,228.2	6,373.8	6,393.4
Louisiana	1,579.8	1,579.1	1,581.0	Utah	582.2	609.5	610.5
Maine	430.5	442.8	441.1	Vermont	210.5	213.4	214.7
Maryland	1,718.3	1,745.2	1,763.5	Virginia	2,238.2	2,313.7	2,324.7
Massachusetts	2,716.4	2,758.4	2,763.9	Washington	1,612.1	1,672.9	1,668.4
Michigan	3,254.7	3,341.2	3,353.8	West Virginia	590.3	594.0	589.6
Minnesota	1,760.5	1,863.9	1,877.8	Wisconsin	1,882.1	1,953.7	1,953.0
Mississippi	803.6	812.2	816.3	Wyoming	205.3	209.8	207.2
Missouri	1,946.3	1,975.8	1,977.1	Virgin Islands	34.9	33.6	33.6

p = preliminary.

11. Employment, by industry, seasonally adjusted

[Nonagricultural payroll data, in thousands]

Industry division and group	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^P	Nov. ^P
TOTAL	89,566	90,138	91,688	92,026	92,391	92,846	93,058	93,449	93,768	94,135	94,350	94,523	94,807	95,150	95,453
PRIVATE SECTOR	73,729	74,288	75,814	76,157	76,533	76,971	77,185	77,546	77,864	78,241	78,422	78,566	78,698	79,067	79,383
GOODS-PRODUCING	23,813	23,394	24,058	24,198	24,383	24,577	24,595	24,760	24,851	24,974	25,059	25,098	25,010	25,078	25,131
Mining	1,128	957	967	969	975	978	978	984	995	1,002	1,007	1,017	1,020	1,013	1,013
Oil and gas extraction	708	600	603	607	608	607	607	612	619	623	629	636	642	644	651
Construction	3,905	3,940	4,073	4,086	4,154	4,226	4,151	4,246	4,286	4,343	4,356	4,356	4,374	4,384	4,414
General building contractors	991	1,015	1,064	1,077	1,100	1,111	1,099	1,110	1,126	1,135	1,133	1,132	1,140	1,142	1,153
Manufacturing	18,781	18,497	19,018	19,143	19,254	19,373	19,466	19,530	19,570	19,629	19,696	19,725	19,616	19,681	19,704
Production workers	12,742	12,581	13,048	13,145	13,234	13,326	13,388	13,443	13,465	13,492	13,541	13,558	13,448	13,493	13,501
Durable goods	11,039	10,774	11,170	11,266	11,343	11,440	11,513	11,551	11,598	11,652	11,702	11,758	11,696	11,748	11,772
Production workers	7,311	7,151	7,511	7,585	7,643	7,718	7,769	7,799	7,826	7,860	7,899	7,945	7,876	7,915	7,925
Lumber and wood products	598	658	695	698	702	706	712	714	711	712	708	706	703	710	712
Furniture and fixtures	432	447	467	470	475	480	483	482	482	485	485	484	481	486	493
Stone, clay, and glass products	577	573	589	592	595	604	606	604	605	605	606	603	603	607	610
Primary metal industries	922	838	869	877	871	877	877	879	887	884	880	879	865	865	864
Blast furnaces and basic steel products	396	343	351	352	347	348	347	345	347	345	342	334	324	320	321
Fabricated metal products	1,427	1,374	1,420	1,431	1,440	1,447	1,456	1,459	1,469	1,479	1,490	1,491	1,485	1,494	1,495
Machinery, except electrical	2,244	2,038	2,106	2,122	2,137	2,151	2,166	2,189	2,203	2,226	2,242	2,252	2,243	2,254	2,251
Electrical and electronic equipment	2,008	2,024	2,109	2,132	2,152	2,175	2,202	2,212	2,228	2,237	2,252	2,267	2,263	2,269	2,276
Transportation equipment	1,735	1,756	1,832	1,855	1,876	1,898	1,905	1,905	1,906	1,917	1,926	1,961	1,939	1,945	1,949
Motor vehicles and equipment	699	758	823	843	858	865	863	857	848	855	858	894	864	866	880
Instruments and related products	716	695	705	707	711	715	718	719	722	723	727	726	726	728	732
Miscellaneous manufacturing	382	371	378	382	384	387	388	388	385	384	386	389	388	390	390
Nondurable goods	7,741	7,724	7,848	7,877	7,911	7,933	7,953	7,979	7,972	7,977	7,994	7,967	7,920	7,933	7,932
Production workers	5,431	5,430	5,537	5,560	5,591	5,608	5,619	5,644	5,639	5,632	5,642	5,613	5,572	5,578	5,576
Food and kindred products	1,636	1,622	1,629	1,631	1,638	1,637	1,638	1,648	1,643	1,644	1,655	1,642	1,630	1,641	1,640
Tobacco manufactures	69	69	66	67	66	65	66	67	67	67	66	65	69	69	70
Textile mill products	749	744	760	762	758	767	769	766	762	759	755	751	744	734	729
Apparel and other textile products	1,161	1,164	1,195	1,202	1,207	1,213	1,218	1,226	1,217	1,209	1,206	1,200	1,181	1,178	1,175
Paper and allied products	662	662	671	675	676	680	680	680	681	685	687	686	680	685	683
Printing and publishing	1,272	1,296	1,317	1,321	1,328	1,333	1,339	1,348	1,356	1,362	1,368	1,371	1,375	1,379	1,384
Chemicals and allied products	1,075	1,047	1,050	1,052	1,053	1,054	1,054	1,057	1,057	1,062	1,064	1,067	1,063	1,064	1,066
Petroleum and coal products	201	195	192	191	191	190	190	189	188	188	187	187	186	186	184
Rubber and miscellaneous plastics products	697	718	758	766	774	784	790	790	795	797	801	800	798	804	809
Leather and leather products	219	208	210	210	210	210	209	208	206	204	205	198	194	193	192
SERVICE-PRODUCING	65,753	66,744	67,630	67,828	68,008	68,269	68,463	68,689	68,917	69,161	69,291	69,425	69,797	70,072	70,322
Transportation and public utilities	5,082	4,958	5,043	5,055	5,095	5,105	5,112	5,129	5,144	5,163	5,175	5,202	5,213	5,225	5,250
Transportation	2,789	2,739	2,763	2,776	2,816	2,828	2,839	2,862	2,871	2,883	2,896	2,924	2,937	2,955	2,973
Communication and public utilities	2,293	2,219	2,280	2,279	2,279	2,276	2,273	2,267	2,273	2,280	2,279	2,278	2,276	2,270	2,277
Wholesale trade	5,278	5,259	5,344	5,371	5,406	5,438	5,457	5,473	5,492	5,502	5,528	5,544	5,588	5,613	5,628
Durable goods	11,039	10,774	11,170	11,266	11,343	11,440	11,513	11,551	11,598	11,652	11,702	11,758	11,696	11,748	11,772
Nondurable goods	7,741	7,724	7,848	7,877	7,911	7,933	7,953	7,979	7,972	7,977	7,994	7,967	7,920	7,933	7,932
Retail trade	15,179	15,545	15,805	15,857	15,914	15,980	16,030	16,095	16,166	16,245	16,283	16,295	16,342	16,479	16,596
General merchandise stores	2,184	2,161	2,195	2,189	2,210	2,211	2,230	2,251	2,273	2,295	2,301	2,303	2,318	2,349	2,389
Food stores	2,478	2,560	2,594	2,600	2,618	2,626	2,626	2,635	2,630	2,641	2,648	2,640	2,648	2,678	2,698
Automotive dealers and service stations	1,632	1,667	1,703	1,710	1,725	1,740	1,748	1,743	1,751	1,751	1,762	1,758	1,755	1,762	1,772
Eating and drinking places	4,831	5,007	5,082	5,095	5,111	5,121	5,136	5,154	5,183	5,199	5,211	5,238	5,255	5,279	5,300
Finance, insurance, and real estate	5,341	5,467	5,530	5,546	5,573	5,593	5,613	5,640	5,662	5,676	5,676	5,679	5,684	5,708	5,725
Finance	2,646	2,740	2,777	2,789	2,797	2,812	2,831	2,851	2,863	2,854	2,854	2,850	2,856	2,866	2,877
Insurance	1,714	1,721	1,728	1,730	1,737	1,741	1,742	1,742	1,746	1,752	1,759	1,763	1,766	1,775	1,780
Real estate	981	1,005	1,025	1,027	1,039	1,040	1,041	1,047	1,053	1,066	1,063	1,066	1,062	1,067	1,068
Services	19,036	19,665	20,034	20,130	20,162	20,278	20,378	20,449	20,549	20,681	20,701	20,748	20,861	20,964	21,053
Business services	3,286	3,539	3,703	3,758	3,798	3,845	3,875	3,912	3,979	4,014	4,035	4,069	4,085	4,111	4,135
Health services	5,812	5,973	6,016	6,026	6,030	6,040	6,052	6,062	6,073	6,064	6,079	6,034	6,085	6,087	6,112
Government	15,837	15,851	15,874	15,869	15,858	15,875	15,873	15,903	15,904	15,894	15,928	15,957	16,109	16,083	16,070
Federal	2,739	2,752	2,759	2,762	2,760	2,763	2,770	2,771	2,767	2,777	2,779	2,785	2,804	2,772	2,780
State	3,640	3,660	3,669	3,668	3,670	3,682	3,686	3,693	3,699	3,699	3,697	3,714	3,725	3,711	3,713
Local	9,458	9,439	9,446	9,439	9,428	9,430	9,417	9,439	9,438	9,418	9,452	9,458	9,580	9,600	9,577

p = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

12. Average hours and earnings, by industry 1968-83

[Production or nonsupervisory workers on nonagricultural payrolls]

Year	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
	Private sector			Mining			Construction		
1968	37.8	\$2.85	\$107.73	42.6	\$3.35	\$142.71	37.3	\$4.41	\$164.49
1969	37.7	3.04	114.61	43.0	3.60	154.80	37.9	4.79	181.54
1970	37.1	3.23	119.83	42.7	3.85	164.40	37.3	5.24	195.45
1971	36.9	3.45	127.31	42.4	4.06	172.14	37.2	5.69	211.67
1972	37.0	3.70	136.90	42.6	4.44	189.14	36.5	6.06	221.19
1973	36.9	3.94	145.39	42.4	4.75	201.40	36.8	6.41	235.89
1974	36.5	4.24	154.76	41.9	5.23	219.14	36.6	6.81	249.25
1975	36.1	4.53	163.53	41.9	5.95	249.31	36.4	7.31	266.08
1976	36.1	4.86	175.45	42.4	6.46	273.90	36.8	7.71	283.73
1977	36.0	5.25	189.00	43.4	6.94	301.20	36.5	8.10	295.65
1978	35.8	5.69	203.70	43.4	7.67	332.88	36.8	8.66	318.69
1979	35.7	6.16	219.91	43.0	8.49	365.07	37.0	9.27	342.99
1980	35.3	6.66	235.10	43.3	9.17	397.06	37.0	9.94	367.78
1981	35.2	7.25	255.20	43.7	10.04	438.75	36.9	10.82	399.26
1982	34.8	7.68	267.26	42.7	10.77	459.88	36.7	11.63	426.82
1983	35.0	8.02	280.70	42.5	11.27	478.98	37.2	11.92	443.42
	Manufacturing			Transportation and public utilities			Wholesale trade		
1968	40.7	\$3.01	\$122.51	40.6	\$3.42	\$138.85	40.1	\$3.05	\$122.31
1969	40.6	3.19	129.51	40.7	3.63	147.74	40.2	3.23	129.85
1970	39.8	3.35	133.33	40.5	3.85	155.93	39.9	3.44	137.26
1971	39.9	3.57	142.44	40.1	4.21	168.82	39.5	3.65	129.85
1972	40.5	3.82	154.71	40.4	4.65	187.86	39.4	3.85	144.18
1973	40.7	4.09	166.46	40.5	5.02	203.31	39.3	4.08	151.69
1974	40.0	4.42	176.80	40.2	5.41	217.48	38.8	4.39	160.34
1975	39.5	4.83	190.79	39.7	5.88	233.44	38.7	4.73	183.05
1976	40.1	5.22	209.32	39.8	6.45	256.71	38.7	5.03	194.66
1977	40.3	5.68	228.90	39.9	6.99	278.90	38.8	5.39	209.13
1978	40.4	6.17	249.27	40.0	7.57	302.80	38.8	5.88	228.14
1979	40.2	6.70	269.34	39.9	8.16	325.58	38.8	6.39	247.93
1980	39.7	7.27	288.62	39.6	8.87	351.25	38.5	6.96	267.96
1981	39.8	7.99	318.00	39.4	9.70	382.18	38.5	7.56	291.06
1982	38.9	8.49	330.26	39.0	10.32	402.48	38.3	8.09	309.85
1983	40.1	8.83	354.08	39.0	10.80	421.20	38.5	8.54	328.79
	Retail trade			Finance, insurance, and real estate			Services		
1968	34.7	\$2.16	\$74.95	37.0	\$2.75	\$101.75	34.7	\$2.42	\$83.97
1969	34.2	2.30	78.66	37.1	2.93	108.70	34.7	2.61	90.57
1970	33.8	2.44	82.47	36.7	3.07	112.67	34.4	2.81	96.66
1971	33.7	2.60	87.62	36.6	3.22	117.85	33.9	3.04	103.06
1972	33.4	2.75	91.85	36.6	3.36	122.98	33.9	3.27	110.85
1973	33.1	2.91	96.32	36.6	3.53	129.20	33.8	3.47	117.29
1974	32.7	3.14	102.68	36.5	3.77	137.61	33.6	3.75	126.00
1975	32.4	3.36	108.86	36.5	4.06	148.19	33.5	4.02	134.67
1976	32.1	3.57	114.60	36.4	4.27	155.43	33.3	4.31	143.52
1977	31.6	3.85	121.66	36.4	4.54	165.26	33.0	4.65	153.45
1978	31.0	4.20	130.20	36.4	4.89	178.00	32.8	4.99	163.67
1979	30.6	4.53	138.62	36.2	5.27	190.77	32.7	5.36	175.27
1980	30.2	4.88	147.38	36.2	5.79	209.60	32.6	5.85	190.71
1981	30.1	5.25	158.03	36.3	6.31	229.05	32.6	6.41	208.97
1982	29.9	5.48	163.85	36.2	6.78	245.44	32.6	6.92	225.59
1983	29.8	5.74	171.05	36.2	7.29	263.90	32.7	7.30	238.71

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

13. Average weekly hours, by industry, seasonally adjusted

[Production or nonsupervisory workers on private nonagricultural payrolls]

Industry	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. P	Nov. P
PRIVATE SECTOR	34.8	35.0	35.2	35.2	35.4	35.3	35.3	35.4	35.3	35.3	35.2	35.2	35.4	35.1	35.2
MANUFACTURING	38.9	40.1	40.6	40.6	40.9	40.9	40.7	41.1	40.6	40.6	40.5	40.5	40.6	40.4	40.5
Overtime hours	2.3	3.0	3.3	3.4	3.5	3.5	3.5	3.7	3.3	3.3	3.3	3.3	3.3	3.3	3.4
Durable goods	39.3	40.7	41.3	41.3	41.6	41.7	41.4	41.8	41.3	41.2	41.2	41.2	41.5	41.2	41.2
Overtime hours	2.2	3.0	3.5	3.5	3.7	3.8	3.7	4.0	3.5	3.5	3.5	3.4	3.5	3.5	3.6
Lumber and wood products	38.0	40.1	40.0	40.0	40.6	40.4	40.1	40.4	39.6	39.4	39.3	39.4	40.2	39.6	39.5
Furniture and fixtures	37.2	39.4	39.8	40.1	40.0	39.9	39.6	39.7	39.7	39.1	39.8	39.1	39.9	39.6	39.8
Stone, clay, and glass products	40.1	41.5	41.8	41.9	42.1	42.5	41.9	42.3	42.1	41.8	41.9	41.7	42.0	41.8	42.0
Primary metal industries	38.6	40.5	41.7	41.8	41.9	42.0	41.8	42.2	42.1	41.7	41.5	41.0	41.3	41.4	41.5
Blast furnaces and basic steel products	37.9	39.5	40.8	41.2	41.0	41.3	41.2	41.0	41.6	41.1	39.9	39.6	40.0	40.2	40.6
Fabricated metal products	39.2	40.6	41.4	41.4	41.6	41.8	41.3	41.8	41.4	41.3	41.3	41.1	41.5	41.3	41.1
Machinery, except electrical	39.7	40.5	41.3	41.5	41.8	41.9	41.9	42.3	41.9	42.0	41.8	42.0	42.0	41.8	41.5
Electrical and electronic equipment	39.3	40.5	41.1	41.0	41.2	41.2	41.0	41.3	41.0	40.8	40.8	40.9	41.2	40.9	41.2
Transportation equipment	40.5	42.1	42.6	42.4	43.2	43.1	42.9	43.5	42.4	42.3	42.2	42.4	42.8	42.4	42.3
Motor vehicles and equipment	40.5	43.3	44.1	43.9	44.8	44.3	44.4	44.8	42.9	43.1	42.4	43.3	43.9	43.2	43.1
Instruments and related products	39.8	40.4	40.7	40.8	41.3	41.2	41.1	41.4	40.7	41.3	41.3	41.1	41.5	41.2	41.6
Nondurable goods	38.4	39.4	39.8	39.7	39.9	39.9	39.8	40.2	39.6	39.6	39.4	39.5	39.4	39.3	39.6
Overtime hours	2.5	3.0	3.1	3.2	3.3	3.3	3.3	3.4	3.1	3.2	3.1	3.1	3.0	2.9	3.2
Food and kindred products	39.4	39.5	39.6	39.5	39.7	39.7	39.8	40.1	39.7	39.8	39.5	39.7	39.6	39.6	39.8
Textile mill products	37.5	40.5	40.6	40.7	40.6	40.8	40.6	41.2	40.0	40.0	39.8	39.4	39.2	38.7	39.1
Apparel and other textile products	34.7	36.2	36.7	36.6	36.6	36.9	36.7	37.4	36.5	36.4	35.8	36.0	35.9	36.0	36.2
Paper and allied products	41.8	42.6	43.1	43.1	43.2	43.2	43.0	43.2	43.1	42.9	43.3	43.1	43.1	43.0	43.2
Printing and publishing	37.1	37.6	37.9	37.7	37.9	37.9	37.9	38.2	38.0	37.7	37.7	37.8	37.9	37.9	38.1
Chemicals and allied products	40.9	41.6	41.9	41.9	42.1	42.1	42.0	42.0	41.8	41.9	41.9	42.0	41.8	41.7	41.7
Petroleum and coal products	43.9	43.9	43.7	44.6	44.8	44.5	44.7	43.7	43.5	43.1	43.2	43.9	43.1	43.5	43.7
Leather and leather products	35.6	36.8	37.2	37.1	37.3	37.2	36.7	37.5	36.5	36.7	37.0	36.0	36.5	36.4	36.4
TRANSPORTATION AND PUBLIC UTILITIES	39.0	39.0	39.2	39.4	39.5	39.3	39.2	39.5	39.4	39.6	39.8	39.4	39.8	39.2	39.3
WHOLESALE TRADE	38.3	38.5	38.6	38.6	38.6	38.5	38.5	38.7	38.6	38.6	38.6	38.7	38.8	38.6	38.6
RETAIL TRADE	29.9	29.8	30.0	30.3	30.1	30.0	30.1	30.0	30.1	30.2	29.9	29.9	30.0	29.8	29.9
SERVICES	32.6	32.7	32.7	32.6	32.8	32.7	32.8	32.8	32.7	32.7	32.7	32.6	32.8	32.7	32.7

p = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

14. Average hourly earnings, by industry

[Production or nonsupervisory workers on private nonagricultural payrolls]

Industry	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. P	Nov. P
PRIVATE SECTOR	\$7.68	\$8.02	\$8.16	\$8.16	\$8.26	\$8.24	\$8.24	\$8.29	\$8.28	\$8.29	\$8.32	\$8.30	\$8.43	\$8.41	\$8.44
Seasonally adjusted	(¹)	(¹)	8.14	8.17	8.21	8.23	8.25	8.31	8.29	8.33	8.35	8.34	8.40	8.38	8.43
MINING	10.77	11.27	11.40	11.41	11.54	11.49	11.60	11.62	11.56	11.57	11.57	11.57	11.66	11.50	11.54
CONSTRUCTION	11.63	11.92	11.91	12.02	12.08	11.99	11.97	11.95	11.99	11.94	11.97	12.01	12.15	12.14	12.03
MANUFACTURING	8.49	8.83	8.97	9.04	9.08	9.06	9.09	9.11	9.11	9.14	9.18	9.14	9.23	9.22	9.30
Durable goods	9.04	9.38	9.53	9.60	9.64	9.63	9.66	9.67	9.66	9.69	9.70	9.68	9.77	9.75	9.83
Lumber and wood products	7.43	7.79	7.79	7.80	7.88	7.88	7.87	7.89	7.92	8.04	8.01	8.05	8.15	8.07	8.03
Furniture and fixtures	6.31	6.62	6.73	6.78	6.76	6.75	6.76	6.76	6.80	6.84	6.88	6.90	6.95	6.95	6.96
Stone, clay, and glass products	8.87	9.27	9.41	9.41	9.42	9.38	9.40	9.51	9.54	9.58	9.64	9.62	9.64	9.63	9.62
Primary metal industries	11.33	11.34	11.32	11.35	11.38	11.49	11.44	11.51	11.49	11.46	11.45	11.34	11.39	11.32	11.50
Blast furnaces and basic steel products	13.35	12.89	12.71	12.71	12.76	13.10	12.97	13.12	13.09	13.02	13.02	12.90	13.01	12.87	13.00
Fabricated metal products	8.77	9.11	9.24	9.35	9.31	9.31	9.31	9.34	9.33	9.33	9.33	9.30	9.41	9.37	9.42
Machinery, except electrical	9.26	9.55	9.74	9.85	9.85	9.87	9.90	9.91	9.90	9.93	9.96	9.92	10.01	10.02	10.09
Electrical and electronic equipment	8.21	8.65	8.77	8.84	8.88	8.86	8.88	8.89	8.89	8.91	8.95	9.00	9.08	9.07	9.18
Transportation equipment	11.11	11.66	12.01	12.04	12.06	12.00	12.12	12.06	12.04	12.14	12.13	12.13	12.23	12.28	12.40
Motor vehicles and equipment	11.62	12.12	12.49	12.47	12.53	12.41	12.62	12.56	12.51	12.67	12.61	12.59	12.69	12.79	12.92
Instruments and related products	8.06	8.46	8.56	8.65	8.68	8.66	8.71	8.73	8.71	8.78	8.83	8.85	8.92	8.88	8.89
Miscellaneous manufacturing	6.42	6.80	6.84	6.95	7.00	6.97	6.97	6.97	6.99	6.98	7.02	6.97	7.01	7.01	7.05
Nondurable goods	7.74	8.08	8.18	8.24	8.27	8.24	8.27	8.29	8.30	8.33	8.41	8.37	8.44	8.43	8.53
Food and kindred products	7.92	8.20	8.26	8.36	8.41	8.37	8.39	8.43	8.43	8.44	8.41	8.36	8.37	8.33	8.48
Tobacco manufactures	9.79	10.35	10.77	10.19	10.77	11.13	11.29	11.43	11.55	11.92	11.67	10.75	10.31	10.21	11.39
Textile mill products	5.83	6.18	6.26	6.31	6.39	6.40	6.41	6.43	6.42	6.43	6.43	6.46	6.49	6.49	6.53
Apparel and other textile products	5.20	5.37	5.43	5.44	5.50	5.46	5.48	5.49	5.48	5.50	5.51	5.53	5.61	5.59	5.59
Paper and allied products	9.32	9.94	10.20	10.24	10.23	10.22	10.25	10.29	10.34	10.42	10.56	10.50	10.55	10.54	10.70
Printing and publishing	8.74	9.11	9.26	9.29	9.26	9.30	9.29	9.29	9.31	9.30	9.36	9.42	9.51	9.49	9.51
Chemicals and allied products	9.96	10.59	10.86	10.90	10.91	10.90	10.95	10.97	11.02	11.03	11.12	11.13	11.23	11.31	11.38
Petroleum and coal products	12.46	13.29	13.45	13.54	13.47	13.43	13.44	13.44	13.32	13.33	13.27	13.32	13.54	13.61	13.63
Rubber and miscellaneous plastics products	7.64	7.99	8.07	8.16	8.17	8.16	8.20	8.25	8.20	8.23	8.30	8.28	8.31	8.31	8.41
Leather and leather products	5.33	5.54	5.57	5.61	5.68	5.67	5.68	5.68	5.68	5.67	5.70	5.67	5.72	5.71	5.72
TRANSPORTATION AND PUBLIC UTILITIES	10.32	10.80	11.01	11.00	11.08	11.01	11.02	11.07	11.03	11.07	11.18	11.17	11.27	11.24	11.31
WHOLESALE TRADE	8.09	8.54	8.68	8.74	8.82	8.79	8.79	8.89	8.86	8.90	8.97	8.95	9.05	8.99	9.06
RETAIL TRADE	5.48	5.74	5.82	5.78	5.89	5.89	5.89	5.90	5.88	5.88	5.87	5.84	5.89	5.89	5.92
FINANCE, INSURANCE, AND REAL ESTATE	6.78	7.29	7.39	7.43	7.55	7.54	7.54	7.62	7.55	7.58	7.60	7.57	7.76	7.69	7.76
SERVICES	6.92	7.30	7.44	7.47	7.57	7.55	7.54	7.60	7.55	7.53	7.56	7.53	7.69	7.70	7.74

¹ Not available.

p = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

15. The Hourly Earnings Index, by industry

[Production or nonsupervisory workers on private nonagricultural payrolls; 1977 = 100]

Industry	Not seasonally adjusted					Seasonally adjusted						
	Nov. 1983	Sept. 1984	Oct. 1984	Nov. 1984 ^P	Percent change from: Nov. 1983 to Nov. 1984	Nov. 1983	July 1984	Aug. 1984	Sept. 1984	Oct. 1984	Nov. 1984 ^P	Percent change from: Oct. 1984 to Nov. 1984
PRIVATE SECTOR (in current dollars)	157.4	161.9	161.5	162.2	3.1	157.2	160.8	160.6	161.6	161.4	162.1	0.4
Mining	169.5	175.7	174.3	175.6	3.6	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Construction	145.3	148.6	148.3	146.8	1.0	145.2	146.6	146.6	146.8	146.4	146.8	.3
Manufacturing	159.4	163.5	163.6	164.5	3.2	159.4	162.9	163.3	163.4	163.8	164.5	.5
Transportation and public utilities	159.9	163.5	163.4	164.3	2.8	158.7	162.6	161.9	163.0	162.9	163.1	.1
Wholesale trade	160.8	167.5	166.5	167.7	4.3	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Retail trade	151.8	154.1	153.9	154.3	1.6	152.3	154.0	153.6	154.0	154.2	154.7	.4
Finance, insurance, and real estate	160.8	168.3	166.9	168.2	4.6	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Services	158.8	164.7	164.2	165.1	3.9	158.5	163.4	162.8	164.7	164.2	164.8	.3
PRIVATE SECTOR (in constant dollars)	94.7	94.1	93.9	(²)	(²)	94.6	95.2	94.1	94.2	93.9	(²)	(²)

¹This series is not seasonally adjusted because the seasonal component is small relative to the trend-cycle, irregular components, or both, and consequently cannot be separated with sufficient precision.

p = preliminary.

²Not available.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

16. Average weekly earnings, by industry

[Production or nonsupervisory workers on private nonagricultural payrolls]

Industry	Annual average		1983		1984										
	1982	1983	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. ^p	Nov. ^p
PRIVATE SECTOR															
Current dollars	\$267.26	\$280.70	\$286.42	\$289.68	\$289.10	\$288.40	\$288.40	\$292.64	\$291.46	\$294.30	\$296.19	\$294.65	\$299.27	\$296.03	\$296.24
Seasonally adjusted	(¹)	(¹)	286.53	287.58	290.63	290.52	291.23	294.17	292.64	294.05	293.92	293.57	297.36	294.14	296.74
Constant (1977) dollars	168.09	171.37	172.44	174.40	173.32	172.59	172.59	174.71	173.18	174.45	174.85	172.31	173.99	172.11	(¹)
MINING	459.88	478.98	489.06	495.19	499.68	492.92	496.48	499.66	499.39	505.61	497.51	503.30	513.04	496.80	503.14
CONSTRUCTION	426.82	443.42	432.33	442.34	438.50	443.63	439.30	448.13	458.02	460.88	462.04	462.39	467.78	461.32	449.92
MANUFACTURING															
Current dollars	330.26	354.08	365.98	372.45	368.65	368.74	369.96	372.60	369.87	372.91	369.95	369.26	375.66	373.41	378.51
Constant (1977) dollars	207.71	216.17	220.34	224.23	221.01	220.67	221.40	222.45	219.77	221.05	218.39	215.94	218.41	217.10	(¹)
Durable goods	355.27	381.77	395.50	403.20	398.13	398.68	399.92	402.27	399.92	402.14	396.73	396.88	405.46	401.70	406.96
Lumber and wood products	282.34	312.38	309.26	311.22	311.26	313.62	314.01	317.18	317.59	324.01	316.40	322.00	329.26	320.38	314.78
Furniture and fixtures	234.73	260.83	269.87	277.98	263.64	263.93	267.02	267.02	268.60	270.86	269.70	273.24	278.70	279.39	279.10
Stone, clay, and glass products	355.69	384.71	395.22	394.28	386.22	389.27	389.16	401.32	404.50	407.15	406.81	405.96	408.74	405.42	405.96
Primary metal industries	437.34	459.27	470.91	478.97	476.82	482.58	480.48	488.02	481.43	480.17	472.89	462.67	472.69	464.12	476.10
Blast furnaces and basic steel products	505.97	509.16	513.48	526.19	521.88	539.72	534.36	549.73	540.62	536.42	524.71	506.97	524.30	508.37	522.60
Fabricated metal products	343.78	369.87	384.38	395.51	385.43	386.37	384.50	387.61	386.26	388.13	380.66	381.30	389.57	386.98	389.05
Machinery except electrical	367.62	386.78	405.18	418.63	411.73	413.55	415.80	417.21	413.82	417.06	411.35	411.68	420.42	416.83	421.76
Electrical and electronic equipment	322.65	350.33	363.08	369.51	364.97	364.15	364.08	364.49	363.60	365.31	361.58	366.30	374.10	370.96	380.05
Transportation equipment	449.96	490.89	515.23	521.33	517.37	514.80	521.16	523.40	514.11	519.59	508.25	504.61	517.33	520.67	528.24
Motor vehicles and equipment	470.61	524.80	550.81	556.16	555.08	544.80	560.33	563.94	546.69	557.48	537.19	532.56	548.21	552.53	556.85
Instruments and related products	320.79	341.78	350.96	357.25	356.75	356.79	358.85	358.80	354.50	362.61	361.15	362.85	371.07	364.97	371.60
Miscellaneous manufacturing	246.53	265.88	272.23	278.00	272.30	276.01	278.01	275.32	274.71	273.62	273.08	272.53	277.60	276.90	279.89
Nondurable goods	297.22	318.35	327.20	330.42	326.67	326.30	327.49	329.94	328.68	331.53	331.35	331.45	335.07	332.99	338.64
Food and kindred products	312.05	323.90	329.57	333.56	331.35	327.27	329.73	332.99	333.83	337.60	333.04	335.24	336.47	331.53	340.05
Tobacco manufactures	370.06	387.09	431.88	385.18	410.34	405.13	416.60	451.49	457.38	482.76	437.63	421.40	408.28	409.42	460.16
Textile mill products	218.63	250.29	256.66	258.71	257.52	259.84	258.96	260.42	257.44	259.77	252.70	256.46	255.71	253.11	257.28
Apparel and other textile products	180.44	194.39	199.82	199.65	198.55	200.38	201.12	202.03	200.02	202.40	198.36	200.74	201.96	202.32	202.92
Paper and allied products	389.58	423.44	440.64	448.51	440.91	438.44	437.68	442.47	443.59	449.10	456.19	451.50	457.87	454.27	463.31
Printing and publishing	324.25	342.54	352.81	356.74	347.25	349.68	353.02	353.02	351.92	349.68	351.94	357.02	362.33	359.67	364.23
Chemicals and allied products	407.36	440.54	457.21	462.16	458.22	457.80	458.81	460.74	460.64	463.26	463.70	464.12	471.66	471.63	476.82
Petroleum and coal products	546.99	583.43	590.46	603.88	594.03	584.21	585.98	590.02	580.75	579.86	579.90	584.75	598.47	594.76	598.36
Rubber and miscellaneous plastics products	302.54	329.19	338.94	345.98	343.14	342.72	341.94	347.33	341.94	344.84	341.96	342.79	344.87	344.03	350.70
Leather and leather products	189.75	203.87	207.76	209.25	208.46	208.66	205.05	210.16	209.59	213.76	212.61	206.39	208.21	207.27	209.35
TRANSPORTATION AND PUBLIC UTILITIES	402.48	421.20	432.69	436.70	434.34	429.39	429.78	435.05	432.38	440.59	447.20	443.45	449.67	441.73	445.61
WHOLESALE TRADE	309.85	328.79	335.92	339.99	338.69	335.78	336.66	342.27	342.00	344.43	348.04	347.26	351.14	347.91	350.62
RETAIL TRADE	163.85	171.05	173.44	178.02	173.17	173.17	174.34	175.82	176.40	178.75	180.21	178.70	177.29	174.93	175.82
FINANCE, INSURANCE, AND REAL ESTATE	245.44	263.90	266.78	268.97	275.58	274.46	273.70	278.13	274.07	275.15	278.92	275.55	284.02	279.92	282.46
SERVICES	225.59	238.71	242.54	243.52	246.78	246.13	245.80	248.52	246.13	247.74	250.24	248.49	252.23	251.02	252.32

¹ Not available.

p = preliminary.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

17. Indexes of diffusion: industries in which employment increased, seasonally adjusted

[In percent]

Time span	Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Over 1-month span	1982	27.6	47.6	35.7	31.1	41.1	33.5	34.6	32.4	37.3	28.9	32.4	45.7
	1983	54.3	46.5	60.8	68.9	69.5	64.6	74.3	68.6	69.5	75.4	69.7	73.8
	1984	71.1	73.2	67.0	63.8	64.1	63.0	62.4	57.6	40.8	P66.2	P55.1	—
Over 3-month span	1982	25.1	27.8	27.8	27.3	27.6	28.6	23.5	24.1	26.5	25.9	27.8	41.6
	1983	46.8	57.3	64.1	75.1	75.7	77.8	74.1	81.6	80.8	78.9	79.5	77.6
	1984	82.2	80.5	76.5	71.1	68.4	68.9	63.5	58.1	P57.8	P54.1	—	—
Over 6-month span	1982	19.2	22.2	21.9	24.6	20.3	21.4	21.4	18.6	23.2	27.3	29.5	35.4
	1983	50.8	63.0	69.2	75.1	80.0	82.4	84.1	82.4	84.6	85.9	86.8	83.8
	1984	81.9	82.7	79.7	75.4	69.2	63.2	P63.2	P64.1	—	—	—	—
Over 12-month span	1982	21.6	21.4	17.6	18.1	16.2	18.1	21.1	21.1	25.1	31.6	34.1	40.3
	1983	49.5	54.3	61.9	71.1	77.3	79.5	83.8	88.1	86.8	87.3	85.4	87.3
	1984	86.5	81.9	78.9	P76.5	P73.0	—	—	—	—	—	—	—

p = preliminary.

NOTE: Figures are the percent of industries with employment rising. (Half of the unchanged components

are counted as rising.) Data are centered within the spans. See the "Definitions" in this section.

See "Notes on the data" for a description of the most recent benchmark revision.

UNEMPLOYMENT INSURANCE DATA

NATIONAL UNEMPLOYMENT INSURANCE DATA are compiled monthly by the Employment and Training Administration of the U.S. Department of Labor from monthly reports of unemployment insurance activity prepared by State agencies. 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 State programs, Unemployment Compensation for Ex-Servicemen, and Unemployment Compensation for Federal Employees, 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 unemployed. Persons not covered by unemployment insurance (about 10 percent 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.

Average weekly seasonally adjusted insured unemployment data are computed by BLS' Weekly Seasonal Adjustment program. This procedure incorporated the X-11 Variant of the Census Method II Seasonal Adjustment program.

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.

18. Unemployment insurance and employment service operations

[All items except average benefits amounts are in thousands]

Item	1983			1984									
	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. P
All programs:													
Insured unemployment	2,478	2,620	2,915	3,374	3,174	2,958	2,613	2,290	2,166	2,327	2,184	2,083	2,146
State unemployment insurance program: ¹													
Initial claims ²	1,522	1,757	2,105	2,355	1,528	1,424	1,429	1,368	1,387	1,767	1,459	1,250	1,674
Insured unemployment (average weekly volume)	2,358	2,508	2,805	3,249	3,056	2,843	2,515	2,215	2,111	2,270	2,129	2,023	2,069
Rate of insured unemployment	2.7	2.9	3.3	3.8	3.6	3.3	2.9	2.6	2.5	2.6	2.5	2.3	2.4
Weeks of unemployment compensated	8,417	9,301	10,168	12,232	11,622	11,339	9,695	9,304	8,053	8,380	8,716	7,226	7,862
Average weekly benefit amount for total unemployment	\$122.99	\$122.19	\$122.61	\$123.60	\$124.30	\$124.67	\$125.26	\$123.69	\$121.96	\$119.83	\$120.24	\$122.49	\$123.85
Total benefits paid	\$1,002,032	\$1,099,862	\$1,203,605	\$1,457,983	\$1,400,458	\$1,369,536	\$1,173,601	\$1,109,268	\$948,381	\$974,135	\$1,017,804	\$855,460	\$939,653
State unemployment insurance program: ¹ (Seasonally adjusted data)													
Initial claims ²	1,667	1,677	1,604	1,617	1,572	1,570	1,569	1,614	1,559	1,661	1,618	1,707	1,662
Insured unemployment (average weekly volume)	2,801	2,711	2,687	2,510	2,428	2,470	2,507	2,300	2,356	2,457	2,355	2,567	2,457
Rate of insured unemployment	3.3	3.2	3.1	2.9	2.8	2.9	2.9	2.7	2.7	2.8	2.7	3.0	2.8
Unemployment compensation for ex-servicemen: ³													
Initial claims ¹	16	15	14	15	13	13	12	12	12	13	14	13	15
Insured unemployment (average weekly volume)	28	28	27	27	24	22	20	18	18	18	19	20	21
Weeks of unemployment compensated	107	116	113	112	96	89	78	79	71.1	71	79	72	86
Total benefits paid	\$14,074	\$15,121	\$14,815	\$14,532	\$12,540	\$11,813	\$10,349	\$10,577	\$9,467	\$9,573	\$10,715	\$9,853	\$11,712
Unemployment compensation for Federal civilian employees: ⁴													
Initial claims	15	13	13	16	10	9	13	9	11	12	10	9	14
Insured unemployment (average weekly volume)	25	27	29	32	31	28	23	20	19	20	19	19	21
Weeks of unemployment compensated	88	110	119	133	129	122	98	88	76	80	83	69	82
Total benefits paid	\$10,144	\$12,415	\$13,888	\$15,588	\$15,003	\$14,778	\$11,844	\$10,529	\$8,994	\$9,489	\$9,776	\$8,198	\$9,832
Railroad unemployment insurance:													
Applications	7	8	8	10	4	3	2	2	11	25	7	6	9
Insured unemployment (average weekly volume)	48	40	43	51	49	41	27	19	16	16	17	18	21
Number of payments	92	92	95	121	104	99	70	54	38	35	37	34	46
Average amount of benefit payment	\$211.41	\$212.36	\$213.71	\$210.73	\$209.56	\$208.96	\$196.32	\$188.45	\$187.37	\$189.06	\$197.85	\$196.15	\$195.20
Total benefits paid	\$19,531	\$19,536	\$19,870	\$23,866	\$23,228	\$20,112	\$13,356	\$10,233	\$7,039	\$6,691	\$6,695	\$6,349	.....
Employment service: ⁵													
New applications and renewals	.....	.....	4,297	.....	.....	8,231	.....	.....	9,517	.....	.....	4,132	.....
Nonfarm placements	.....	.....	782	.....	.....	1,469	.....	.....	1,810	.....	.....	1,000	.....

¹Initial claims and State insured unemployment include data under the program for Puerto Rican sugarcane workers.

²Excludes transition claims under State programs.

³Excludes data on claims and payments made jointly with other programs.

⁴Excludes data on claims and payments made jointly with State programs.

⁵Cumulative total for fiscal year (October 1–September 30). Data computed quarterly.

NOTE: Data for Puerto Rico and the Virgin Islands included. Dashes indicate data not available.

p = preliminary.

r = revised.

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. It introduced a CPI for All Urban Consumers, covering 80 percent of the total noninstitutional population, and revised the CPI for Urban Wage Earners and Clerical Workers, covering about half the new index population. The All Urban Consumers index covers 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, doctors' and dentists' 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. Data are collected from more than 24,000 retail establishments and 24,000 tenants 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

Regional CPI's cross classified by population size were introduced in the May 1978 *Review*. These indexes 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 are published bimonthly. (See table 20.)

For details concerning the 1978 revision of the CPI, see *The Consumer Price Index: Concepts and Content Over the Years*, Report 517, revised edition (Bureau of Labor Statistics, May 1978).

As of January 1976, the Producer Price Index incorporated a revised weighting structure reflecting 1972 values of shipments.

Additional data and analyses of price changes are provided in the *CPI Detailed Report* and *Producer Prices and Price Indexes*, both monthly publications of the Bureau.

For a discussion of the general method of computing producer, and industry price indexes, see *BLS Handbook of Methods*, Bulletin 2134-1 (Bureau of Labor Statistics, 1982), chapter 7. For consumer prices, see *BLS Handbook of Methods for Surveys and Studies* (1976), chapter 13. See also John F. Early, "Improving the measurement of producer price change," *Monthly Labor Review*, April 1978. For industry prices, see also Bennett R. Moss, "Industry and Sector Price Indexes," *Monthly Labor Review*, August 1965.

19. Consumer Price Index for Urban Wage Earners and Clerical Workers, annual averages and changes, 1967-83

[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	115.8	5.8
1971	121.3	4.3	118.3	3.1	123.4	4.4	119.8	3.3	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	8.0	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
1979	217.7	11.5	228.7	10.9	227.5	12.3	166.4	4.3	212.8	14.5	240.1	9.4	187.6	6.5	196.3	7.2
1980	247.0	13.5	248.7	8.7	263.2	15.7	177.4	6.6	250.5	17.7	287.2	11.3	203.7	8.5	213.6	8.8
1981	272.3	10.2	267.8	7.7	293.2	11.4	186.6	5.2	281.3	12.3	295.1	10.4	219.0	7.5	233.3	9.2
1982	288.6	6.0	278.5	4.0	314.7	7.3	190.9	2.3	293.1	4.2	326.9	10.8	232.4	6.1	257.0	10.2
1983	297.4	3.0	284.7	2.2	322.0	2.3	195.6	2.5	300.0	2.4	355.1	8.6	242.4	4.3	286.3	11.4

20. 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							
	1983		1984						1983		1984					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.		
All items	302.6	309.7	310.7	311.7	313.0	314.5	315.3	301.3	305.4	306.2	307.5	310.3	312.1	312.2		
Food and beverages	285.7	293.6	294.3	295.3	296.9	296.4	296.6	285.9	293.7	294.3	295.3	296.9	296.3	296.5		
Housing	326.8	334.6	336.2	338.1	339.5	341.4	341.2	325.2	325.2	326.2	328.7	334.2	336.8	335.5		
Apparel and upkeep	200.7	198.9	197.4	196.6	200.1	204.2	205.7	199.8	197.7	196.1	195.3	199.0	203.3	204.8		
Transportation	305.0	312.2	313.1	312.9	312.9	313.7	315.5	306.9	314.6	315.5	315.2	315.2	316.0	317.8		
Medical care	362.9	376.8	378.0	380.3	381.9	383.1	385.5	360.9	375.0	376.3	378.5	380.1	381.2	383.7		
Entertainment	249.1	253.5	254.5	255.3	256.4	257.3	258.3	245.4	249.6	250.7	251.4	252.5	253.4	254.2		
Other goods and services	296.8	303.2	304.4	306.5	307.2	314.6	315.8	294.1	300.8	302.1	304.5	305.3	310.9	311.9		
Commodities	275.0	280.4	280.6	280.6	281.4	282.3	283.1	276.1	279.5	279.7	280.1	281.4	282.5	283.1		
Commodities less food and beverages	265.8	269.7	269.6	269.0	269.3	271.0	272.1	267.3	268.7	268.7	268.8	270.0	271.8	272.5		
Nondurables less food and beverages	275.2	276.1	275.4	274.3	274.8	277.2	278.6	277.4	277.9	277.2	276.2	276.6	279.0	280.3		
Durables	258.7	267.0	267.8	267.8	267.8	268.7	269.3	257.7	259.8	260.3	261.3	263.0	264.4	264.6		
Services	350.2	359.9	361.9	364.5	366.5	368.9	369.7	348.1	353.4	355.2	358.2	363.9	366.8	366.3		
Rent, residential	240.4	247.2	248.4	249.7	251.1	252.4	253.8	239.8	246.5	247.7	249.0	250.3	251.7	253.1		
Household services less rent of shelter (12/82 = 100)	104.8	107.4	108.5	109.7	110.5	111.0	109.9	...	...	...	...	...	...	...
Transportation services	307.8	317.7	319.6	321.4	323.8	324.6	327.5	303.9	313.9	315.7	317.4	319.6	320.7	323.7		
Medical care services	392.9	407.1	408.4	410.9	412.7	413.9	416.5	390.2	404.7	406.1	408.6	410.4	411.5	414.1		
Other services	285.2	292.3	293.6	294.2	295.5	302.5	304.2	282.2	289.4	290.9	291.5	292.8	299.0	300.6		
Special indexes:																
All items less food	303.2	310.0	311.0	312.0	313.2	315.2	316.1	302.1	305.2	306.0	307.3	310.4	312.7	312.9		
All items less homeowners' costs	103.5	105.9	106.2	106.5	106.9	107.4	107.6	...	...	...	...	...	...	...
All items less mortgage interest costs	...	...	...	...	...	...	...	288.1	293.2	294.0	294.9	296.4	297.9	298.4
Commodities less food	263.6	267.4	267.4	266.8	267.1	268.8	269.8	265.1	266.6	266.6	266.7	267.8	269.6	270.3		
Nondurables less food	270.2	271.1	270.5	269.5	270.0	272.3	273.6	272.3	273.0	272.4	271.4	271.8	274.1	275.4		
Nondurables less food and apparel	310.2	313.0	312.9	311.9	311.0	312.3	313.5	311.9	314.3	314.3	313.3	312.2	313.5	314.8		
Nondurables	281.7	286.1	286.0	286.0	287.1	288.0	288.8	282.7	286.9	286.9	286.8	287.8	288.8	289.5		
Services less rent of shelter (12/82 = 100)	104.5	107.5	108.3	109.0	109.7	110.5	110.6	...	...	...	...	...	...	...
Services less medical care	343.3	352.5	354.5	357.1	359.2	361.7	362.3	341.3	345.8	347.6	350.5	356.6	359.6	358.9		
Domestically produced farm foods	268.5	277.4	278.0	279.0	281.4	280.0	279.7	267.4	276.0	276.4	277.4	279.8	278.3	278.0		
Selected beef cuts	265.6	278.1	273.7	271.9	274.2	271.5	271.5	271.0	266.7	279.3	274.9	272.8	275.5	273.2		
Energy	425.1	426.1	428.5	428.3	427.3	429.0	426.7	425.8	426.0	428.2	427.8	426.5	428.3	426.1		
Energy commodities	418.2	416.3	414.4	408.9	404.2	405.4	408.2	419.6	416.9	415.0	409.5	404.9	406.3	408.9		
All items less energy	293.4	301.1	301.9	303.1	304.6	306.1	307.1	291.3	295.7	296.3	297.8	301.0	302.7	303.1		
All items less food and energy	291.8	299.3	300.2	301.3	302.8	304.9	306.1	289.5	293.0	293.6	295.1	298.7	301.0	301.5		
Commodities less food and energy	247.6	252.5	252.8	253.0	254.2	256.0	256.8	247.1	249.1	249.3	250.1	252.0	253.8	254.3		
Services less energy	343.3	353.3	354.7	356.8	358.6	361.0	362.7	340.8	346.1	347.2	349.7	355.5	358.4	358.9		
Purchasing power of the consumer dollar, 1967 = \$1	\$0.330	\$0.323	\$0.322	\$0.321	\$0.319	\$0.318	\$0.317	\$0.332	\$0.327	\$0.327	\$0.325	\$0.322	\$0.320	\$0.320		

20. Continued—Consumer Price Index—U.S. city Average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers						
	1983	1984						1983	1984					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
FOOD AND BEVERAGES	285.7	293.6	294.3	295.3	296.9	296.4	296.6	285.9	293.7	294.3	295.3	296.9	296.3	296.5
Food	292.9	301.4	302.0	303.2	304.8	304.2	304.4	292.9	301.2	301.8	302.8	304.5	303.8	304.0
Food at home	282.3	290.7	291.4	292.5	294.4	293.4	293.4	281.3	289.4	290.0	291.0	292.9	291.9	291.8
Cereals and bakery products	294.0	303.5	304.9	306.6	307.8	307.9	308.7	292.6	301.9	303.4	304.9	306.3	306.3	307.1
Cereals and cereal products (12/77 = 100)	158.1	163.4	164.2	164.5	165.0	164.5	163.6	158.8	164.1	164.8	165.2	165.7	165.1	164.3
Flour and prepared flour mixes (12/77 = 100)	141.4	144.6	146.2	147.2	148.3	146.3	145.2	141.9	144.8	146.5	147.5	148.6	146.6	145.6
Cereal (12/77 = 100)	177.6	185.1	185.7	185.7	185.9	186.2	186.2	179.8	187.3	188.0	188.0	188.2	188.3	188.4
Rice, pasta, and cornmeal (12/77 = 100)	145.5	150.0	150.1	150.3	150.5	150.4	148.5	146.6	151.1	151.2	151.4	151.7	151.5	149.7
Bakery products (12/77 = 100)	154.8	159.6	160.4	161.5	162.2	162.4	163.3	153.5	158.4	159.1	160.1	160.9	161.1	161.9
White bread	254.4	260.4	260.2	260.9	262.6	263.2	264.3	250.0	256.1	256.0	256.6	258.5	258.8	260.1
Other breads (12/77 = 100)	149.8	154.3	154.8	155.7	154.9	155.8	155.7	151.8	156.6	157.0	157.8	157.3	158.0	158.0
Fresh biscuits, rolls, and muffins (12/77 = 100)	154.4	158.5	158.7	158.7	159.3	159.7	160.7	150.6	154.3	154.5	154.6	155.1	155.6	156.4
Fresh cakes and cupcakes (12/77 = 100)	156.2	160.6	161.3	163.9	164.9	165.9	167.4	154.5	158.7	159.3	161.8	162.7	163.6	165.0
Cookies (12/77 = 100)	156.0	163.9	165.8	166.1	167.9	167.3	168.3	156.8	164.7	166.7	167.1	168.9	168.3	169.5
Crackers, bread, and cracker products (12/77 = 100)	147.7	155.4	157.9	160.7	162.0	161.7	162.7	149.1	156.6	159.2	162.0	163.4	163.0	164.2
Fresh sweetrolls, coffeecake, and donuts (12/77 = 100)	155.8	161.5	162.1	163.0	163.4	162.9	163.8	158.5	164.2	164.9	165.6	166.3	165.9	166.6
Frozen and refrigerated bakery products and fresh pies, tarts, and turnovers (12/77 = 100)	161.9	164.9	166.6	169.0	168.9	169.3	170.0	154.9	158.1	159.8	162.1	161.8	162.0	162.7
Meats, poultry, fish, and eggs	257.1	266.7	263.9	264.6	265.7	264.5	263.5	256.6	266.1	263.3	263.9	265.2	264.1	262.9
Meats, poultry, and fish	261.9	270.9	270.3	271.4	272.7	271.6	270.4	261.4	270.1	269.6	270.4	272.1	271.0	269.7
Meats	260.4	267.9	266.8	267.3	269.9	268.0	267.1	260.0	267.2	266.1	266.6	269.4	267.7	266.6
Beef and veal 1	266.2	278.3	274.2	272.1	274.3	271.9	271.3	266.7	278.8	274.6	272.4	274.9	272.8	271.9
Ground beef other than canned	250.9	259.7	255.1	253.0	254.8	252.9	252.4	252.1	260.6	256.3	253.7	256.0	254.4	253.5
Chuck roast	265.8	281.0	272.1	269.1	272.7	271.8	276.6	273.1	289.5	280.9	277.3	280.4	280.6	285.1
Round roast	234.4	246.5	238.3	231.4	235.7	234.3	236.5	237.2	250.2	242.6	235.1	239.9	237.8	240.3
Round steak	251.5	261.3	254.2	250.6	254.7	252.4	251.3	250.9	258.7	251.3	247.7	254.4	251.4	248.3
Sirloin steak	268.4	280.0	284.6	286.5	287.7	286.1	273.9	270.1	281.7	285.9	288.4	288.9	288.7	275.3
Other beef and veal (12/77 = 100)	164.0	172.0	170.9	170.5	171.2	169.0	168.5	162.6	170.7	169.3	169.1	168.9	167.8	167.2
Pork	246.4	248.0	250.5	255.5	259.9	257.5	255.0	246.0	247.4	249.9	254.8	259.2	257.0	254.3
Bacon	262.5	262.5	262.8	272.4	272.3	270.3	271.1	266.4	266.7	266.7	276.3	276.2	274.2	275.0
Chops	227.2	227.3	234.4	242.4	250.7	242.3	235.9	225.6	225.2	232.4	240.1	248.3	240.6	234.0
Ham other than canned (12/77 = 100)	111.6	110.2	110.7	111.4	113.5	116.8	117.2	108.8	107.4	107.6	108.3	110.4	113.6	113.8
Sausage	307.4	318.7	319.3	322.0	322.9	321.2	319.0	308.4	319.2	319.8	322.9	323.6	322.7	319.6
Canned ham	251.9	249.7	248.3	246.5	248.1	251.4	252.6	257.7	254.8	253.3	252.0	253.4	256.0	258.4
Other pork (12/77 = 100)	134.4	137.1	139.1	142.0	146.1	142.5	139.0	133.9	136.4	138.3	141.1	145.3	141.7	138.5
Other meats	262.2	265.7	267.5	268.0	268.4	268.7	270.0	262.0	265.1	267.1	267.5	268.0	268.2	269.5
Frankfurters	260.8	264.8	265.8	265.3	267.8	267.6	269.6	259.7	263.4	264.4	263.8	266.3	266.1	268.0
Bologna, liverwurst, and salami (12/77 = 100)	152.8	153.6	155.0	154.8	154.8	155.6	156.2	152.8	153.4	154.7	154.8	154.7	155.4	156.0
Other luncheats (12/77 = 100)	135.2	135.9	138.2	138.2	138.2	138.8	139.4	133.3	134.0	136.4	136.4	136.4	137.0	137.5
Lamb and organ meats (12/77 = 100)	133.7	138.5	137.1	139.0	138.6	137.3	138.2	136.8	141.7	140.3	142.0	141.7	140.1	141.0
Poultry	199.6	218.0	219.6	221.3	216.5	217.2	214.0	197.6	216.0	217.7	218.8	214.0	214.7	211.6
Fresh whole chicken	199.1	223.2	223.7	228.1	218.6	220.2	213.8	196.7	221.0	221.5	225.4	216.1	217.5	211.4
Fresh and frozen chicken parts (12/77 = 100)	132.2	145.9	147.6	146.6	144.1	144.7	141.4	130.5	143.9	145.7	144.4	141.8	142.4	139.2
Other poultry (12/77 = 100)	126.0	130.3	131.6	132.7	133.3	132.7	135.1	125.5	129.6	131.0	131.5	132.3	131.8	134.3
Fish and seafood	374.1	380.8	382.3	387.0	387.0	390.6	390.6	372.0	380.0	380.9	385.5	385.7	389.1	389.1
Canned fish and seafood	133.5	132.3	133.0	134.4	134.4	133.7	132.9	132.9	131.9	132.5	133.9	133.9	133.2	132.5
Fresh and frozen fish and seafood (12/77 = 100)	147.8	152.6	153.1	155.1	155.1	157.7	158.2	147.1	152.7	152.9	154.8	155.0	155.2	157.9
Eggs	200.1	218.9	185.8	182.7	179.3	178.6	177.8	201.0	220.0	186.7	183.7	180.4	179.7	178.7
Dairy products	250.1	251.0	251.7	252.2	252.7	254.9	256.1	249.2	250.1	250.6	251.1	251.7	253.8	255.1
Fresh milk and cream (12/77 = 100)	135.9	136.5	136.6	136.7	136.7	137.7	138.7	135.2	135.9	135.9	136.0	136.0	136.9	137.9
Fresh whole milk	221.9	223.0	223.2	223.3	223.2	224.7	226.8	220.9	222.0	222.1	222.2	222.0	223.5	225.6
Other fresh milk and cream (12/77 = 100)	136.6	137.3	137.3	137.5	137.7	138.7	139.0	136.0	136.6	136.6	136.8	137.0	138.0	138.3
Processed dairy products	149.2	149.4	150.2	150.8	151.5	153.1	153.3	149.4	149.7	150.5	151.0	151.8	153.4	153.7
Butter	256.2	254.2	254.1	261.2	264.4	266.0	268.8	258.7	256.8	256.7	263.8	266.7	268.6	271.4
Cheese (12/77 = 100)	146.7	146.2	147.4	147.9	148.2	149.1	149.5	147.0	146.5	147.8	148.2	148.6	149.4	149.9
Ice cream and related products (12/77 = 100)	154.9	156.6	156.6	155.8	157.4	160.9	160.0	154.0	155.5	155.5	154.8	156.5	159.9	159.0
Other dairy products (12/77 = 100)	145.2	146.8	148.5	148.3	148.1	149.9	150.0	145.8	147.3	148.8	148.6	148.6	150.4	150.4
Fruits and vegetables	296.7	310.2	318.1	320.0	327.7	319.7	318.4	292.7	305.6	313.1	315.1	322.4	313.6	312.3
Fresh fruits and vegetables	304.9	316.0	329.7	332.4	345.7	332.5	329.3	298.9	309.5	322.5	325.2	337.6	323.0	319.9
Fresh fruits	304.4	315.2	343.3	346.9	353.3	364.8	354.3	293.4	303.2	328.8	333.5	338.8	349.6	337.4
Apples	271.8	298.8	315.5	329.9	341.8	337.9	298.0	273.8	299.5	315.2	330.6	342.8	339.6	299.9
Bananas	272.8	251.1	277.9	271.8	257.0	249.9	242.1	270.3	248.8	275.5	269.5	254.7	248.4	240.6
Oranges	299.0	344.8	452.5	486.5	530.8	553.6	538.4	271.3	313.9	413.0	448.5	487.7	507.1	489.1
Other fresh fruits (12/77 = 100)	171.1	169.9	169.6	163.6	160.4	170.4	172.7	164.7	163.2	162.6	157.0	153.6	163.6	165.2
Fresh vegetables	305.5	316.8	317.1	318.8	338.7	302.3	306.0	303.9	315.4	316.8	317.8	336.7	299.2	304.2
Potatoes	316.9	372.1	391.4	455.6	478.1	354.1	324.3	311.7	366.0	387.6	451.1	470.0	344.5	318.4
Lettuce	360.4	234.1	262.6	246.0	316.6	337.8	363.6	360.9	236.4	264.6	246.2	319.1	338.0	365.1
Tomatoes	241.9	252.8	262.3	237.3	310.4	252.9	255.1	246.8	257.6	267.4	242.1	314.3	256.2	259.9
Other fresh vegetables (12/77 = 100)	163.0	187.4												

20. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers						
	1983		1984					1983		1984				
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
Fruits and vegetables—Continued														
Processed vegetables (12/77 = 100)	141.1	146.0	146.5	147.2	148.1	146.9	146.5	140.0	144.8	145.3	146.0	146.9	145.7	145.3
Frozen vegetables (12/77 = 100)	150.6	155.4	155.6	155.1	157.0	156.2	157.1	152.0	157.1	157.2	156.7	158.6	157.7	158.9
Cut corn and canned beans except lima (12/77 = 100)	142.4	149.3	150.7	152.3	153.1	150.9	149.8	140.0	146.6	148.0	149.7	150.5	148.3	147.2
Other canned and dried vegetables (12/77 = 100)	135.7	139.6	139.8	140.6	141.2	140.2	139.4	134.2	138.0	138.1	138.9	139.5	138.6	137.8
Other foods at home	342.7	350.8	352.1	353.1	354.0	355.1	356.1	343.5	351.3	352.5	353.5	354.3	355.4	356.5
Sugar and sweets	375.5	390.0	391.2	391.8	392.6	393.7	393.3	375.3	389.4	390.5	391.1	391.9	393.1	392.8
Candy and chewing gum (12/77 = 100)	151.8	159.4	160.5	161.3	161.6	162.1	161.3	151.6	159.2	160.3	161.0	161.3	161.8	161.2
Sugar and artificial sweeteners (12/77 = 100)	169.6	172.4	172.4	171.0	171.0	172.3	172.5	170.8	173.6	173.6	172.2	172.3	173.5	173.7
Other sweets (12/77 = 100)	152.2	158.5	158.3	159.4	160.1	159.7	160.2	150.1	156.2	155.8	157.0	157.6	157.2	157.7
Fats and oils (12/77 = 100)	271.1	282.9	285.4	291.4	295.4	295.1	294.9	271.2	282.4	284.9	291.0	295.0	294.6	294.4
Margarine	264.6	282.7	285.6	293.2	296.0	296.6	297.5	262.6	280.3	283.2	291.1	293.6	294.3	295.0
Nondairy substitutes and peanut butter (12/77 = 100)	151.6	153.3	152.3	153.2	154.9	156.3	157.5	149.8	151.5	150.5	151.3	153.1	154.2	155.3
Other fats, oils, and salad dressings (12/77 = 100)	140.7	146.9	149.1	152.7	155.2	154.2	153.3	141.5	147.3	149.4	153.2	155.7	154.7	153.8
Nonalcoholic beverages	436.4	441.7	442.3	442.7	441.5	444.0	446.8	438.4	443.1	443.7	444.0	442.8	445.2	448.2
Cola drinks, excluding diet cola	317.2	316.2	317.1	315.1	313.3	316.8	319.8	314.7	313.5	314.5	312.4	310.7	314.1	317.0
Carbonated drinks, including diet cola (12/77 = 100)	150.8	150.9	150.1	150.5	149.2	149.4	149.9	148.7	148.5	147.6	148.1	147.0	147.1	147.7
Roasted coffee	352.8	368.9	372.8	374.8	375.9	376.3	377.7	347.6	363.4	367.1	369.0	369.9	370.2	371.5
Freeze dried and instant coffee	350.2	362.8	363.5	366.9	369.6	369.2	371.9	349.3	362.1	362.9	366.3	368.9	368.2	371.2
Other noncarbonated drinks (12/77 = 100)	141.9	146.0	146.2	147.4	147.6	148.3	148.9	142.2	146.4	146.4	147.7	147.9	148.7	149.3
Other prepared foods	276.8	283.9	285.3	285.4	286.9	287.3	287.8	278.2	285.4	286.9	287.0	288.5	288.7	289.3
Canned and packaged soup (12/77 = 100)	141.3	144.6	144.6	145.6	146.4	146.4	146.5	143.2	146.5	146.4	147.6	148.4	148.2	148.3
Frozen prepared foods (12/77 = 100)	154.7	158.3	160.4	159.1	162.0	161.6	162.9	153.7	157.3	159.6	158.3	161.2	160.4	162.0
Snacks (12/77 = 100)	159.0	164.7	165.1	166.0	166.6	166.9	167.8	160.8	166.9	167.4	168.3	168.8	169.2	170.0
Seasonings, olives, pickles, and relish (12/77 = 100)	159.6	162.7	163.8	163.8	164.4	165.6	166.2	158.7	161.7	163.0	162.9	163.5	164.7	165.2
Other condiments (12/77 = 100)	156.0	157.8	158.4	160.0	159.9	159.5	159.3	157.9	159.6	160.2	161.9	161.7	161.4	161.2
Miscellaneous prepared foods (12/77 = 100)	151.8	156.0	156.0	154.9	155.5	155.9	155.9	152.0	156.0	156.2	154.9	155.6	155.9	156.0
Other canned and packaged prepared foods (12/77 = 100)	146.2	151.3	152.1	151.6	152.1	152.8	151.9	147.4	152.4	153.2	152.8	153.2	153.9	153.0
Food away from home	323.9	332.6	333.1	334.4	335.5	335.8	336.6	327.2	335.9	336.3	337.7	338.8	339.0	339.8
Lunch (12/77 = 100)	156.7	160.5	160.7	161.5	161.9	162.4	162.8	158.3	162.0	162.3	163.0	163.5	163.9	164.3
Dinner (12/77 = 100)	155.5	160.2	160.3	161.0	161.7	161.8	162.2	157.2	162.0	162.0	162.8	163.5	163.6	163.9
Other meals and snacks (12/77 = 100)	160.7	164.8	165.3	165.5	166.0	165.7	166.0	161.2	165.3	165.8	166.0	166.5	166.3	166.6
Alcoholic beverages	218.9	221.5	222.4	222.5	222.9	223.1	224.2	221.8	224.8	225.6	225.9	226.2	226.4	227.5
Alcoholic beverages at home (12/77 = 100)	141.4	142.3	142.8	142.8	142.9	142.8	143.7	143.4	144.6	145.0	145.0	145.1	145.1	145.8
Beer and ale	226.1	230.6	231.2	231.5	231.1	231.5	232.7	225.3	229.7	230.2	230.6	230.3	230.5	231.7
Whiskey	153.5	153.3	153.8	153.5	154.0	153.8	154.6	154.0	153.7	154.1	153.9	154.3	154.1	154.9
Wine	237.1	231.4	234.0	232.5	234.2	231.8	234.8	245.5	239.3	241.8	240.1	241.6	239.5	242.5
Other alcoholic beverages (12/77 = 100)	122.3	122.3	122.5	122.7	122.6	123.4	123.2	122.2	122.3	122.4	122.4	122.4	123.2	122.9
Alcoholic beverages away from home (12/77 = 100)	148.7	154.2	154.8	155.5	156.4	157.2	157.7	149.8	155.3	155.9	156.6	157.8	158.6	159.1
HOUSING	326.8	334.6	336.2	338.1	339.5	341.4	341.2	325.2	325.2	326.2	328.7	334.2	336.8	335.5
Shelter (CPI-U)	349.8	358.9	360.2	362.7	364.6	366.5	367.8	.....	.....	.....	.....	.....	.....	.....
Renters' costs	104.8	107.8	108.2	108.9	109.6	110.2	110.7	.....	.....	.....	.....	.....	.....	.....
Rent, residential	240.4	247.2	248.4	249.7	251.1	252.4	253.8	.....	.....	.....	.....	.....	.....	.....
Other renters' costs	362.0	371.3	371.5	375.7	380.7	384.3	382.6	.....	.....	.....	.....	.....	.....	.....
Homeowners' costs	103.9	106.5	106.8	107.6	108.1	108.7	109.1	.....	.....	.....	.....	.....	.....	.....
Owners' equivalent rent	103.8	106.3	106.8	107.7	108.1	108.7	109.1	.....	.....	.....	.....	.....	.....	.....
Household insurance	105.5	160.6	106.6	106.7	108.0	108.6	108.7	.....	.....	.....	.....	.....	.....	.....
Maintenance and repairs	351.1	357.3	358.9	360.3	360.1	362.7	361.6	.....	.....	.....	.....	.....	.....	.....
Maintenance and repair services	397.2	409.6	409.8	411.6	412.3	414.3	414.4	.....	.....	.....	.....	.....	.....	.....
Maintenance and repair commodities	259.5	259.7	262.2	263.1	262.2	264.8	262.9	.....	.....	.....	.....	.....	.....	.....
Shelter (CPI-W)	.....	.....	.....	.....	.....	.....	.....	325.2	344.2	344.6	347.9	356.1	359.3	358.3
Rent, residential	.....	.....	.....	.....	.....	.....	.....	239.8	246.5	247.7	249.0	250.3	251.7	253.1
Other renters' costs	.....	.....	.....	.....	.....	.....	.....	359.3	370.5	370.8	375.1	380.2	383.6	381.9
Lodging while out of town	.....	.....	.....	.....	.....	.....	.....	374.2	393.5	393.9	400.6	407.6	404.8	399.8
Tenants' insurance (12/77 = 100)	.....	.....	.....	.....	.....	.....	.....	158.6	159.8	160.1	160.4	162.6	163.4	163.4
Homeownership	.....	.....	.....	.....	.....	.....	.....	385.9	378.5	378.8	382.7	393.4	397.2	395.5
Home purchase	.....	.....	.....	.....	.....	.....	.....	301.3	291.9	291.7	294.9	299.8	302.5	302.4
Financing, taxes, and insurance	.....	.....	.....	.....	.....	.....	.....	500.6	490.1	490.6	496.5	519.0	524.9	520.5
Property insurance	.....	.....	.....	.....	.....	.....	.....	437.4	441.0	441.5	441.6	441.8	442.4	443.2
Property taxes	.....	.....	.....	.....	.....	.....	.....	239.1	245.6	245.9	246.4	248.9	251.4	252.2
Contracted mortgage interest costs	.....	.....	.....	.....	.....	.....	.....	634.7	615.5	616.0	624.9	658.4	666.4	659.3
Mortgage interest rates	.....	.....	.....	.....	.....	.....	.....	208.8	208.4	209.3	210.1	217.4	218.6	216.8
Maintenance and repairs	.....	.....	.....	.....	.....	.....	.....	348.1	355.0	356.0	357.3	357.4	359.4	358.9
Maintenance and repair services	.....	.....	.....	.....	.....	.....	.....	392.5	402.6	403.1	405.2	405.4	407.9	408.1
Maintenance and repair commodities	.....	.....	.....	.....	.....	.....	.....	254.7	255.6	257.2	257.1	256.9	258.1	256.2
Paint and wallpaper, supplies, tools, and equipment (12/77 = 100)	.....	.....	.....	.....	.....	.....	.....	145.7	146.2	148.0	147.2	147.4	147.8	147.0
Lumber, awnings, glass, and masonry (12/77 = 100)	.....	.....	.....	.....	.....	.....	.....	124.2	124.2	124.1	123.1	123.3	123.5	123.1
Plumbing, electrical, heating, and cooling supplies (12/77 = 100)	.....	.....	.....	.....	.....	.....	.....	141.3	141.9	142.5	142.1	142.8	142.7	141.5
Miscellaneous supplies and equipment (12/77 = 100)	.....	.....	.....	.....	.....	.....	.....	141.9	142.4	143.0	143.3	144.2	146.7	144.0

20. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers						
	1983	1984						1983	1984					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
Fuel and other utilities	374.4	385.5	390.0	393.9	395.5	397.0	392.4	375.7	386.6	391.4	395.4	396.9	398.4	393.6
Fuels	474.4	483.5	490.7	496.5	498.6	500.1	492.1	474.0	482.6	490.4	496.1	498.2	499.8	491.4
Fuel oil, coal, and bottled gas	624.7	649.2	646.0	637.4	625.5	622.1	626.8	627.2	651.5	648.4	640.0	628.1	624.5	629.4
Fuel oil	632.6	659.9	656.2	646.2	632.4	628.4	633.6	635.1	662.1	658.6	648.8	635.1	630.8	636.3
Other fuels (6/78 = 100)	191.0	194.4	194.1	193.7	193.3	193.1	193.7	191.9	195.1	194.8	194.4	193.9	193.6	194.3
Gas (piped) and electricity	435.6	441.4	450.6	459.1	463.9	466.4	456.0	434.5	439.9	449.7	458.2	463.0	465.5	454.7
Electricity	339.2	343.0	358.6	368.7	374.3	374.9	361.0	338.8	342.2	358.7	369.0	374.8	375.5	360.8
Utility (piped) gas	582.4	591.7	585.9	589.7	592.2	598.4	597.1	578.3	587.2	581.6	585.1	587.1	593.2	592.1
Other utilities and public services	215.8	228.8	229.4	230.6	231.3	232.7	232.9	216.9	229.9	230.4	231.7	232.4	233.7	233.9
Telephone services	174.1	186.7	187.1	188.1	188.4	189.8	190.0	174.7	187.4	187.6	188.7	189.1	190.4	190.5
Local charges (12/77 = 100)	142.2	158.3	160.1	162.3	163.3	165.3	165.5	142.8	159.0	160.8	163.1	164.0	166.0	166.1
Interstate toll calls (12/77 = 100)	121.5	122.6	118.5	116.2	116.1	116.1	116.3	121.9	123.0	118.9	116.6	116.5	116.5	116.6
Intrastate toll calls (12/77 = 100)	119.0	123.1	124.8	125.9	124.9	124.8	124.8	119.1	122.9	124.6	125.7	124.8	124.6	124.6
Water and sewerage maintenance	361.7	373.9	374.6	376.6	378.9	380.2	380.5	366.2	378.2	378.9	381.0	383.2	384.5	384.8
Household furnishings and operations	239.4	242.4	242.3	241.9	242.2	244.1	244.3	236.2	239.1	238.9	238.3	238.6	240.6	240.7
Housefurnishings	198.0	199.8	199.1	197.9	198.1	200.6	200.5	196.0	197.7	196.9	195.6	195.9	198.3	198.2
Textile housefurnishings	228.8	236.6	234.7	232.9	238.6	245.6	242.7	232.0	239.9	238.4	236.4	242.0	249.9	247.1
Household linens (12/77 = 100)	136.0	140.8	138.2	136.6	143.1	146.8	147.1	137.0	141.6	139.4	137.7	144.1	148.1	148.8
Curtains, drapes, slipcovers, and sewing materials (12/77 = 100)	149.6	154.6	154.9	154.2	154.7	159.8	155.8	153.6	158.9	159.5	158.6	158.8	164.8	160.2
Furniture and bedding	219.8	223.8	223.3	222.1	220.8	225.5	228.2	216.6	220.1	219.5	218.7	217.9	222.2	224.5
Bedroom furniture (12/77 = 100)	152.9	154.3	154.1	151.5	151.7	156.6	160.2	149.0	150.2	149.6	148.1	148.4	153.5	155.9
Sofas (12/77 = 100)	118.8	121.1	121.3	121.9	120.6	121.7	121.6	119.2	121.1	121.6	122.1	120.7	121.6	121.8
Living room chairs and tables (12/77 = 100)	125.4	128.2	126.8	126.3	127.1	126.8	128.1	126.5	129.0	127.6	127.2	128.1	127.8	129.0
Other furniture (12/77 = 100)	141.2	144.7	144.8	144.7	142.2	146.9	148.1	137.2	140.4	140.4	140.2	138.4	142.1	143.5
Appliances including TV and sound equipment	151.2	149.8	148.8	147.2	147.2	147.7	147.1	151.7	151.3	150.1	148.4	148.5	149.4	148.8
Television and sound equipment	104.9	102.9	102.0	101.3	101.0	100.8	100.4	103.9	101.9	101.0	100.2	100.0	99.8	99.5
Television	99.1	96.5	95.9	94.5	94.1	93.5	92.5	97.8	95.1	94.5	93.0	92.7	92.2	91.1
Sound equipment (12/77 = 100)	111.0	109.5	108.4	108.2	108.1	108.3	108.4	110.0	108.5	107.4	107.2	107.1	107.2	107.4
Household appliances	190.3	190.6	189.7	187.1	187.5	189.4	188.4	190.5	192.3	191.0	188.4	188.9	190.9	190.2
Refrigerators and home freezers	194.0	196.2	196.8	194.2	194.6	196.8	197.6	200.0	202.5	202.5	199.8	200.6	202.6	203.5
Laundry equipment	142.7	146.7	145.0	145.5	145.4	146.9	147.7	144.1	147.6	145.8	146.0	146.3	147.6	148.0
Other household appliances (12/77 = 100)	127.0	126.2	125.4	123.2	123.6	124.8	123.5	125.2	125.2	124.2	121.4	121.7	123.2	121.7
Stoves, dishwashers, vacuums, and sewing machines (12/77 = 100)	125.9	126.9	127.0	121.7	123.6	127.5	124.4	124.1	126.2	125.8	120.0	121.6	125.5	122.6
Office machines, small electric appliances, and air conditioners (12/77 = 100)	128.3	125.7	124.4	124.9	123.9	122.8	122.9	126.4	124.1	122.4	122.9	121.8	120.6	120.6
Other household equipment (12/77 = 100)	141.3	142.1	142.2	142.1	141.7	141.9	141.2	138.9	139.4	139.6	139.5	138.9	139.1	138.5
Floor and window coverings, infants', laundry, cleaning, and outdoor equipment (12/77 = 100)	146.5	147.5	147.8	147.0	147.7	146.7	147.9	138.2	138.8	138.8	137.8	137.3	136.2	138.2
Clocks, lamps, and decor items (12/77 = 100)	134.0	136.1	134.3	135.5	134.3	137.1	135.6	129.3	131.5	129.7	130.7	129.8	132.8	130.8
Tableware, serving pieces, and nonelectric kitchenware (12/77 = 100)	145.6	147.2	147.9	147.2	147.0	145.5	143.5	141.7	143.0	143.9	143.3	143.1	141.5	139.8
Lawn equipment, power tools, and other hardware (12/77 = 100)	135.9	134.1	134.6	135.2	134.4	135.5	135.5	141.2	139.5	140.0	140.7	139.8	141.4	141.1
Housekeeping supplies	296.6	301.5	303.0	303.8	304.2	304.9	305.4	293.6	298.5	300.1	301.0	301.1	302.0	302.5
Soaps and detergents	295.2	298.2	299.3	299.8	298.8	299.1	299.9	291.1	293.7	294.8	295.3	294.2	294.8	295.4
Other laundry and cleaning products (12/77 = 100)	151.6	153.4	155.1	154.9	154.9	155.8	156.6	150.5	152.0	153.8	153.6	153.4	154.3	155.1
Cleansing and toilet tissue, paper towels and napkins (12/77 = 100)	147.8	151.7	152.9	153.7	153.6	155.2	156.5	148.0	151.7	152.9	153.7	153.4	155.2	156.4
Stationery, stationery supplies, and gift wrap (12/77 = 100)	139.5	142.5	143.5	143.7	144.2	144.2	144.8	142.6	145.7	146.7	147.1	147.7	147.9	148.4
Miscellaneous household products (12/77 = 100)	155.9	159.8	160.1	161.2	162.0	162.2	161.7	150.4	154.4	154.7	155.9	156.6	156.7	156.2
Lawn and garden supplies (12/77 = 100)	144.1	144.8	144.7	144.9	145.7	144.8	143.5	137.2	138.7	138.7	138.7	139.1	138.3	137.1
Housekeeping services	321.6	326.5	327.0	327.6	328.2	329.4	330.2	321.7	326.9	327.5	328.2	328.8	330.0	330.8
Postage	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5	337.5
Moving, storage, freight, household laundry, and drycleaning services (12/77 = 100)	167.1	172.9	173.7	174.5	174.6	175.9	176.3	167.3	173.2	174.1	174.9	175.1	176.4	176.8
Appliance and furniture repair (12/77 = 100)	145.8	150.1	150.2	150.9	152.2	153.4	154.7	144.0	148.1	148.2	148.9	150.0	151.0	152.2
APPAREL AND UPKEEP	200.7	198.9	197.4	196.6	200.1	204.2	205.7	199.8	197.7	196.1	195.3	199.0	203.3	204.8
Apparel commodities	188.7	185.8	184.0	183.0	186.6	191.2	192.6	188.4	185.1	183.3	182.4	186.1	190.9	192.3
Apparel commodities less footwear	185.4	181.7	179.8	178.9	183.1	187.8	189.2	185.0	180.7	178.7	177.9	182.2	187.3	188.7
Men's and boys'	192.1	190.7	190.3	189.8	192.6	195.6	197.6	192.5	191.1	190.3	189.9	193.0	196.2	198.1
Men's (12/77 = 100)	120.8	120.4	120.0	119.3	121.2	123.2	124.3	121.4	121.1	120.3	119.6	121.7	123.9	125.0
Suits, sport coats, and jackets (12/77 = 100)	113.7	111.9	113.0	113.2	113.5	115.6	116.4	106.9	105.2	105.8	106.2	106.8	108.9	109.7
Coats and jackets	105.7	98.2	96.2	96.1	100.9	105.7	107.9	108.9	101.2	99.4	99.6	104.0	109.0	111.1
Furnishings and special clothing (12/77 = 100)	145.7	147.6	148.0	145.6	147.6	150.9	151.8	141.9	143.5	143.8	141.8	143.3	146.6	147.7
Shirts (12/77 = 100)	125.1	127.6	126.9	125.6	127.3	128.2	129.5	127.8	130.1	129.2	127.7	130.0	131.0	132.1
Dungarees, jeans, and trousers (12/77 = 100)	113.1	113.5	111.4	111.3	113.7	114.5	115.5	119.1	119.9	117.5	117.2	120.0	120.9	122.0
Boys' (12/77 = 100)	125.4	122.5	123.0	124.1	125.5	126.9	128.6	123.9	121.1	121.6	122.7	124.3	125.7	127.2
Coats, jackets, sweaters, and shirts (12/77 = 100)	120.9	119.4	118.2	120.8	125.5	127.0	126.8	122.7	121.8	120.4	123.1	128.0	129.8	129.2
Furnishings (12/77 = 100)	136.2	136.6	137.1	136.5	134.7	135.8	136.8	131.9	132.2	132.7	132.2	130.5	131.8	132.7
Suits, trousers, sport coats, and jackets (12/77 = 100)	124.7	119.3	121.2	121.8	121.8	123.3	126.7	121.8	116.6	118.4	119.0	119.1	120.4	123.8

20. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers						
	1983		1984					1983		1984				
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
Women's and girls'	168.6	161.8	157.9	156.2	163.1	170.5	172.2	170.4	162.7	159.2	157.4	164.1	172.1	173.8
Women's (12/77 = 100)	112.3	107.7	105.2	103.7	108.6	114.4	115.0	114.0	108.6	106.2	104.8	109.5	115.8	116.4
Coats and jackets	175.9	159.7	154.6	156.8	167.7	181.1	181.7	181.2	164.7	159.1	162.4	176.1	185.2	186.3
Dresses	173.8	176.1	172.1	163.7	172.0	178.3	179.9	158.9	162.9	160.5	153.1	159.9	165.5	165.8
Separates and sportswear (12/77 = 100)	103.9	93.4	91.1	88.2	92.9	102.5	104.3	104.2	93.9	91.4	88.6	93.1	102.9	104.7
Underwear, nightwear, and hosiery (12/77 = 100)	135.6	137.5	137.0	136.7	138.0	139.4	138.5	135.3	137.1	136.6	136.2	137.5	138.9	138.0
Suits (12/77 = 100)	89.9	77.3	71.3	74.4	85.1	93.5	94.1	112.6	92.7	85.8	97.1	96.5	112.1	114.0
Girls' (12/77 = 100)	111.4	107.2	104.3	104.6	107.7	108.6	112.3	110.4	106.4	104.3	104.0	107.5	108.6	112.0
Coats, jackets, dresses, and suits (12/77 = 100)	105.8	98.3	95.0	99.7	101.0	98.6	106.2	103.1	96.0	93.7	98.4	100.4	98.3	105.0
Separates and sportswear (12/77 = 100)	106.8	102.7	99.0	96.9	103.1	106.7	108.2	107.4	103.7	100.7	96.7	103.5	107.5	108.9
Underwear, nightwear, hosiery, and accessories (12/77 = 100)	129.0	129.7	129.3	127.1	127.4	128.3	130.0	127.6	128.2	127.8	125.7	126.0	127.0	128.7
Infants' and toddlers'	289.0	283.9	278.3	281.2	288.7	291.3	291.6	299.9	293.0	289.2	292.0	298.9	303.2	302.5
Other apparel commodities	215.5	216.8	217.7	218.0	216.3	216.5	216.0	204.0	205.0	205.7	206.0	204.9	205.0	204.0
Sewing materials and notions (12/77 = 100)	120.4	123.1	122.4	122.5	123.8	122.8	120.6	118.5	121.5	120.9	120.7	122.3	121.5	119.0
Jewelry and luggage (12/77 = 100)	147.4	147.4	148.5	148.5	146.7	147.3	147.7	138.0	137.6	138.5	138.9	137.1	137.6	137.8
Footwear	208.4	210.2	209.6	208.0	207.7	211.1	212.9	208.1	210.7	210.0	208.7	208.5	211.6	213.2
Men's (12/77 = 100)	135.0	137.1	136.7	137.5	137.4	138.0	138.3	136.9	139.2	138.7	139.6	139.4	139.8	140.1
Boys' and girls' (12/77 = 100)	131.1	132.4	132.1	131.0	131.9	133.5	136.0	133.2	134.7	134.5	133.7	134.8	136.3	138.7
Women's (12/77 = 100)	127.1	127.1	126.7	124.2	123.4	127.0	128.0	122.6	123.7	123.2	120.8	119.9	123.3	124.1
Apparel services	294.6	303.7	304.4	305.1	307.5	307.6	309.5	292.6	301.6	302.4	303.0	305.5	305.6	307.4
Laundry and drycleaning other than coin operated (12/77 = 100)	176.0	182.6	182.9	183.4	184.1	184.3	185.5	174.3	180.9	181.2	181.7	182.3	182.6	183.8
Other apparel services (12/77 = 100)	153.8	156.5	157.0	157.2	159.9	159.7	160.4	154.9	157.7	158.3	158.5	161.3	161.0	161.7
TRANSPORTATION	305.0	312.2	313.1	312.9	312.9	313.7	315.5	306.9	314.6	315.5	315.2	315.2	316.0	317.8
Private	300.4	307.4	308.1	307.5	307.5	308.4	310.2	303.6	311.0	311.7	311.2	311.1	312.1	313.9
New cars	204.3	207.6	207.7	208.1	208.1	208.2	209.6	203.8	207.1	207.1	207.6	207.6	207.6	209.0
Used cars	350.4	378.0	382.0	383.2	383.8	384.2	384.6	350.4	378.0	382.0	383.2	383.8	384.2	384.6
Gasoline	382.4	376.7	374.9	369.8	365.9	368.8	370.3	384.3	378.2	376.4	376.4	367.4	369.4	371.7
Automobile maintenance and repair	333.5	340.2	340.7	341.6	342.7	344.2	345.3	334.1	340.8	341.5	342.3	343.4	344.9	346.2
Body work (12/77 = 100)	169.0	172.3	172.6	172.6	173.5	174.7	175.6	167.8	170.9	171.3	171.6	172.1	173.1	174.1
Automobile drive train, brake, and miscellaneous mechanical repair (12/77 = 100)	161.9	165.8	166.2	166.5	167.2	168.1	169.2	165.7	169.8	170.2	170.6	171.3	172.2	173.4
Maintenance and servicing (12/77 = 100)	152.5	154.8	154.6	155.3	155.9	156.3	156.5	151.7	154.0	153.8	154.5	155.0	155.5	155.8
Power plant repair (12/77 = 100)	159.1	162.6	163.4	163.5	163.9	164.7	164.9	158.5	162.2	163.1	163.2	163.5	164.3	164.6
Other private transportation	263.3	270.4	271.5	272.4	274.9	275.9	278.7	264.4	271.3	272.4	273.4	275.8	277.0	279.8
Other private transportation commodities	208.1	201.7	202.0	200.6	200.8	201.2	199.0	210.7	204.2	204.5	202.9	203.2	203.4	201.0
Motor oil, coolant, and other products (12/77 = 100)	152.7	152.7	154.1	154.3	153.6	155.1	153.2	152.2	152.5	153.5	153.8	153.2	154.5	152.6
Automobile parts and equipment (12/77 = 100)	131.9	127.2	127.3	126.2	126.4	126.5	125.1	133.8	128.9	129.0	127.8	128.1	128.0	126.5
Tires	181.7	172.2	172.0	169.6	170.4	170.9	168.3	185.4	175.7	175.5	173.0	174.0	174.2	171.5
Other parts and equipment (12/77 = 100)	133.0	133.5	134.1	134.7	133.9	133.3	133.2	132.8	133.3	133.9	134.1	133.3	132.7	132.5
Other private transportation services	280.5	291.2	292.5	294.1	297.2	298.4	302.5	281.1	291.6	293.0	294.6	297.5	299.1	303.3
Automobile insurance	309.4	323.7	324.2	324.8	325.2	326.9	332.3	308.8	322.7	323.1	323.9	324.2	325.9	331.3
Automobile finance charges (12/77 = 100)	157.2	162.4	164.1	166.2	168.7	169.9	172.0	156.8	161.9	163.5	165.7	168.2	169.5	171.7
Automobile rental, registration, and other fees (12/77 = 100)	147.1	150.3	151.1	152.0	156.8	156.4	157.6	148.2	151.3	152.4	153.1	157.4	157.7	158.9
State registration	195.4	197.1	199.4	199.8	209.7	212.2	213.5	195.2	197.1	199.6	200.0	208.8	211.7	212.9
Drivers' licenses (12/77 = 100)	154.0	158.0	157.8	161.0	161.3	163.7	163.7	154.4	158.3	158.1	161.2	161.5	164.1	164.1
Vehicle inspection (12/77 = 100)	139.8	139.9	139.9	139.9	139.9	139.9	140.0	140.5	140.4	140.4	140.4	140.5	140.5	140.5
Other vehicle-related fees (12/77 = 100)	160.2	165.2	165.1	166.5	170.0	166.4	168.3	167.6	172.7	172.6	173.8	176.4	173.8	176.0
Public	368.2	379.8	385.2	389.3	390.8	389.5	391.1	358.5	372.2	377.4	380.7	381.6	380.4	381.6
Airline fare	426.6	433.8	442.0	450.1	454.1	450.1	453.5	422.5	430.0	438.2	446.6	450.5	445.4	448.8
Intercity bus fare	417.7	429.9	426.2	438.9	441.1	442.2	445.3	417.6	429.3	425.8	438.7	441.3	442.6	445.4
Intracity mass transit	324.8	342.3	346.5	346.6	345.7	346.5	346.6	323.0	347.1	346.5	346.6	345.8	346.5	346.6
Taxi fare	303.1	309.2	309.7	310.4	310.4	310.8	311.1	312.2	318.3	319.0	319.7	319.7	319.8	320.0
Intercity train fare	365.4	373.5	381.5	381.9	381.9	381.9	382.0	366.1	373.8	381.9	382.1	382.2	382.2	382.2
MEDICAL CARE	362.9	376.8	378.0	380.3	381.9	383.1	385.5	360.9	375.0	376.3	378.5	380.1	381.2	383.7
Medical care commodities	227.5	238.7	239.4	240.7	241.6	242.4	244.1	227.8	238.7	239.5	240.7	241.5	242.3	244.1
Prescription drugs	218.6	233.1	233.5	234.9	236.6	238.0	240.2	219.9	234.5	234.9	236.3	237.9	239.4	241.7
Anti-infective drugs (12/77 = 100)	158.6	165.8	164.9	166.1	167.7	168.4	170.5	160.8	168.3	167.3	168.3	170.0	171.0	173.3
Tranquilizers and sedatives (12/77 = 100)	182.8	202.8	204.0	205.1	207.6	208.7	212.7	182.6	202.7	204.0	205.1	207.5	208.6	212.7
Circulatories and diuretics (12/77 = 100)	158.1	167.4	169.0	170.4	171.3	171.7	172.8	157.9	167.3	168.3	169.5	170.4	170.9	172.1
Hormones, diabetic drugs, biologicals, and prescription medical supplies (12/77 = 100)	201.9	214.1	214.7	216.2	218.1	220.7	222.3	204.0	216.3	217.0	218.4	220.4	223.2	224.7
Pain and symptom control drugs (12/77 = 100)	178.7	188.7	188.3	189.7	191.0	192.0	192.7	180.6	191.0	190.3	191.7	192.8	193.8	194.7
Supplements, cough and cold preparations, and respiratory agents (12/77 = 100)	164.2	174.6	174.5	175.9	175.5	176.1	176.9	164.5	175.3	176.1	176.5	176.2	176.9	177.7
Nonprescription drugs and medical supplies (12/77 = 100)	157.5	162.8	163.5	164.3	164.4	164.5	165.4	158.3	163.7	164.4	165.1	165.2	165.3	166.3
Eyeglasses (12/77 = 100)	137.3	139.3	140.0	140.6	140.5	141.4	141.9	136.2	138.2	138.8	139.5	139.3	140.4	140.8
Internal and respiratory over-the-counter drugs	256.1	266.6	268.2	269.5	269.4	269.5	271.3	257.4	267.7	269.3	270.6	270.4	270.5	272.4
Nonprescription medical equipment and supplies (12/77 = 100)	151.8	156.5	156.4	157.0	157.9	157.1	157.7	153.0	158.0	157.9	158.4	159.4	158.6	159.1

20. Continued—Consumer Price Index—U.S. city average

[1967 = 100 unless otherwise specified]

General summary	All Urban Consumers							Urban Wage Earners and Clerical Workers						
	1983	1984					1983	1984						
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
Medical care services	392.9	407.1	408.4	410.9	412.7	413.9	416.5	390.2	404.7	406.1	408.6	410.4	411.5	414.1
Professional services	329.7	343.8	345.8	347.0	348.2	349.8	351.8	330.1	344.2	346.2	347.4	348.6	350.1	352.1
Physicians' services	358.5	375.2	377.1	378.1	379.5	380.8	382.2	362.3	379.0	381.1	382.1	383.6	384.8	386.2
Dental services	310.7	323.6	326.2	327.9	329.1	331.9	334.8	308.5	321.6	324.0	325.7	326.8	329.5	332.4
Other professional services (12/77 = 100)	155.4	159.7	159.9	160.1	160.3	160.0	160.8	151.8	156.0	156.1	156.4	156.6	156.2	157.1
Other medical care services	469.3	483.6	484.1	488.3	490.7	491.5	494.7	465.6	480.3	480.9	485.2	487.7	488.4	491.7
Hospital and other medical services (12/77 = 100)	199.4	207.9	208.4	210.9	212.5	213.0	215.0	197.3	205.9	206.3	208.9	210.4	210.9	212.9
Hospital room	638.0	660.7	662.0	672.9	678.1	679.5	687.1	630.2	653.3	654.0	664.6	669.5	670.8	677.3
Other hospital and medical care services (12/77 = 100)	195.1	204.8	205.2	207.0	208.5	209.1	210.7	193.3	203.0	203.4	205.4	206.8	207.4	209.3
ENTERTAINMENT	249.1	253.5	254.5	255.3	256.4	257.3	258.3	245.4	249.6	250.7	251.4	252.5	253.4	254.2
Entertainment commodities	249.3	252.2	252.4	253.3	254.5	254.8	255.9	243.7	246.8	246.9	247.8	248.8	249.2	249.6
Reading materials (12/77 = 100)	163.4	163.1	163.7	164.5	166.0	166.3	167.7	162.8	162.6	163.3	164.0	165.4	165.6	167.0
Newspapers	306.9	313.0	313.3	315.0	315.2	315.4	317.5	307.0	313.1	313.4	315.1	315.3	315.6	317.7
Magazines, periodicals, and books (12/77 = 100)	171.7	167.5	168.7	169.4	172.5	173.0	174.7	172.0	167.3	168.7	169.3	172.4	172.8	174.6
Sporting goods and equipment (12/77 = 100)	134.5	138.0	137.5	137.8	138.3	138.7	138.8	128.6	131.7	131.2	131.4	131.9	132.3	132.2
Sport vehicles (12/77 = 100)	137.3	143.0	142.2	142.9	143.9	144.4	144.5	128.2	133.0	132.2	132.6	133.7	134.0	133.9
Indoor and warm weather sport equipment (12/77 = 100)	118.6	117.3	117.7	117.7	117.9	117.3	117.2	116.4	115.5	116.0	115.9	115.9	115.5	115.3
Bicycles	199.9	200.8	201.1	200.2	198.3	198.9	198.8	200.7	201.7	202.0	201.2	199.4	200.3	200.0
Other sporting goods and equipment (12/77 = 100)	134.0	134.6	134.2	134.3	134.8	135.5	135.6	133.8	134.3	134.0	134.2	134.0	135.0	135.1
Toys, hobbies, and other entertainment (12/77 = 100)	139.3	141.0	141.1	141.7	141.9	142.0	141.9	138.1	140.0	140.1	140.7	141.0	141.1	263.4
Toys, hobbies, and music equipment (12/77 = 100)	137.3	139.2	138.8	139.3	138.6	138.3	138.2	133.5	135.8	135.5	135.9	135.2	135.1	165.0
Photographic supplies and equipment (12/77 = 100)	131.9	133.2	133.7	134.2	135.0	135.2	135.1	133.0	134.4	135.0	135.6	136.3	136.4	156.1
Pet supplies and expenses (12/77 = 100)	148.5	149.8	150.5	151.4	153.1	153.7	153.5	149.6	150.9	151.6	152.7	154.2	153.6	154.7
Entertainment services	249.2	255.4	258.1	258.5	259.7	261.3	262.8	249.7	255.8	258.5	258.8	260.1	262.0	263.4
Fees for participant sports (12/77 = 100)	155.6	159.6	159.7	159.7	160.1	162.3	163.6	156.9	160.3	160.7	160.4	161.0	163.2	165.0
Admissions (12/77 = 100)	145.8	151.3	155.3	156.0	157.3	156.9	157.2	144.8	150.2	154.3	155.0	156.1	155.7	156.1
Other entertainment services (12/77 = 100)	132.6	134.9	135.1	135.3	136.1	136.2	137.0	133.6	132.5	135.7	136.0	136.8	137.1	137.6
OTHER GOODS AND SERVICES	296.8	303.2	304.4	306.5	307.2	314.6	315.8	294.1	300.8	302.1	304.5	305.3	310.9	311.9
Tobacco products	299.0	305.9	308.1	313.2	313.9	314.1	314.6	298.8	305.6	307.8	312.9	313.5	313.7	314.2
Cigarettes	307.4	314.0	316.3	322.0	322.6	322.8	323.3	306.5	313.1	315.3	320.9	321.5	321.7	322.2
Other tobacco products and smoking accessories (12/77 = 100)	151.4	157.9	158.9	159.3	159.7	159.9	160.0	151.4	157.9	159.0	159.4	159.8	159.9	160.1
Personal care	263.3	269.5	270.6	271.8	272.6	273.6	274.7	261.5	267.5	268.5	269.7	270.5	271.6	272.4
Toilet goods and personal care appliances	263.0	267.4	268.5	270.2	270.6	271.6	272.0	263.9	268.3	269.3	270.9	271.4	272.5	272.6
Products for the hair, hairpieces, and wigs (12/77 = 100)	152.7	154.1	154.8	156.1	156.2	156.1	155.9	151.9	153.4	154.1	155.1	155.3	155.3	155.0
Dental and shaving products (12/77 = 100)	163.1	166.8	166.5	167.2	167.6	167.9	168.2	161.2	164.9	164.7	165.2	165.6	165.8	166.0
Cosmetics, bath and nail preparations, manicure and eye makeup implements (12/77 = 100)	147.7	151.5	153.0	154.0	153.2	154.5	154.9	148.9	152.7	154.0	155.1	154.5	155.9	155.9
Other toilet goods and small personal care appliances (12/77 = 100)	150.5	151.7	151.7	152.7	154.2	155.0	155.4	154.1	155.3	155.5	156.4	158.0	158.7	159.0
Personal care services	264.6	272.3	273.4	274.3	275.4	276.4	278.0	259.6	267.1	268.2	269.0	270.0	271.1	272.6
Beauty parlor services for women	267.5	275.0	276.4	277.3	278.4	279.2	281.2	260.7	268.0	269.3	270.2	271.2	272.0	274.0
Haircuts and other barber shop services for men (12/77 = 100)	146.8	151.4	151.7	152.1	152.8	153.6	154.0	145.6	150.2	150.5	150.9	151.6	152.4	152.8
Personal and educational expenses	350.9	357.4	357.9	358.6	359.3	381.9	384.0	352.4	360.3	360.7	361.3	362.1	384.1	386.0
Schoolbooks and supplies	308.8	317.8	318.5	318.8	319.2	331.5	333.7	312.9	322.4	323.1	323.4	323.8	336.4	338.6
Personal and educational services	360.6	366.7	367.1	367.9	368.7	393.1	295.2	362.0	369.7	370.1	370.8	371.6	395.6	397.4
Tuition and other school fees	182.9	184.4	184.5	184.8	185.0	200.7	201.3	183.3	185.3	185.4	185.6	185.8	201.4	202.3
College tuition (12/77 = 100)	182.7	184.7	184.8	185.2	185.3	200.1	201.4	182.6	185.5	185.7	186.0	186.1	201.1	202.3
Elementary and high school tuition (12/77 = 100)	183.9	183.9	183.9	183.9	184.3	201.1	201.3	184.9	185.6	185.0	185.0	185.4	202.6	202.8
Personal expenses (12/77 = 100)	193.4	188.0	204.2	205.0	206.4	207.3	208.5	193.9	204.3	204.8	205.6	207.0	207.9	208.8
Special indexes:														
Gasoline, motor oil, coolant, and other products	377.8	372.4	370.7	365.9	362.4	364.3	366.6	379.5	373.8	372.2	367.3	363.8	365.7	367.9
Insurance and finance								419.7	416.9	417.7	422.0	437.3	441.6	440.3
Utilities and public transportation	343.0	352.8	358.0	362.9	365.6	367.0	362.8	341.8	351.6	357.1	362.0	364.6	366.1	361.5
Housekeeping and home maintenance services	363.4	369.5	370.0	370.9	371.6	373.0	373.7	369.7	377.8	378.4	379.9	380.3	382.3	382.7

c = corrected.

21. 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)		
	1984			1984			1984			1984		
	June	Aug.	Oct.	June	Aug.	Oct.	June	Aug.	Oct.	June	Aug.	Oct.
Northeast												
EXPENDITURE CATEGORY												
All items	161.2	162.6	163.5	167.2	168.9	170.0	171.7	173.7	175.3	167.2	167.2	169.8
Food and beverages	153.0	154.2	153.7	151.0	152.0	152.6	156.0	157.5	156.1	152.6	152.7	152.0
Housing	165.9	167.4	168.2	177.3	180.6	180.9	184.0	187.7	190.1	173.4	172.3	177.4
Apparel and upkeep	122.2	125.7	128.2	125.5	125.6	129.0	131.1	131.1	139.0	136.4	138.5	141.4
Transportation	171.4	172.0	172.0	176.2	175.6	176.9	175.5	176.2	176.3	175.1	175.7	176.2
Medical care	174.0	176.8	178.3	179.2	181.0	182.7	177.7	178.9	182.7	183.0	184.9	188.7
Entertainment	146.6	149.7	150.9	143.8	148.2	149.9	152.3	153.9	155.3	153.6	153.6	154.8
Other goods and services	171.1	172.3	178.1	170.0	172.0	177.4	172.5	176.6	180.7	174.6	175.6	181.1
COMMODITY AND SERVICE GROUP												
Commodities	154.2	154.9	155.3	159.8	159.8	161.0	159.8	160.2	160.9	159.1	158.7	159.1
Commodities less food and beverages	154.6	154.6	156.1	163.7	163.1	164.7	161.5	161.0	162.8	160.8	161.0	162.2
Services	169.8	172.0	173.4	178.2	182.3	183.3	190.4	195.0	198.0	179.1	179.1	185.2
North Central Region												
EXPENDITURE CATEGORY												
All items	171.3	172.3	173.4	167.7	168.1	168.9	164.7	166.6	167.2	164.8	166.6	167.5
Food and beverages	149.0	150.2	150.0	148.5	149.4	149.2	149.1	150.7	150.2	156.9	158.4	157.8
Housing	190.7	192.0	192.2	176.7	177.3	178.1	171.6	175.3	175.8	166.4	170.0	171.3
Apparel and upkeep	117.8	120.2	122.9	130.8	131.7	134.4	128.3	130.2	132.0	124.6	124.9	128.7
Transportation	172.3	171.9	174.0	174.1	173.4	173.9	176.2	175.1	176.7	174.7	174.9	175.1
Medical care	178.5	180.0	181.5	179.4	182.0	183.0	172.7	175.2	175.6	184.0	185.1	185.6
Entertainment	145.7	146.4	148.3	140.7	139.6	140.3	152.9	153.9	153.4	140.5	142.5	143.3
Other goods and services	166.8	168.7	172.9	180.5	180.6	184.7	164.3	167.1	169.4	177.4	178.4	181.4
COMMODITY AND SERVICE GROUP												
Commodities	158.0	158.6	159.4	157.5	157.2	157.7	155.4	155.8	156.4	155.6	156.3	156.4
Commodities less food and beverages	162.2	162.4	164.0	161.1	160.2	161.1	158.3	157.9	159.1	155.0	155.3	155.7
Services	190.7	192.3	193.7	184.1	185.3	186.7	179.6	183.6	184.3	179.2	182.8	184.7
South												
EXPENDITURE CATEGORY												
All items	167.6	168.7	170.2	169.1	170.6	171.9	167.1	168.6	169.5	168.4	168.7	170.1
Food and beverages	152.6	157.3	157.2	155.3	157.2	157.5	152.5	154.0	153.9	156.1	157.8	158.3
Housing	174.5	175.4	176.9	174.7	176.5	177.0	172.6	174.1	174.2	176.4	177.0	177.1
Apparel and upkeep	132.2	131.5	137.6	128.3	127.8	132.8	126.4	127.4	131.5	113.6	110.8	117.4
Transportation	173.9	175.6	176.7	178.0	179.0	180.2	176.0	177.5	179.0	174.3	173.8	174.8
Medical care	179.1	180.6	182.2	180.4	183.5	184.9	188.0	188.6	191.0	193.4	193.4	197.7
Entertainment	144.7	147.7	148.7	160.0	161.9	162.7	152.8	153.4	154.1	150.7	151.7	152.8
Other goods and services	170.8	172.5	176.7	173.0	174.8	179.9	172.1	174.5	177.6	169.9	171.3	174.5
COMMODITY AND SERVICE GROUP												
Commodities	159.1	159.4	160.7	160.6	161.3	162.6	158.0	159.2	160.0	158.2	158.5	159.8
Commodities less food and beverages	160.2	160.0	162.2	162.7	162.7	164.5	160.5	161.6	162.9	159.0	158.4	160.2
Services	179.1	181.3	183.1	181.6	184.2	185.5	181.2	182.9	184.2	183.5	184.1	185.6
West												
EXPENDITURE CATEGORY												
All items	168.6	170.3	172.2	169.1	169.5	170.6	160.9	161.4	162.7	167.2	167.8	170.1
Food and beverages	154.6	156.5	156.8	158.8	159.8	159.7	154.5	155.4	155.8	161.6	163.0	164.2
Housing	176.3	179.3	180.5	174.3	174.7	175.0	158.7	159.9	161.1	167.3	167.8	172.2
Apparel and upkeep	121.4	126.5	129.3	127.2	130.5	131.2	122.7	122.5	127.7	142.9	145.1	147.1
Transportation	179.5	177.6	181.0	180.5	178.6	181.2	176.3	174.5	176.3	173.5	172.6	172.7
Medical care	183.3	185.7	188.0	181.5	182.7	183.6	187.5	189.5	190.5	186.6	188.2	188.7
Entertainment	194.9	144.8	145.7	148.9	148.8	152.6	154.8	157.9	154.0	162.0	163.2	165.9
Other goods and services	171.5	173.7	182.7	173.0	174.7	179.3	169.4	170.1	174.4	175.3	176.0	179.3
COMMODITY AND SERVICE GROUP												
Commodities	155.7	155.8	158.0	159.7	159.5	160.3	157.6	157.1	158.2	157.0	157.6	158.7
Commodities less food and beverages	156.3	155.3	158.7	159.9	159.0	160.4	158.8	157.2	158.6	154.6	154.7	155.8
Services	185.0	188.4	190.1	181.8	182.7	184.2	164.6	166.5	168.0	182.2	182.8	186.7

22. 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						
	1983	1984						1983	1984					
	Oct.	May	June	July	Aug.	Sept.	Oct.	Oct.	May	June	July	Aug.	Sept.	Oct.
U.S. city average ²	302.6	309.7	310.7	311.7	313.0	314.5	315.3	301.3	305.4	306.2	307.5	310.3	312.1	312.2
Anchorage, Alaska (10/67 = 100)	...	275.3	...	275.5	...	277.9	...	...	265.7	...	266.8	...	270.9	...
Atlanta, Ga.	304.4	...	314.0	...	315.9	...	317.8	306.3	...	310.9	...	315.0	...	318.2
Baltimore, Md.	...	311.3	...	313.0	...	316.4	...	...	309.4	...	311.6	...	316.4	...
Boston, Mass.	...	303.1	...	304.9	...	307.4	...	...	300.6	...	300.8	...	305.3	...
Buffalo, N.Y.	288.5	...	292.5	...	294.5	...	296.1	286.8	...	287.3	...	288.6	...	292.0
Chicago, Ill.—Northwestern Ind.	302.3	306.9	310.0	310.8	313.4	315.1	314.1	294.5	296.3	298.3	299.0	301.2	304.3	301.8
Cincinnati, Ohio—Ky.—Ind.	...	321.9	...	323.3	...	325.2	...	...	312.3	...	314.4	...	320.9	...
Cleveland, Ohio	330.7	...	336.7	...	337.3	...	340.1	317.3	...	321.9	...	328.1	...	324.4
Dallas-Ft. Worth, Tex.	318.5	...	325.7	...	329.8	...	333.7	314.7	...	318.7	...	324.8	...	328.2
Denver-Boulder, Colo.	...	346.1	...	349.9	...	351.3	...	...	340.8	...	347.1	...	346.1	...
Detroit, Mich.	298.2	305.7	306.3	307.7	308.0	311.6	311.9	298.9	298.3	297.0	298.3	298.9	301.3	302.9
Honolulu, Hawaii	276.4	...	284.7	...	286.0	...	287.4	285.9	...	290.9	...	293.6	...	294.5
Houston, Tex.	324.3	...	330.5	...	332.0	...	334.4	322.4	...	329.5	...	333.6	...	334.4
Kansas City, Mo.—Kansas	303.3	...	310.8	...	311.2	...	314.1	303.9	...	299.9	...	304.5	...	307.7
Los Angeles-Long Beach, Anaheim, Calif.	279.0	305.4	305.6	305.9	308.6	310.2	311.9	299.0	303.1	303.4	300.3	305.1	304.2	302.6
Miami, Fla. (11/77 = 100)	...	166.4	...	167.0	...	167.9	...	...	167.2	...	168.0	...	169.7	...
Milwaukee, Wis.	...	320.5	...	321.3	...	324.0	...	...	338.2	...	341.6	...	347.9	...
Minneapolis-St. Paul, Minn.—Wis.	316.8	...	324.1	...	324.8	...	328.0	312.7	...	328.9	...	332.5	...	327.0
New York, N.Y.—Northeastern N.J.	292.9	300.8	301.6	302.9	305.0	306.9	306.6	288.7	291.6	293.0	294.7	297.1	299.9	300.4
Northeast, Pa. (Scranton)	...	294.7	...	297.3	...	298.2	...	...	295.5	...	295.9	...	297.7	...
Philadelphia, Pa.—N.J.	291.2	298.7	300.0	301.4	302.9	303.9	303.7	294.2	300.5	302.7	304.3	306.1	308.5	308.7
Pittsburgh, Pa.	313.7	...	319.7	...	319.1	...	321.1	304.7	...	301.4	...	303.3	...	304.2
Portland, Oreg.—Wash.	...	301.9	...	300.9	...	302.5	...	...	297.5	...	294.6	...	293.7	...
St. Louis, Mo.—Ill.	...	305.4	...	308.7	...	311.4	...	...	297.3	...	301.4	...	308.0	...
San Diego, Calif.	...	353.5	...	351.3	...	357.1	...	...	328.2	...	324.6	...	330.7	...
San Francisco-Oakland, Calif.	305.7	...	318.7	...	323.4	...	327.5	301.4	...	315.1	...	322.7	...	319.3
Seattle-Everett, Wash.	...	313.0	...	314.3	...	316.5	...	...	302.7	...	303.2	...	305.3	...
Washington, D.C.—Md.—Va.	...	305.7	...	308.3	...	313.0	...	...	308.9	...	310.8	...	317.9	...

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.

23. Producer Price Indexes, by stage of processing

[1967 = 100]

Commodity grouping	Annual average 1983	1983					1984							
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July ¹	Aug.	Sept.	Oct.	Nov.
FINISHED GOODS														
Finished goods	285.2	286.8	287.2	289.5	290.6	291.4	291.2	291.1	290.9	292.3	291.8	289.8	291.6	292.3
Finished consumer goods	284.6	285.9	286.3	288.9	290.1	291.1	290.3	290.3	290.1	291.6	290.8	288.9	290.3	291.1
Finished consumer foods	261.8	261.9	264.3	272.2	274.7	276.6	274.3	271.7	270.8	275.3	274.2	273.4	271.8	272.3
Crude	258.7	270.4	266.0	306.9	313.6	323.7	299.0	270.7	258.9	270.8	278.9	274.7	277.2	265.5
Processed	260.0	259.0	262.0	266.9	269.0	270.2	269.9	269.6	269.7	273.4	271.6	271.0	269.1	270.7
Nondurable goods less foods	335.3	336.8	335.2	335.0	336.1	336.7	336.4	338.9	339.2	339.2	337.6	336.9	337.7	339.1
Durable goods	233.1	235.4	235.9	235.9	236.1	236.6	236.7	236.6	236.2	236.6	237.1	232.5	237.9	238.4
Consumer nondurable goods less food and energy	231.5	234.1	234.0	236.0	236.5	237.1	237.9	238.7	238.7	240.1	240.2	240.9	240.4	241.3
Capital equipment	287.2	290.0	290.4	291.6	292.3	292.3	294.5	293.9	293.9	294.6	295.1	292.9	296.0	296.3
INTERMEDIATE MATERIALS														
Intermediate materials, supplies, and components	312.3	315.5	315.7	316.3	317.6	319.7	320.3	320.9	321.6	321.7	321.1	320.3	319.9	320.5
Materials and components for manufacturing	293.4	296.5	297.6	298.9	299.8	301.8	302.9	303.3	303.4	303.2	302.3	301.7	301.2	301.8
Materials for food manufacturing	258.4	260.0	262.9	268.6	268.3	269.6	271.4	276.0	275.2	276.4	272.7	269.9	267.2	269.2
Materials for nondurable manufacturing	280.0	284.6	285.7	286.6	287.0	290.3	291.8	292.8	292.8	292.7	291.7	291.1	290.3	290.1
Materials for durable manufacturing	319.4	321.6	322.8	323.4	325.6	328.2	329.4	327.2	326.9	327.2	324.7	323.2	321.9	323.2
Components for manufacturing	280.4	283.0	283.5	284.5	285.2	285.6	286.2	287.0	287.5	287.9	287.8	288.5	289.2	289.8
Materials and components for construction	301.8	303.9	304.9	305.5	307.8	309.6	310.5	309.8	310.3	310.9	311.8	311.3	311.6	311.6
Processed fuels and lubricants	564.8	568.1	561.7	556.4	561.3	567.8	562.9	567.2	575.2	576.6	572.5	567.6	564.2	566.2
Manufacturing industries	479.0	484.9	478.8	474.2	477.9	483.4	480.6	485.5	490.4	491.4	489.3	485.0	483.6	485.8
Nonmanufacturing industries	640.0	640.6	634.0	628.0	634.1	641.4	634.5	638.2	649.1	650.9	645.0	639.6	634.1	636.0
Containers	286.6	289.3	289.9	292.3	294.8	297.3	299.4	300.9	301.8	303.0	304.1	304.7	307.9	309.4
Supplies	277.1	281.6	281.6	282.6	282.2	283.0	284.2	284.3	283.9	283.2	283.3	283.3	283.1	283.1
Manufacturing industries	269.9	272.2	273.3	274.5	276.0	276.4	277.8	278.4	279.0	279.2	279.7	280.3	281.0	281.9
Nonmanufacturing industries	281.1	286.7	286.1	287.0	285.7	286.7	287.8	287.6	286.7	285.6	285.4	285.1	284.5	284.0
Feeds	225.9	251.0	243.9	247.7	227.7	232.2	233.5	229.2	221.6	211.7	208.3	202.9	195.4	192.4
Other supplies	292.8	294.8	295.5	296.6	298.0	298.4	299.5	300.0	300.5	301.0	301.4	302.1	302.8	302.8
CRUDE MATERIALS														
Crude materials for further processing	323.6	324.0	327.5	333.5	332.6	338.8	339.4	338.0	333.0	334.1	329.3	326.7	320.0	323.7
Foodstuffs and feedstuffs	252.2	251.8	256.0	264.0	260.5	269.9	269.7	266.4	260.3	263.6	256.9	253.1	245.5	253.4
Nonfood materials	477.4	479.4	481.6	483.4	488.1	487.5	490.1	492.3	489.6	486.4	485.5	485.1	480.2	475.4
Nonfood materials except fuel	372.2	377.7	379.1	380.1	385.5	387.8	388.8	389.9	386.1	380.9	377.2	379.8	374.8	369.4
Manufacturing industries	381.9	387.9	389.4	390.4	395.5	398.8	399.5	400.2	395.7	390.1	386.6	389.1	384.0	377.9
Construction	270.6	272.1	272.7	273.7	280.3	276.5	279.2	282.7	283.5	282.0	277.5	280.2	276.4	276.2
Crude fuel	931.5	915.3	921.1	926.1	926.6	910.6	920.8	928.4	932.6	940.2	954.4	938.8	935.0	934.1
Manufacturing industries	1,094.5	1,071.8	1,079.0	1,086.5	1,086.3	1,064.8	1,079.6	1,088.1	1,094.5	1,103.5	1,121.7	1,101.4	1,097.6	1,095.8
Nonmanufacturing industries	816.3	805.3	810.1	813.2	814.2	802.6	809.1	816.1	818.4	825.1	836.3	824.3	820.4	820.3
SPECIAL GROUPINGS														
Finished goods excluding foods	290.8	293.0	292.6	292.9	293.6	294.0	294.6	295.3	295.4	295.7	295.3	292.9	295.9	296.7
Finished consumer goods excluding foods	291.4	293.2	292.5	292.5	293.1	293.6	293.5	294.9	294.9	295.0	294.4	291.9	294.8	295.7
Finished consumer goods less energy	249.9	251.7	252.6	256.1	257.2	258.2	257.8	257.1	256.7	258.9	258.7	257.2	258.2	258.9
Intermediate materials less foods and feeds	317.1	319.9	320.2	320.6	322.3	324.4	325.0	325.4	326.4	326.7	326.3	325.7	325.6	326.1
Intermediate materials less energy	295.2	298.5	299.4	300.5	301.5	303.3	304.4	304.6	304.7	304.7	304.3	304.0	303.8	304.3
Intermediate foods and feeds	247.9	257.4	256.9	260.7	255.1	257.5	259.1	260.8	257.8	255.3	251.7	248.0	243.8	244.1
Crude materials less agricultural products	538.6	540.3	543.2	546.3	552.0	550.0	553.0	554.0	552.5	549.8	549.4	547.3	542.3	536.6
Crude materials less energy	246.5	248.3	252.0	258.3	257.3	265.1	265.4	263.3	257.6	258.5	252.2	250.1	243.0	248.3

¹Data for July 1984 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.

r = revised.

24. Producer Price Indexes, by commodity groupings

[1967 = 100 unless otherwise specified]

Code	Commodity group and subgroup	Annual average 1983	1983				1984									
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July ¹	Aug.	Sept.	Oct.	Nov.	
	All commodities	303.1	305.5	306.1	308.0	308.9	311.0	311.3	311.5	311.3	311.9	310.9	309.5	309.4	310.4	
	All commodities (1957-59 = 100)	321.5	324.1	324.8	326.8	327.7	330.0	330.3	330.5	330.3	330.9	329.9	328.4	328.3	329.3	
	Farm products and processed foods and feeds	253.9	256.0	257.9	264.4	263.4	267.9	267.3	265.8	262.8	264.9	261.6	259.6	255.8	258.4	
	Industrial commodities	315.7	318.3	318.4	319.1	320.6	321.9	322.6	323.2	323.8	323.9	323.5	322.3	323.2	323.8	
FARM PRODUCTS AND PROCESSED FOODS AND FEEDS																
01	Farm products	248.2	251.0	254.0	263.4	261.6	267.4	265.4	260.8	257.1	258.7	253.2	249.7	240.1	245.5	
01-1	Fresh and dried fruits and vegetables	262.1	275.2	276.1	291.2	312.2	308.0	263.8	251.9	273.7	281.9	293.3	289.7	266.8	251.0	
01-2	Grains	240.4	257.5	243.6	245.5	235.3	250.9	262.1	256.2	257.8	248.9	236.9	231.4	219.0	219.7	
01-3	Livestock	243.1	220.5	238.2	250.7	251.9	260.8	260.8	254.8	250.0	260.1	253.7	244.9	233.9	247.7	
01-4	Live poultry	206.5	238.5	241.2	252.6	251.3	258.4	240.8	240.6	227.7	259.2	218.6	239.7	219.2	247.1	
01-5	Plant and animal fibers	227.0	243.6	244.1	229.3	232.7	250.3	252.3	259.1	252.7	235.8	211.3	210.3	202.8	201.4	
01-6	Fluid milk	282.0	283.2	281.4	279.1	275.7	274.2	272.7	271.7	271.8	273.9	276.8	282.1	286.7	287.6	
01-7	Eggs	(2)	(2)	(2)	282.4	280.7	(2)	264.4	201.0	177.9	184.9	181.2	177.6	179.9	176.0	
01-8	Hay, hayseeds, and oilseeds	246.8	287.6	282.2	287.3	265.4	281.4	282.1	297.0	272.4	245.8	242.6	228.4	219.1	227.3	
01-9	Other farm products	282.1	283.5	276.9	280.2	278.9	277.7	279.7	288.2	279.1	277.4	284.1	296.1	293.8	295.2	
02	Processed foods and feeds	255.9	257.6	259.0	263.8	263.4	267.1	267.2	267.5	264.8	267.3	265.2	264.0	263.3	264.4	
02-1	Cereal and bakery products	261.0	265.2	265.1	266.6	267.1	267.4	268.3	268.7	271.4	272.3	271.8	272.0	272.7	272.6	
02-2	Meats, poultry, and fish	249.0	234.7	242.3	255.8	254.6	264.4	261.7	257.1	247.4	258.7	253.8	251.0	247.2	252.5	
02-3	Dairy products	250.6	251.4	248.9	248.4	248.4	248.8	248.9	248.9	249.6	251.4	251.0	255.2	256.7	257.4	
02-4	Processed fruits and vegetables	277.4	280.9	282.9	287.7	292.8	295.4	295.1	297.7	298.2	296.2	296.4	292.0	295.5	291.7	
02-5	Sugar and confectionery	292.8	297.7	297.5	299.9	300.5	301.1	301.9	303.8	304.1	305.0	304.1	302.7	300.2	297.1	
02-6	Beverages and beverage materials	263.6	266.3	266.5	268.7	270.2	269.9	271.4	273.5	272.8	273.9	274.2	274.7	276.8	276.2	
02-7	Fats and oils	238.8	274.5	271.7	278.3	273.3	286.2	293.4	328.5	328.1	312.7	306.8	297.2	302.2	310.9	
02-8	Miscellaneous processed foods	254.8	264.8	266.2	266.8	275.4	275.2	276.3	276.2	279.9	281.3	279.6	280.8	282.2	282.0	
02-9	Prepared animal feeds	228.8	252.1	245.6	245.2	231.1	235.3	236.3	232.3	225.5	216.7	214.0	209.0	202.4	199.7	
INDUSTRIAL COMMODITIES																
03	Textile products and apparel	205.1	207.7	207.8	208.2	209.6	209.9	209.9	210.5	210.2	210.5	210.5	210.6	209.6	210.0	
03-1	Synthetic fibers (12/75 = 100)	156.7	159.3	158.1	159.2	161.4	160.7	160.7	160.6	160.5	160.1	159.9	159.2	158.2	157.5	
03-2	Processed yarns and threads (12/75 = 100)	138.5	141.7	142.9	142.3	144.0	144.0	143.6	144.3	143.8	143.7	142.1	142.2	141.3	140.9	
03-3	Gray fabrics (12/75 = 100)	147.0	151.4	152.0	151.1	152.8	153.2	153.0	153.7	154.3	154.5	154.4	154.5	154.7	154.7	
03-4	Finished fabrics (12/75 = 100)	123.1	124.4	124.8	124.8	126.3	127.0	126.9	127.3	127.1	126.9	127.3	127.0	126.2	126.1	
03-81	Apparel	197.4	199.4	199.0	200.1	200.5	200.7	200.7	201.3	200.8	201.6	201.8	202.3	200.5	201.6	
03-82	Textile housefurnishings	235.1	234.4	235.3	236.0	236.6	237.6	238.1	238.8	239.0	239.1	239.7	240.5	242.4	241.4	
04	Hides, skins, leather, and related products	271.1	277.0	277.3	279.1	283.3	286.7	286.8	288.5	290.1	288.9	290.2	290.3	288.9	283.2	
04-2	Leather	330.7	340.5	344.1	346.2	362.0	378.0	386.7	390.7	387.8	383.2	379.7	372.6	368.9	360.1	
04-3	Footwear	250.1	257.3	250.3	250.9	252.5	253.5	251.6	251.5	250.5	250.1	250.9	252.1	252.2	249.1	
04-4	Other leather and related products	252.7	255.8	255.6	257.2	257.3	257.3	258.1	259.8	267.9	267.2	271.5	271.7	272.4	272.1	
05	Fuels and related products and power	664.7	663.7	658.0	652.1	656.0	658.7	654.7	660.6	665.9	665.0	660.7	654.8	654.5	655.3	
05-1	Coal	537.4	542.3	543.9	541.4	544.7	546.2	542.0	547.4	544.3	548.1	550.7	549.6	543.7	546.4	
05-2	Coke	444.6	453.8	415.4	418.3	437.9	438.9	442.8	441.6	442.9	441.9	437.3	435.4	432.4	432.8	
05-3	Gas fuels ³	1,146.9	1,122.0	1,120.4	1,123.0	1,107.8	1,091.0	1,102.1	1,104.1	1,109.1	1,110.8	1,128.9	1,119.1	1,113.1	1,110.1	
05-4	Electric power	417.9	418.7	417.3	420.5	424.4	426.7	431.5	433.1	446.7	453.5	457.1	456.8	445.8	443.4	
05-61	Crude petroleum ⁴	681.4	675.8	674.4	675.6	675.6	675.6	673.9	673.9	673.3	672.6	672.3	672.0	670.8	658.5	
05-7	Petroleum products, refined ⁵	684.3	688.2	678.3	663.2	669.8	680.2	667.0	677.6	679.7	673.3	657.3	647.5	655.7	661.8	
06	Chemicals and allied products	293.0	296.4	297.7	298.1	296.5	300.1	302.0	302.7	302.2	302.6	301.4	301.4	301.0	301.6	
06-1	Industrial chemicals ⁶	342.9	346.2	349.2	347.4	337.6	344.7	345.4	345.3	345.4	345.6	341.7	338.1	336.4	334.7	
06-21	Prepared paint	264.7	264.5	264.9	265.6	267.3	267.3	268.7	270.0	270.9	274.0	276.4	277.4	278.1	277.0	
06-22	Paint materials	305.8	316.5	315.5	316.6	314.2	317.9	328.7	337.6	337.4	334.8	335.1	333.5	332.3	334.1	
06-3	Drugs and pharmaceuticals	226.1	231.0	230.9	232.9	234.4	237.6	239.8	240.1	237.3	240.5	241.7	242.8	245.2	247.7	
06-4	Fats and oils, inedible	285.6	321.6	318.8	334.2	349.0	366.7	383.2	399.2	414.3	378.8	350.5	359.4	365.4	378.7	
06-5	Agricultural chemicals and chemical products	280.5	280.4	281.9	278.5	285.9	288.1	288.4	286.8	286.5	285.0	282.9	285.1	284.7	281.8	
06-6	Plastic resins and materials	291.5	297.9	301.5	305.2	305.0	306.2	307.8	310.6	311.1	310.6	309.4	311.3	308.9	308.8	
06-7	Other chemicals and allied products	273.6	273.8	273.6	274.9	273.3	275.2	277.0	277.2	275.9	277.3	278.4	278.7	278.4	281.2	
07	Rubber plastic products	243.2	243.6	243.8	244.8	246.2	246.4	247.3	247.5	247.6	247.5	247.6	247.9	248.1	247.7	
07-1	Rubber and rubber products	266.0	264.3	264.6	266.6	266.8	265.5	267.2	266.3	266.5	266.5	267.7	268.1	267.6	266.7	
07-11	Crude rubber	280.8	282.7	282.2	282.9	282.8	283.0	282.3	277.7	277.2	275.6	273.2	273.5	271.5	270.3	
07-12	Tires and tubes	245.3	242.4	242.3	244.1	243.7	241.7	243.5	243.2	243.0	243.5	244.1	244.7	245.8	243.9	
07-13	Miscellaneous rubber products	284.8	283.5	284.6	287.1	288.4	287.4	289.8	289.3	290.5	290.0	293.4	293.5	292.0	292.0	
07-2	Plastic products (6/78 = 100)	135.3	136.7	136.8	136.9	138.4	139.4	139.4	140.2	140.2	140.2	139.5	139.7	140.2	140.2	
08	Lumber and wood products	307.1	304.9	308.7	309.1	315.7	316.8	315.1	308.5	307.1	304.4	304.5	303.4	300.2	301.8	
08-1	Lumber	352.6	342.8	351.3	352.6	364.9	370.5	369.4	355.6	350.5	342.3	342.3	338.4	334.4	336.8	
08-2	Millwork	302.3	307.9	308.5	308.6	308.8	309.9	307.2	304.2	305.3	306.8	306.1	307.0	306.6	309.8	
08-3	Plywood	244.1	244.6	247.2	248.2	249.5	248.6	243.6	235.4	236.3	237.2	246.9	243.4	240.1	235.0	
08-4	Other wood products	230.6	229.8	230.6	230.0	230.8	231.8	233.3	234.7	235.0	235.2	236.5	235.9	236.5	236.6	

See footnotes at end of table.

24. Continued—Producer Price Indexes, by commodity groupings

[1967 = 100 unless otherwise specified]

Code	Commodity group and subgroup	Annual average 1983	1983		1984										
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July ¹	Aug.	Sept.	Oct.	Nov.
INDUSTRIAL COMMODITIES—Continued															
09	Pulp, paper, and allied products	298.1	303.6	304.0	309.1	312.0	314.0	316.3	317.7	318.4	319.8	320.0	321.2	322.6	323.8
09-1	Pulp, paper, and products, excluding building paper and board	271.4	277.4	277.4	280.8	285.0	288.3	291.5	292.7	293.3	295.7	296.3	297.2	298.3	299.4
09-11	Woodpulp	346.9	356.7	355.5	366.2	374.2	378.6	401.1	407.9	410.3	410.6	410.0	409.5	399.5	398.4
09-12	Wastepaper	(²)	215.0	211.5	211.5	229.3	242.9	258.8	259.3	257.3	254.7	254.5	249.6	235.6	221.4
09-13	Paper	282.0	288.5	289.3	294.2	296.6	299.8	300.4	301.3	301.6	307.7	306.9	306.7	308.0	308.2
09-14	Paperboard	250.9	259.4	260.9	262.2	271.8	275.6	277.1	277.8	279.1	279.1	285.4	288.2	291.8	293.4
09-15	Converted paper and paperboard products	265.3	267.9	268.0	270.6	273.7	276.5	279.1	280.1	280.6	282.1	282.4	283.8	285.8	288.1
09-2	Building paper and board	250.0	254.7	250.4	251.9	255.1	258.6	263.8	265.2	265.1	262.9	258.4	258.1	257.3	253.5
10	Metals and metal products	307.2	310.9	311.9	312.9	314.8	316.8	317.9	317.4	317.3	316.1	315.8	315.3	315.4	316.2
10-1	Iron and steel	343.4	349.5	350.9	353.8	356.2	356.5	356.5	357.3	357.0	357.4	357.1	357.6	358.9	357.7
10-17	Steel mill products	352.8	359.5	360.0	362.5	363.6	363.6	364.2	364.7	365.4	367.6	368.0	367.9	368.9	368.1
10-2	Nonferrous metals	276.1	276.6	278.2	276.8	280.2	286.1	289.1	284.1	282.8	277.0	274.6	271.3	266.1	269.5
10-3	Metal containers	335.4	338.2	340.3	344.1	344.8	345.4	345.3	348.0	348.0	348.0	352.4	352.6	358.0	357.5
10-4	Hardware	290.7	293.1	293.5	293.3	294.0	294.4	294.6	295.3	296.2	297.1	296.7	297.3	299.0	299.1
10-5	Plumbing fixtures and brass fittings	289.3	294.1	294.0	293.9	296.4	299.9	301.5	301.6	302.4	302.8	303.3	299.0	300.6	301.4
10-6	Heating equipment	243.6	245.5	245.7	247.3	248.1	248.5	250.3	252.4	252.7	255.2	255.5	257.5	258.2	256.3
10-7	Fabricated structural metal products	303.5	305.3	306.0	306.5	307.0	308.3	309.3	310.6	311.2	311.7	312.3	312.1	314.0	313.0
10-8	Miscellaneous metal products	283.6	289.5	289.6	290.3	291.1	292.1	293.1	293.4	294.3	294.1	295.0	295.6	297.7	301.3
11	Machinery and equipment	286.4	288.0	288.8	289.7	290.2	291.0	292.2	292.6	293.1	294.0	294.2	294.5	295.0	295.7
11-1	Agricultural machinery and equipment	326.3	328.6	330.1	331.0	331.4	332.9	335.5	338.2	337.8	338.6	337.6	337.9	338.0	337.2
11-2	Construction machinery and equipment	351.9	353.9	353.6	354.2	355.9	355.3	357.5	357.8	358.1	358.3	358.6	359.0	359.1	360.1
11-3	Metalworking machinery and equipment	326.5	327.3	328.7	329.2	330.2	330.6	332.6	333.5	333.4	334.2	334.6	335.5	336.2	337.8
11-4	General purpose machinery and equipment	308.2	308.6	309.8	310.7	310.9	311.7	313.1	313.2	314.0	315.2	315.4	315.8	316.1	316.5
11-6	Special industry machinery and equipment	337.1	341.0	342.0	342.0	343.2	344.6	346.8	348.2	348.6	351.9	352.3	350.3	350.5	351.0
11-7	Electrical machinery and equipment	240.1	242.8	243.8	244.7	245.7	246.7	247.7	248.1	249.1	249.4	248.7	249.3	250.4	251.2
11-9	Miscellaneous machinery	274.1	273.7	273.9	275.5	274.3	274.5	274.6	273.7	273.9	274.2	276.1	276.6	276.3	276.9
12	Furniture and household durables	214.0	215.7	215.7	216.8	217.2	217.4	218.2	219.1	219.1	219.2	218.9	218.9	219.0	219.6
12-1	Household furniture	234.7	237.4	237.2	237.9	239.1	240.0	240.8	241.5	242.3	242.2	242.2	243.0	243.9	244.9
12-2	Commercial furniture	286.3	289.9	289.5	293.4	294.7	294.7	296.1	298.4	297.0	298.1	298.4	298.5	298.0	301.0
12-3	Floor coverings	185.4	189.3	189.4	188.2	188.4	188.3	188.2	191.7	192.7	192.7	191.3	191.4	192.7	189.2
12-4	Household appliances	206.9	208.0	208.5	209.8	210.7	210.9	210.9	210.8	211.1	211.5	211.7	211.8	211.9	211.8
12-5	Home electronic equipment	86.1	85.1	84.5	84.4	84.1	84.0	84.9	84.5	83.9	84.2	84.2	83.5	81.8	83.1
12-6	Other household durable goods	313.1	315.1	315.2	318.0	316.8	316.7	319.1	321.6	319.9	318.6	316.3	315.9	317.0	319.2
13	Nonmetallic mineral products	325.2	328.9	328.9	330.1	332.2	333.4	335.8	337.6	338.3	339.8	340.0	340.4	339.6	339.5
13-11	Flat glass	229.7	230.1	229.9	229.5	229.9	229.1	230.2	226.1	226.3	226.3	217.8	217.9	218.0	217.4
13-2	Concrete ingredients	313.3	314.8	314.6	315.6	319.9	324.2	324.3	328.0	326.7	327.1	329.0	328.8	328.0	329.5
13-3	Concrete products	302.0	304.1	304.2	304.9	305.9	306.3	308.8	309.4	310.0	310.6	311.3	311.4	311.5	311.4
13-4	Structural clay products, excluding refractories	277.8	284.1	284.2	284.3	283.7	284.3	285.0	285.6	286.2	286.4	287.5	288.7	288.8	288.4
13-5	Refractories	341.3	353.3	353.3	353.9	356.0	361.1	361.8	361.8	361.8	361.8	362.7	362.7	362.7	366.6
13-6	Asphalt roofing	384.0	387.8	384.2	385.0	392.3	385.6	396.2	398.7	394.2	394.5	405.6	406.7	410.3	410.6
13-7	Gypsum products	286.0	315.1	322.6	328.6	339.4	339.6	353.0	360.9	360.3	359.7	352.9	356.1	339.4	332.3
13-8	Glass containers	352.4	350.4	350.4	350.6	350.6	351.6	358.0	361.9	365.0	366.3	366.0	364.6	364.8	364.9
13-9	Other nonmetallic minerals	480.2	487.4	486.8	486.4	488.1	490.8	491.3	494.9	499.2	507.1	512.0	510.1	507.4	505.5
14	Transportation equipment (12/68 = 100)	256.7	260.5	260.7	261.5	262.2	262.4	263.4	262.5	262.2	262.5	263.1	257.4	264.8	265.2
14-1	Motor vehicles and equipment	256.8	260.5	260.6	261.1	261.2	261.5	261.9	261.5	261.1	261.4	261.8	254.6	263.3	263.6
14-4	Railroad equipment	350.2	348.6	350.5	351.5	351.5	352.0	380.8	354.4	354.4	356.5	364.6	364.6	364.6	358.8
15	Miscellaneous products	289.6	291.7	292.8	294.5	294.9	294.9	294.6	294.3	295.7	297.3	297.9	296.4	297.0	297.0
15-1	Toys, sporting goods, small arms, ammunition	225.2	225.2	225.3	227.4	227.8	227.6	226.5	226.8	226.5	226.5	226.9	226.9	227.2	227.4
15-2	Tobacco products	365.4	377.0	377.1	389.4	390.3	390.4	390.4	390.6	400.2	408.7	407.6	406.7	406.8	407.1
15-3	Notions	280.1	279.6	280.1	281.4	282.2	282.2	283.0	283.9	283.9	283.9	283.9	283.9	283.5	283.5
15-4	Photographic equipment and supplies	215.7	216.8	216.8	(²)	217.9	212.7	213.6	213.6	213.6	213.6	214.1	215.5	215.5	212.8
15-5	Mobile homes (12/74 = 100)	163.4	165.0	165.1	162.2	162.4	162.5	163.8	163.7	162.7	162.9	163.1	163.3	163.2	164.8
15-9	Other miscellaneous products	351.8	349.3	353.2	350.8	350.5	354.2	351.9	350.4	350.0	350.1	352.8	346.6	348.2	349.3

¹Data for July 1984 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.

²Not available.

³Prices for natural gas are lagged 1 month.

⁴Includes only domestic production.

⁵Most prices for refined petroleum products are lagged 1 month.

⁶Some prices for industrial chemicals are lagged 1 month.

r = revised.

25. Producer Price Indexes, for special commodity groupings

[1967 = 100 unless otherwise specified]

Commodity grouping	Annual average 1983	1983		1984											
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July ¹	Aug.	Sept.	Oct.	Nov.	
All commodities—less farm products	306.6	309.1	309.4	310.7	311.9	313.6	314.2	314.7	314.8	314.8	¹ 315.3	314.7	313.4	314.1	314.7
All foods	257.5	258.0	260.2	268.3	270.2	272.9	270.6	268.9	267.5	271.7	¹ 271.7	270.1	268.9	267.2	267.9
Processed foods	258.7	258.0	260.4	266.2	267.0	271.2	270.9	271.4	269.0	272.8	¹ 272.8	270.5	269.5	269.1	270.9
Industrial commodities less fuels	279.3	282.2	282.9	284.3	285.5	286.7	287.8	287.8	288.0	288.2	¹ 288.2	288.2	287.5	288.5	289.1
Selected textile mill products (Dec. 1975 = 100)	138.2	139.8	140.1	140.0	141.3	141.7	141.7	142.7	142.7	142.7	¹ 142.7	142.7	142.7	142.6	141.9
Hosiery	144.7	145.6	145.6	145.8	147.3	147.4	147.4	147.4	147.4	147.4	¹ 147.9	147.8	147.9	148.1	148.1
Underwear and nightwear	223.8	224.6	225.4	228.6	229.8	230.9	229.8	230.9	228.8	230.2	¹ 230.2	230.2	230.2	230.3	229.9
Chemicals and allied products, including synthetic rubber and fibers and yarns	283.5	286.3	287.4	287.6	286.2	289.1	290.6	291.1	290.5	291.3	¹ 291.3	290.4	290.2	289.7	290.0
Pharmaceutical preparations	224.8	231.3	231.8	233.9	235.9	238.8	241.5	241.9	240.6	244.6	¹ 244.6	244.2	245.7	249.0	252.2
Lumber and wood products, excluding millwork	321.2	314.7	321.4	322.6	331.4	334.9	332.5	320.4	317.2	312.2	¹ 312.2	315.3	311.4	307.6	307.5
Steel mill products, including fabricated wire products	351.2	357.4	357.8	360.1	361.1	361.2	361.8	362.4	363.1	365.2	¹ 365.2	365.7	365.6	366.7	366.0
Finished steel mill products, excluding fabricated wire products	351.5	358.6	359.2	361.7	363.2	363.1	363.6	364.1	364.8	367.0	¹ 367.0	367.4	367.2	368.4	367.6
Finished steel mill products, including fabricated wire products	349.9	356.4	356.9	359.2	360.5	360.5	361.0	361.6	362.4	364.4	¹ 364.4	364.9	364.8	366.7	365.3
Special metals and metal products	292.6	296.3	297.0	297.8	299.0	300.3	301.2	300.8	300.6	300.0	¹ 300.0	300.0	296.7	300.4	301.0
Fabricated metal products	294.3	297.9	298.4	299.3	300.0	301.1	301.9	302.9	303.6	303.9	¹ 303.9	304.9	305.0	307.3	308.1
Copper and copper products	196.6	182.6	185.0	182.1	185.1	192.9	199.4	191.8	189.5	184.4	¹ 184.4	181.8	182.1	176.6	183.4
Machinery and motive products	279.8	282.4	283.0	283.9	284.5	285.0	286.2	285.9	286.1	286.8	¹ 286.8	287.1	284.7	288.3	288.9
Machinery and equipment, except electrical	313.6	314.6	315.3	316.3	316.5	317.1	318.5	318.8	319.2	320.3	¹ 320.3	321.0	321.1	321.3	322.0
Agricultural machinery, including tractors	341.5	344.0	346.4	347.1	347.5	349.3	352.9	357.0	356.5	357.2	¹ 357.2	355.9	356.0	355.5	354.3
Metalworking machinery	357.1	357.6	358.2	359.3	362.1	361.6	363.0	363.2	363.3	364.6	¹ 364.6	365.2	366.5	368.6	370.6
Total tractors	369.7	373.1	373.8	374.0	374.5	376.1	384.1	386.8	386.7	386.9	¹ 386.9	386.5	386.4	386.2	381.6
Agricultural machinery and equipment less parts	330.0	332.2	334.2	335.2	335.7	337.4	340.4	343.6	343.0	344.0	¹ 344.0	342.7	343.0	342.7	341.7
Farm and garden tractors less parts	347.2	350.9	352.0	352.2	352.9	355.1	362.1	365.8	365.7	366.0	¹ 366.0	364.9	364.8	364.6	357.6
Agricultural machinery, excluding tractors less parts	337.1	338.7	342.2	343.3	343.4	344.9	345.7	350.1	349.2	350.4	¹ 350.4	348.8	349.2	348.5	351.7
Construction materials	297.7	300.4	301.3	302.3	305.0	306.6	307.1	306.2	306.3	306.7	¹ 306.7	307.3	306.7	307.1	306.6

¹Data for July 1984 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.

r = revised.

26. Producer Price Indexes, by durability of product

[1967 = 100]

Commodity grouping	Annual average 1983	1983		1984											
		Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July ¹	Aug.	Sept.	Oct.	Nov.	
Total durable goods	286.7	289.3	290.1	291.0	292.2	293.2	294.2	293.8	293.8	293.8	¹ 293.8	293.9	292.5	294.2	294.8
Total nondurable goods	315.7	318.1	318.4	321.2	321.9	324.8	324.7	325.3	324.9	326.0	¹ 326.0	324.0	322.6	321.0	322.3
Total manufactures	295.7	298.4	298.8	300.0	301.2	302.8	303.2	303.8	303.9	304.3	¹ 304.3	303.4	302.1	303.0	303.9
Durable	287.3	289.8	290.5	291.3	292.4	293.3	294.3	293.9	294.0	294.2	¹ 294.2	294.5	293.0	294.8	295.5
Nondurable	304.4	307.4	307.5	309.1	310.4	312.7	312.5	314.1	314.2	314.8	¹ 314.8	312.7	311.7	311.5	312.5
Total raw or slightly processed goods	339.8	340.6	341.8	348.4	347.6	352.4	352.4	350.1	348.0	349.6	¹ 349.6	348.1	345.8	339.9	341.6
Durable	249.3	258.5	263.3	267.4	275.2	278.7	280.6	277.9	273.3	264.5	¹ 264.5	259.6	260.6	255.9	254.1
Nondurable	345.4	345.6	346.5	353.3	351.8	356.7	356.5	354.3	352.3	354.7	¹ 354.7	353.5	351.0	345.0	347.0

¹Data for July 1984 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.

r = revised.

27. Producer Price Indexes for the output of selected SIC industries

[1967 = 100 unless otherwise specified]

1972 SIC code	Industry description	Annual average 1983	1983		1984											
			Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July ¹	Aug.	Sept.	Oct.	Nov.	
MINING																
1011	Iron ores (12/75 = 100)	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1	177.1
1092	Mercury ores (12/75 = 100)	269.7	287.5	277.0	275.8	245.4	250.0	267.9	273.7	271.6	264.6	249.1	257.1	271.6	276.6	276.6
1311	Crude petroleum and natural gas	921.4	909.4	909.4	914.3	913.0	902.7	909.2	914.1	918.4	921.6	929.4	919.4	917.1	908.6	908.6
MANUFACTURING																
2067	Chewing gum	326.8	327.5	327.5	328.0	328.1	328.7	328.8	328.9	328.9	329.1	329.2	329.2	329.2	329.2	329.1
2074	Cottonseed oil mills	204.1	233.1	223.3	229.2	201.7	212.7	222.6	245.3	243.1	223.2	210.3	205.0	172.9	166.9	166.9
2083	Malt	234.1	241.6	241.6	241.6	241.6	241.6	241.6	241.6	241.6	241.6	241.6	241.6	241.6	241.6	234.5
2091	Canned and cured seafoods (12/73 = 100)	174.1	169.2	169.7	169.0	168.8	168.6	167.0	169.3	169.0	167.9	167.9	167.1	167.0	166.9	166.9
2098	Macaroni and spaghetti	256.8	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9	261.9
2298	Cordage and twine (12/77 = 100)	139.3	138.9	139.0	139.0	139.2	139.2	139.3	139.4	139.4	138.6	137.4	137.4	137.4	138.6	138.6
2361	Children's dresses and blouses (12/77 = 100)	116.6	117.0	117.0	118.2	117.8	117.8	118.6	118.6	118.6	118.6	118.6	117.8	116.7	116.7	116.7
2381	Fabric dress and work gloves	293.3	296.3	297.6	295.2	299.1	302.3	304.8	315.6	315.6	315.6	315.6	315.6	315.6	315.6	315.6
2394	Canvas and related products (12/77 = 100)	147.0	147.8	147.8	150.6	150.6	150.6	150.6	150.6	150.6	150.6	150.6	151.3	152.9	152.9	152.9
2448	Wood pallets and skids (12/75 = 100)	149.2	151.9	153.6	154.0	156.0	157.9	161.6	165.1	165.4	168.6	166.3	166.4	166.0	168.2	168.2
2521	Wood office furniture	281.3	283.6	283.6	285.1	289.1	289.1	289.2	289.2	289.2	289.1	290.3	292.2	292.2	293.3	296.3
2654	Sanitary food containers	266.1	269.0	269.0	269.1	273.4	278.4	280.6	280.6	280.7	280.6	282.3	282.9	283.0	283.2	283.2
2655	Fiber cans, drums, and similar products (12/75 = 100)	186.5	189.5	189.6	189.6	189.7	191.4	193.1	193.1	193.1	194.7	194.7	194.7	194.7	197.8	197.8
2911	Petroleum refining (6/76 = 100)	253.8	253.5	249.7	244.4	246.7	249.8	244.9	248.1	248.8	246.5	241.0	238.3	241.0	242.8	242.8
3251	Brick and structural clay tile	332.3	339.7	339.9	340.2	339.9	341.1	342.6	343.8	345.0	345.3	346.5	348.7	348.9	349.1	349.1
3253	Ceramic wall and floor tile (12/75 = 100)	146.0	149.6	149.6	149.6	149.6	149.6	149.6	149.6	149.6	149.6	150.5	150.5	150.5	150.5	150.5
3255	Clay refractories	355.6	366.6	366.5	367.2	367.7	369.3	371.5	371.5	371.7	371.6	373.4	373.4	373.4	380.9	380.9
3259	Structural clay products, n.e.c.	230.2	235.0	235.0	235.0	232.1	232.4	232.4	232.4	232.4	232.4	232.9	232.9	233.0	233.0	233.0
3261	Vitreous plumbing fixtures	278.1	284.5	285.4	285.6	287.0	290.1	290.4	290.8	292.5	293.1	293.9	295.5	297.6	297.5	297.5
3263	Fine earthenware food utensils	366.5	368.5	368.5	383.6	384.0	375.9	382.6	376.5	372.1	373.3	373.0	372.8	373.1	376.3	376.3
3269	Pottery products, n.e.c. (12/75 = 100)	187.1	189.9	189.9	191.9	192.2	191.9	192.2	192.2	186.3	187.6	192.1	189.0	195.1	195.3	195.3
3274	Lime (12/75 = 100)	185.7	182.4	182.5	182.8	184.4	183.9	184.1	184.2	183.3	180.3	179.8	187.3	180.7	182.2	182.2
3297	Nonclay refractories (12/74 = 100)	205.2	212.8	212.8	213.1	215.4	220.6	220.1	220.1	220.1	219.9	219.9	220.3	220.0	220.2	220.2
3482	Small arms ammunition (12/75 = 100)	180.5	181.6	181.6	190.3	190.3	190.3	190.3	190.3	190.3	190.3	196.6	196.6	196.6	196.6	196.6
3623	Welding apparatus, electric (12/72 = 100)	243.6	243.9	244.7	246.0	246.7	247.2	248.7	248.8	250.4	250.7	245.4	245.9	247.3	247.5	247.5
3648	Lighting equipment, n.e.c. (12/75 = 100)	172.8	173.9	172.6	173.5	173.5	184.9	185.0	185.6	185.7	186.3	188.2	188.3	194.3	196.9	196.9
3671	Electron tubes, receiving type	435.4	432.9	469.8	490.6	490.8	490.8	490.9	490.9	491.3	491.6	491.3	491.6	492.0	527.2	527.2
3942	Dolls (12/75 = 100)	137.5	137.7	137.7	137.6	137.8	137.7	131.6	133.4	133.6	133.6	133.3	133.3	133.3	133.3	133.3
3944	Games, toys, and children's vehicles	238.7	236.2	236.2	239.3	240.6	240.1	239.7	239.1	239.2	239.2	234.7	234.8	235.0	234.9	234.9
3955	Carbon paper and inked ribbons (12/75 = 100)	139.2	139.3	139.3	144.3	149.0	149.0	149.1	149.1	149.1	146.7	146.7	146.7	139.7	139.7	139.7
3995	Burial caskets (6/76 = 100)	153.5	156.0	156.0	156.0	157.2	157.3	158.8	158.8	158.8	158.8	158.8	158.8	158.5	158.5	158.5
3996	Hard surface floor coverings (12/75 = 100)	161.5	163.5	163.5	165.2	165.2	165.2	166.3	166.4	166.4	168.7	168.7	168.8	169.7	169.7	169.7

¹Data for July 1984 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.

r = revised.

PRODUCTIVITY DATA

PRODUCTIVITY DATA are compiled by the Bureau of Labor Statistics from establishment data and from measures of compensation and output supplied by the U.S. Department of Commerce and the Federal Reserve Board.

Definitions

Output is the constant dollar gross product produced by the particular sector. **Output per hour of all persons** (labor productivity) measures the value of goods and services in constant prices produced per hour of labor. **Output per unit of capital services** (capital productivity) measures the value of goods and services in constant dollars per unit of capital services input.

Multifactor productivity measures the output per unit of combined labor and capital input. The traditional measure of output per hour reflects changes in capital per hour and a combination of other factors—such as, changes in technology, shifts in the composition of the labor force, changes in capacity utilization, research and development, skill and efforts of the work force, management, and so forth. The multifactor productivity measure differs from the familiar BLS measure of output per hour of all persons in that it excludes the effects of the substitution of capital for 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 costs measure the labor compensation costs required to produce a 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 current dollar gross product and dividing by output. **Unit nonlabor costs** contain all the components of unit nonlabor payments except unit profits. **Unit profits** include corporate profits and the value of inventory adjustments per unit of output.

The **implicit price deflator** is the price index for the gross product of the sector reported. It is derived by dividing the current dollar gross product by the constant dollar figures.

Hours of all persons measures the labor input of payroll workers, self-employed persons, and unpaid family workers. **Output per all employee**

hour describes labor productivity in nonfinancial corporations where there are no self-employed. The **capital services** input index used in the multifactor productivity computation is developed by BLS from measures of the net stock of physical assets—equipment, structures, land, and inventories—weighted by rental prices for each type of asset. **Combined units of labor and capital input** are computed by combining changes in labor and capital inputs with weights which represent each component's share of total output. The indexes for capital services and combined units of labor and capital are based on changing weights which are averages of the shares in the current and preceding year (the Tornquist index-number formula).

Notes on the data

In the business sector and the nonfarm business sector, the output measure employed in the computation of output per hour is constructed from Gross Domestic Product rather than Gross National Product. Multifactor productivity measures (table 28) for the *private* business and *private* nonfarm business sectors differ from the business and nonfarm business sector measures used in the traditional labor productivity indexes (tables 29–32) in that they exclude the activities of government enterprises. There is no difference in the sector definition for manufacturing.

Output measures for the business sectors are derived from data 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 Labor Statistics and the Bureau of Economic Analysis.

The productivity and associated cost measures in the tables describe the relationship between output in real terms and the labor time and capital services involved in its production. They show the changes from period to period in the amount of goods and services produced per unit of input. Although these measures relate output to hours and capital services, they do not measure the contributions of labor, capital, or any other specific factor of production. Rather, they reflect the joint effect of many influences, including changes in technology; capital investment; level of output; utilization of capacity, energy, and materials; the organization of production; managerial skill; and the characteristics and efforts of the work force. For a more complete description of the methodology underlying the multifactor productivity measures, see Bulletin 2178, "Trends in Multifactor Productivity, 1948–81" (September 1983).

28. Annual indexes of multifactor productivity and related measures, selected years, 1950-83

[1977 = 100]

Item	1950	1960	1970	1973	1974	1975	1976	1978	1979	1980	1981	1982	1983
PRIVATE BUSINESS SECTOR													
Productivity:													
Output per hour of all persons	49.7	64.8	86.1	94.8	92.5	94.5	97.6	100.5	99.3	98.7	100.6	100.8	103.7
Output per unit of capital services	98.6	98.5	98.5	103.0	96.5	92.0	96.1	101.8	100.3	95.6	94.1	89.6	92.3
Multifactor productivity	63.6	75.4	90.2	97.5	93.8	93.6	97.1	101.0	99.7	97.6	98.3	96.8	99.6
Output	39.5	53.3	78.3	91.8	89.9	88.0	93.7	105.5	107.9	106.4	109.2	106.3	111.1
Inputs:													
Hours of all persons	79.4	82.2	90.8	96.8	97.2	93.1	95.9	105.0	108.6	107.8	108.5	105.4	107.2
Capital services	40.1	54.1	79.4	89.1	93.1	95.7	97.5	103.6	107.5	111.4	116.0	118.7	120.3
Combined units of labor and capital input	62.1	70.7	86.7	94.1	95.8	94.0	96.5	104.5	108.2	109.0	111.0	109.8	111.5
Capital per hour of all persons	50.4	65.8	87.4	92.0	95.9	102.8	101.6	98.7	98.9	103.3	106.9	112.6	112.3
PRIVATE NONFARM BUSINESS SECTOR													
Productivity:													
Output per hour of all persons	55.6	68.0	86.8	95.3	92.9	94.8	97.8	100.6	99.0	98.2	99.6	99.9	103.5
Output per unit of capital services	98.2	98.4	98.6	103.2	96.5	91.7	96.1	101.9	100.1	95.2	93.2	88.7	91.9
Multifactor productivity	68.1	77.6	90.7	97.9	94.1	93.6	97.2	101.0	99.4	97.2	97.4	95.9	99.3
Output	38.3	52.3	77.8	91.7	89.7	87.6	93.6	105.7	108.0	106.4	108.7	105.9	111.3
Inputs:													
Hours of all persons	69.0	77.0	89.7	96.2	96.5	92.4	95.7	105.1	109.1	108.4	109.1	106.0	107.6
Capital services	39.0	53.2	78.9	88.8	93.0	95.6	97.4	103.7	107.9	111.7	116.6	119.4	121.2
Combined units of labor and capital input	56.2	67.4	85.9	93.6	95.3	93.5	96.3	104.6	108.7	109.5	111.6	110.4	112.0
Capital per hour of all persons	56.6	69.1	88.0	92.4	96.3	103.4	101.8	98.7	98.9	103.1	106.8	112.6	112.6
MANUFACTURING													
Productivity:													
Output per hour of all persons	49.4	60.0	79.2	93.0	90.8	93.4	97.6	100.9	101.6	101.7	104.9	107.1	111.6
Output per unit of capital services	94.5	88.0	91.8	108.2	99.6	89.4	96.1	101.5	99.5	90.7	89.9	82.9	87.6
Multifactor productivity	59.9	67.0	82.3	96.8	93.1	92.2	97.1	101.1	101.0	98.8	100.8	100.3	104.9
Output	38.6	50.7	77.0	95.9	91.9	85.4	93.6	105.3	108.2	103.5	106.1	99.3	104.4
Inputs:													
Hours of all persons	78.2	84.4	97.3	103.1	101.2	91.4	95.9	104.4	106.5	101.7	101.1	92.7	93.5
Capital services	40.9	57.5	83.9	88.6	92.2	95.5	97.4	103.8	108.8	114.1	118.0	119.8	119.2
Combined units of labor and capital input	64.5	75.6	93.5	99.0	98.7	92.6	96.3	104.2	107.1	104.8	105.2	99.0	99.5
Capital per hour of all persons	52.3	68.2	86.2	85.9	91.1	104.5	101.6	99.4	102.1	112.2	116.7	129.2	127.5

29. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years, 1950-83

[1977 = 100]

Item	1950	1955	1960	1965	1970	1975	1976	1978	1979	1980	1981	1982	1983
Business sector:													
Output per hour of all persons	50.4	58.3	65.2	78.3	86.2	94.6	97.6	100.5	99.3	98.8	100.7	100.9	103.7
Compensation per hour	20.0	26.4	33.9	41.7	58.2	85.6	92.9	108.5	118.7	131.1	143.4	155.0	161.7
Real compensation per hour	50.5	59.7	69.5	80.1	90.8	96.4	98.9	100.8	99.1	96.4	95.5	97.3	98.4
Unit labor costs	39.8	45.2	52.1	53.3	67.5	90.5	95.1	108.0	119.5	132.6	142.4	153.6	156.0
Unit nonlabor payments	43.4	47.6	50.6	57.6	63.2	90.4	94.0	106.7	112.8	119.3	136.7	136.8	145.5
Implicit price deflator	41.0	46.0	51.6	54.7	66.0	90.4	94.7	107.5	117.2	128.1	140.4	147.9	152.4
Nonfarm business sector:													
Output per hour of all persons	56.3	62.8	68.3	80.5	86.8	94.8	97.8	100.6	99.0	98.3	99.8	100.0	103.4
Compensation per hour	21.9	28.3	35.7	42.8	58.7	86.1	93.0	108.6	118.4	130.6	143.1	154.5	162.0
Real compensation per hour	55.1	64.0	73.1	82.3	91.5	96.9	99.0	100.8	98.8	96.0	95.3	97.0	98.6
Unit labor costs	38.8	45.1	52.3	53.2	67.6	90.8	95.1	108.0	119.5	132.8	143.5	154.5	156.6
Unit nonlabor payments	42.7	47.8	50.4	58.0	63.8	88.5	93.5	105.3	110.4	118.6	135.0	136.9	147.0
Implicit price deflator	40.1	46.0	51.6	54.8	66.3	90.0	94.6	107.1	116.5	128.1	140.6	148.6	153.4
Nonfinancial corporations:													
Output per hour of all persons	(1)	(1)	68.0	82.0	87.4	95.5	98.2	100.8	100.6	99.7	101.6	102.6	106.1
Compensation per hour	(1)	(1)	37.0	43.9	59.4	86.1	92.9	108.4	118.6	130.8	143.1	154.6	161.0
Real compensation per hour	(1)	(1)	75.8	84.3	92.7	97.0	98.9	100.7	99.0	96.2	95.3	97.0	97.9
Unit labor costs	(1)	(1)	54.4	53.5	68.0	90.2	94.6	107.5	117.8	131.2	140.9	150.6	151.8
Unit nonlabor payments	(1)	(1)	54.6	60.8	63.1	90.8	95.0	104.2	106.9	117.4	135.1	138.1	149.1
Implicit price deflator	(1)	(1)	54.5	56.1	66.3	90.4	94.7	106.4	114.1	126.4	138.9	146.3	150.9
Manufacturing:													
Output per hour of all persons	49.4	56.4	60.0	74.6	79.2	93.4	97.6	100.9	101.6	101.7	104.9	107.1	111.6
Compensation per hour	21.5	28.8	36.7	42.8	57.6	85.5	92.3	108.3	118.8	132.7	145.2	158.0	163.4
Real compensation per hour	54.0	65.1	75.1	82.3	89.8	96.2	98.3	100.6	99.2	97.6	96.8	99.2	99.4
Unit labor costs	43.4	51.0	61.1	57.5	72.7	91.5	94.6	107.3	117.0	130.5	138.4	147.6	146.4
Unit nonlabor payments	54.3	58.6	61.1	69.4	65.1	87.3	93.9	102.7	99.9	97.9	111.6	110.5	128.8
Implicit price deflator	46.6	53.2	61.1	61.0	70.5	90.3	94.4	106.0	112.0	120.9	130.6	136.7	141.2

¹ Not available.

30. Annual changes in productivity, hourly compensation, unit costs, and prices, 1973-83

Item	Year											Annual rate of change	
	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1950-83	1973-83
Business sector:													
Output per hour of all persons	2.6	-2.4	2.2	3.3	2.4	0.5	-1.2	-0.5	1.9	0.2	2.7	2.2	0.9
Compensation per hour	8.0	9.4	9.6	8.5	7.7	8.5	9.4	10.4	9.4	8.1	4.3	6.5	8.5
Real compensation per hour	1.6	-1.4	0.5	2.6	1.2	0.8	-1.7	-2.7	-0.9	1.9	1.1	2.0	0.1
Unit labor costs	5.3	12.1	7.3	5.1	5.1	8.0	10.7	11.0	7.3	7.9	1.6	4.2	7.6
Unit nonlabor payments	5.9	4.4	15.1	4.0	6.4	6.7	5.8	5.7	14.6	0.1	6.3	3.7	7.1
Implicit price deflator	5.5	9.5	9.8	4.7	5.6	7.5	9.0	9.3	9.6	5.3	3.0	4.1	7.1
Nonfarm business sector:													
Output per hour of all persons	2.4	-2.5	2.0	3.2	2.2	0.6	-1.5	-0.7	1.5	0.2	3.5	1.9	1.2
Compensation per hour	7.6	9.4	9.6	8.1	7.5	8.6	9.0	10.3	9.6	8.0	4.9	6.3	8.5
Real compensation per hour	1.3	-1.4	0.4	2.2	1.0	0.8	-2.0	-2.8	-0.7	1.7	1.6	1.8	0.1
Unit labor costs	5.0	12.2	7.5	4.7	5.2	8.0	10.7	11.1	8.0	7.7	1.4	4.3	7.6
Unit nonlabor payments	1.3	5.9	16.7	5.7	6.9	5.3	4.8	7.4	13.8	1.4	7.4	3.8	7.5
Implicit price deflator	3.8	10.2	10.3	5.1	5.7	7.1	8.8	10.0	9.8	5.7	3.2	4.1	7.6
Nonfinancial corporations:													
Output per hour of all employees	2.4	-3.7	2.9	2.9	1.8	0.8	-0.2	-0.9	1.9	1.0	3.3	(¹)	1.1
Compensation per hour	7.5	9.4	9.6	7.9	7.6	8.4	9.4	10.3	9.4	8.0	4.2	(¹)	8.5
Real compensation per hour	1.2	-1.5	0.4	2.0	1.1	0.7	-1.7	-2.8	-0.9	1.8	0.9	(¹)	0.1
Unit labor costs	4.9	13.6	6.5	4.9	5.7	7.5	9.6	11.3	7.4	6.9	0.8	(¹)	7.4
Unit nonlabor payments	1.5	7.1	20.1	4.6	5.3	4.2	2.6	9.8	15.1	2.3	7.9	(¹)	7.1
Implicit price deflator	3.8	11.4	10.9	4.8	5.6	6.4	7.2	10.8	9.8	5.3	3.1	(¹)	7.3
Manufacturing:													
Output per hour of all persons	5.4	-2.4	2.9	4.5	2.5	0.9	0.7	0.2	3.1	2.1	4.3	2.5	1.8
Compensation per hour	7.2	10.6	11.9	8.0	8.3	8.3	9.7	11.7	9.4	8.8	3.4	6.3	9.0
Real compensation per hour	0.9	-0.3	2.5	2.1	1.8	0.6	-1.4	-1.6	-0.9	2.5	0.2	1.9	0.5
Unit labor costs	1.7	13.3	8.8	3.4	5.7	7.3	9.0	11.5	6.1	6.6	-0.8	3.8	7.0
Unit nonlabor payments	-3.3	-1.8	25.9	7.5	6.5	2.7	-2.6	-2.1	14.1	-1.0	16.5	2.6	6.2
Implicit price deflator	0.3	9.0	13.1	4.6	6.0	6.0	5.7	7.9	8.0	4.7	3.3	3.4	6.8

¹ Not available.

31. Quarterly indexes of productivity, hourly compensation, unit costs, and prices, seasonally adjusted

[1977 = 100]

Item	Annual average		Quarterly indexes											
	1982	1983	1982				1983				1984			
			I	II	III	IV	I	II	III	IV	I	II	III	
Business sector:														
Output per hour of all persons	100.9	103.7	100.9	100.3	100.9	101.6	102.2	103.6	104.3	104.7	105.7	107.0	(^r)107.3	
Compensation per hour	155.0	161.7	151.4	153.9	156.7	158.4	160.2	161.0	161.8	164.2	166.7	167.5	(^r)169.4	
Real compensation per hour	97.3	98.4	96.9	97.2	97.3	98.0	99.0	98.5	98.0	98.4	98.6	98.2	98.4	
Unit labor costs	153.6	156.0	150.0	153.4	155.3	155.9	156.8	155.4	155.1	156.8	157.7	156.5	(^r)157.9	
Unit nonlabor payments	136.8	145.5	138.0	137.0	135.8	136.5	139.8	144.6	147.9	149.1	151.6	157.2	(^r)158.3	
Implicit price deflator	147.9	152.4	145.9	147.9	148.7	149.3	151.0	151.7	152.7	154.2	155.6	156.7	(^r)158.0	
Nonfarm business sector:														
Output per hour of all persons	100.0	103.4	99.8	99.4	100.3	100.5	101.6	103.6	104.1	104.4	105.2	106.6	(^r)106.4	
Compensation per hour	154.5	162.0	151.0	153.2	156.0	157.9	160.1	161.5	162.4	164.0	166.5	168.0	169.5	
Real compensation per hour	97.0	98.6	96.7	96.8	96.9	97.7	99.0	98.8	98.3	98.2	98.5	98.5	98.5	
Unit labor costs	154.5	156.6	151.4	154.2	155.6	157.1	157.6	155.9	155.9	157.1	158.3	157.6	(^r)159.4	
Unit nonlabor payments	136.9	147.0	136.9	137.5	136.8	136.4	140.6	146.4	149.4	151.4	152.2	156.8	(^r)157.8	
Implicit price deflator	148.6	153.4	146.5	148.6	149.3	150.2	151.9	152.7	153.8	155.2	156.3	157.3	(^r)158.8	
Nonfinancial corporations:														
Output per hour of all employees	102.6	106.1	102.2	102.1	103.3	103.2	104.0	105.8	107.2	107.2	108.1	108.9	(^r)108.3	
Compensation per hour	154.6	161.0	151.1	153.5	156.2	157.7	159.2	160.6	161.8	162.6	164.8	165.8	(^r)167.2	
Real compensation per hour	97.0	97.9	96.7	97.0	97.0	97.5	98.4	98.2	98.0	97.4	97.5	97.2	(^r)97.2	
Total unit costs	154.3	155.2	151.5	154.0	154.7	157.0	156.7	155.2	154.4	154.7	155.0	155.0	(^r)157.2	
Unit labor costs	150.6	151.8	147.9	150.3	151.3	152.9	153.1	151.7	150.9	151.7	152.5	152.3	(^r)154.4	
Unit nonlabor costs	164.8	164.9	161.6	164.3	164.4	168.8	167.0	165.1	164.4	163.3	162.0	162.8	(^r)165.2	
Unit profits	84.6	117.2	89.4	86.8	86.6	75.6	92.5	111.8	126.6	135.9	143.2	151.1	(^r)146.5	
Implicit price deflator	146.3	150.9	144.3	146.3	146.9	147.7	149.4	150.2	151.2	152.6	153.6	154.6	(^r)156.0	
Manufacturing:														
Output per hour of all persons	107.1	111.6	105.5	106.3	108.8	107.8	109.1	110.8	113.4	113.1	114.2	115.3	(^r)117.5	
Compensation per hour	158.0	163.4	154.3	157.2	159.8	161.0	162.7	163.0	163.5	164.6	167.1	168.3	169.9	
Real compensation per hour	99.2	99.4	98.8	99.4	99.2	99.6	100.6	99.7	99.0	98.6	98.9	98.7	98.7	
Unit labor costs	147.6	146.4	146.2	148.0	146.9	149.3	149.1	147.0	144.1	145.5	146.4	146.0	144.5	

^r = revised.

^p = preliminary.

32. Percent change from preceding quarter and year in productivity, hourly compensation, unit costs, and prices, seasonally adjusted at annual rate

Item	Quarterly percent change at annual rate						Percent change from same quarter a year ago					
	I 1983 to II 1983	II 1983 to III 1983	III 1983 to IV 1983	IV 1983 to I 1984	I 1984 to II 1984	II 1984 to III 1984	II 1982 to II 1983	III 1982 to III 1983	IV 1982 to IV 1983	I 1983 to I 1984	II 1983 to II 1984	III 1983 to III 1984
Business sector:												
Output per hour of all persons	5.9	2.8	1.4	4.0	4.9	r0.9	3.3	3.4	3.1	3.5	3.3	r2.8
Compensation per hour	2.2	2.0	6.1	6.2	1.9	4.5	4.6	3.3	3.7	4.1	4.0	4.7
Real compensation per hour	-2.1	-2.1	1.6	1.2	-1.8	0.9	1.3	0.7	0.3	-0.4	-0.3	0.5
Unit labor costs	-3.5	-0.8	4.6	2.1	-2.9	r3.6	1.3	-0.1	0.6	0.6	0.7	r1.8
Unit nonlabor payments	14.5	9.5	3.1	7.0	15.4	r2.8	5.5	8.9	9.2	8.4	8.7	r7.0
Implicit price deflator	1.9	2.5	4.1	3.7	2.9	r3.3	2.6	2.7	3.3	3.0	3.3	3.5
Nonfarm business sector:												
Output per hour of all persons	8.1	2.1	1.0	2.9	5.5	r-0.7	4.3	3.9	3.9	3.5	2.9	r2.2
Compensation per hour	3.5	2.2	4.1	6.1	3.7	r3.8	5.4	4.1	3.9	4.0	4.0	4.4
Real compensation per hour	-0.8	-1.9	-0.3	1.0	0.0	r0.2	2.0	1.5	0.6	-0.5	-0.3	0.2
Unit labor costs	-4.2	0.1	3.0	3.1	r-1.7	r4.5	1.1	0.2	0.0	0.4	1.1	r2.2
Unit nonlabor payments	17.8	8.4	5.3	2.3	12.5	r2.5	6.5	9.2	10.9	8.3	7.1	r5.6
Implicit price deflator	2.2	2.7	3.7	2.8	2.8	r3.8	2.8	3.0	3.3	2.9	3.0	r3.3
Nonfinancial corporations:												
Output per hour of all employees	7.5	5.3	-0.2	3.6	r2.8	p-2.1	3.7	3.8	3.9	4.0	2.9	p1.0
Compensation per hour	3.5	3.1	2.0	5.7	r2.4	p3.3	4.6	3.6	3.1	3.6	3.3	p3.3
Real compensation per hour	-0.8	-1.0	-2.4	0.7	-1.3	p-0.3	1.3	1.0	-0.2	-0.9	-1.0	p-0.1
Total units costs	-3.9	-2.0	0.8	0.6	r0.2	p5.7	0.8	-0.2	-1.5	-1.1	r-0.1	p1.8
Unit labor costs	-3.7	-2.1	2.1	2.0	r-0.4	p5.5	0.9	-0.2	-0.8	-0.4	0.4	p2.3
Unit nonlabor costs	-4.5	-1.7	-2.6	-3.2	r2.0	p6.2	0.5	0.0	-3.2	-3.0	-1.4	p0.5
Unit profits	112.8	64.8	32.6	23.4	r23.8	p-11.7	28.7	46.3	79.8	54.8	35.2	p15.7
Implicit price deflator	2.3	2.8	3.6	2.7	r2.6	p3.6	2.7	3.0	3.3	2.8	2.9	p3.1
Manufacturing:												
Output per hour of all persons	6.4	9.7	-1.0	3.7	r4.0	r7.8	4.3	4.3	4.9	4.7	4.1	r3.6
Compensation per hour	0.6	1.3	2.9	6.2	2.9	r3.6	3.6	2.3	2.2	2.7	3.3	3.9
Real compensation per hour	-3.5	-2.8	-1.5	1.1	-0.8	0.1	0.3	-0.3	-1.0	-1.7	-1.0	-0.3
Unit labor costs	-5.5	-7.7	3.9	2.3	r-1.1	r-3.8	-0.6	-1.9	-2.6	-1.9	-0.7	r0.3

r = revised.

p = preliminary.

WAGE AND COMPENSATION DATA

DATA FOR THE EMPLOYMENT COST INDEX are reported to the Bureau of Labor Statistics by a sample of 2,000 private nonfarm establishments and 750 State and local government units selected to represent total employment in those sectors. On average, each reporting unit provides wage and compensation information on five well-specified occupations.

Data on negotiated wage and benefit changes are obtained from contracts on file at the Bureau, direct contact with the parties, and secondary sources.

Definitions

The **Employment Cost Index (ECI)** is a quarterly measure of the average change in the cost of employing labor. The rate of total compensation, which comprises wages, salaries, and employer costs for employee benefits, is collected for workers performing specified tasks. Employment in each occupation is held constant over time for all series produced in the ECI, except those by region, bargaining status, and area. As a consequence, only changes in compensation are measured. Industry and occupational employment data from the 1970 Census of Population are used in deriving constant weights for the ECI. While holding total industry and occupational employment fixed, in the estimation of indexes by region, bargaining status, and area, the employment in those measures is allowed to vary over time in accord with changes in the sample. The rate of change (in percent) is available for wages and salaries, as well as for total compensation. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The statistics are neither annualized nor adjusted for seasonal influence.

Wages and salaries consist of earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production bonuses, incentive earnings, commissions, and cost-of-living adjustments are included; nonproduction bonuses are included with other supplemental pay items in the benefits category; and payments-in-kind, free room and board, and tips are excluded. *Benefits* include supplemental pay, insurance, retirement and savings plans, and hours-related and legally required benefits.

Data on negotiated wage changes apply to private nonfarm industry collective bargaining agreements covering 1,000 workers or more. Data on compensation changes apply only to those agreements covering 5,000 workers or more. *First-year* wage or compensation changes refer to average negotiated changes for workers covered by settlements reached in the period

and implemented within the first 12 months after the effective date of the agreement. *Changes over the life of the agreement* refer to all adjustments specified in the contract, expressed as an average annual rate. These measures exclude wage changes that may occur under cost-of-living adjustment clauses, that are triggered by movements in the Consumer Price Index. *Wage-rate changes* are expressed as a percent of straight-time hourly earnings; *compensation changes* are expressed as a percent of total wages and benefits.

Effective wage adjustments reflect all negotiated changes implemented in the reference period, regardless of the settlement date. They include changes from settlements reached during the period, changes deferred from contracts negotiated in an earlier period, and cost-of-living adjustments. The data also reflect contracts providing for no wage adjustment in the period. Effective adjustments and each of their components are prorated over all workers in bargaining units with at least 1,000 workers.

Notes on the data

The Employment Cost Index data series began in the fourth quarter of 1975, with the quarterly percent change in wages and salaries in the private nonfarm sector. Data on employer costs for employee benefits were included in 1980, to produce a measure of the percent change in employers' cost for employees' total compensation. State and local government units were added to the ECI coverage in 1981, providing a measure of total compensation change in the civilian nonfarm economy.

Data for the broad white-collar, blue-collar, and service worker groups, and the manufacturing, nonmanufacturing, and service industry groups are presented in the ECI. Additional occupation and industry detail are provided for the wages and salaries component of total compensation in the private nonfarm sector. For State and local government units, additional industry detail is shown for both total compensation and its wages and salaries component.

Historical indexes (June 1981 = 100) of the quarterly rates of changes presented in the ECI are also available.

For a more detailed discussion of the ECI, see chapter 11, "The Employment Cost Index," of the BLS *Handbook of Methods* (Bulletin 2134-1), and the *Monthly Labor Review* articles: "Employment Cost Index: a measure of change in the 'price of labor,'" July 1975; "How benefits will be incorporated into the Employment Cost Index," January 1978; and "The Employment Cost Index: recent trends and expansion," May 1982.

Additional data for the ECI and other measures of wage and compensation changes appear in *Current Wage Developments*, a monthly publication of the Bureau.

33. Employment Cost Index, by occupation and industry group

[June 1981 = 100]

Series	1982		1983				1984			Percent change	
	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	3 months ended	12 months ended
										September 1984	
Civilian workers¹	110.1	111.4	113.2	114.5	116.5	117.8	119.8	120.8	122.4	1.3	5.1
Workers, by occupational group											
White-collar workers	110.7	111.9	113.7	114.9	117.6	118.9	120.9	122.1	124.0	1.6	5.4
Blue-collar workers	109.2	110.5	112.3	113.6	114.8	115.8	117.7	118.6	119.6	0.8	4.2
Service workers	110.8	112.4	114.3	115.1	116.7	119.1	122.0	122.1	124.6	2.0	6.8
Workers, by industry division											
Manufacturing	109.3	110.4	112.5	113.5	115.0	116.0	117.9	119.1	120.4	1.1	4.7
Nonmanufacturing	110.5	111.8	113.5	114.9	117.2	118.6	120.7	121.6	123.3	1.4	5.2
Services	113.5	115.0	116.6	117.1	121.1	122.6	125.0	125.5	128.8	2.6	6.4
Public administration ²	112.8	113.6	116.2	117.0	119.8	121.4	122.9	123.7	126.9	2.6	5.9
Private industry workers	109.3	110.7	112.6	113.9	115.6	117.0	119.0	120.1	121.1	.8	4.8
Workers, by occupational group											
White-collar workers	109.5	110.8	112.8	114.2	116.5	117.9	119.9	121.4	122.4	.8	5.1
Blue-collar workers	109.0	110.3	112.1	113.5	114.6	115.7	117.5	118.4	119.3	.8	4.1
Service workers	109.6	111.8	113.8	114.6	115.1	117.9	121.5	121.2	123.2	1.7	7.0
Workers, by industry division											
Manufacturing	109.3	110.4	112.5	113.5	115.0	116.0	117.9	119.1	120.4	1.1	4.7
Nonmanufacturing	109.3	110.8	112.6	114.2	116.0	117.5	119.6	120.7	121.6	.7	4.8
State and local government workers	114.3	115.1	116.5	117.1	120.8	122.0	123.9	124.4	128.8	3.5	6.6
Workers, by occupational group											
White-collar workers	114.9	115.8	117.0	117.5	121.5	122.6	124.5	125.0	129.7	3.8	6.7
Blue-collar workers	112.7	113.0	114.9	115.8	118.0	119.2	121.9	122.3	125.0	2.2	5.9
Workers, by industry division											
Services	114.9	115.9	116.8	117.4	121.7	122.6	124.5	125.0	129.9	3.9	6.7
Schools	114.8	115.8	116.6	116.9	121.9	122.6	124.5	124.7	130.6	4.7	7.1
Elementary and secondary	115.6	116.6	117.2	117.4	123.3	123.9	125.4	125.7	132.1	5.1	7.1
Hospitals and other services ³	115.3	116.0	117.5	118.8	121.1	122.6	124.4	125.7	127.9	1.8	5.6
Public administration ²	112.8	113.6	116.2	117.0	119.8	121.4	122.9	123.7	126.9	2.6	5.9

¹Excludes farm, household, and Federal workers.

²Consists of legislative, judicial, administrative, and regulatory activities.

³Includes, for example, library, social, and health services.

34. Employment Cost Index, wages and salaries, by occupation and industry group

[June 1981 = 100]

Series	1982		1983				1984			Percent change	
	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	3 months ended	12 months ended
										September 1984	
Civilian workers¹	109.7	110.9	112.2	113.4	115.3	116.5	117.9	118.8	120.3	1.3	4.3
Workers, by occupational group											
White-collar workers	110.4	111.4	113.0	114.2	116.7	117.9	119.3	120.4	122.2	1.5	4.7
Blue-collar workers	108.6	109.8	110.8	112.0	113.1	114.0	115.3	116.1	117.0	0.8	3.4
Service workers	110.1	111.8	113.2	113.9	115.1	117.4	120.0	119.8	122.3	2.1	6.3
Workers, by industry division											
Manufacturing	108.8	109.8	111.0	112.0	113.3	114.5	115.7	116.8	118.0	1.0	4.1
Nonmanufacturing	110.1	111.3	112.7	114.0	116.1	117.4	118.9	119.7	121.3	1.3	4.5
Services	113.2	114.4	115.8	116.3	120.1	121.3	123.3	123.8	127.2	2.7	5.9
Public administration ²	111.9	112.6	114.6	115.4	118.2	119.4	120.4	121.3	124.4	2.6	5.2
Private industry workers	109.0	110.3	111.6	112.9	114.5	115.8	117.2	118.2	119.2	.8	4.1
Workers, by occupational group											
White-collar workers	109.4	110.6	112.2	113.6	115.9	117.2	118.5	119.9	120.9	.8	4.3
Professional and technical workers	111.8	112.9	114.8	115.9	119.9	120.4	122.2	123.8	125.2	1.1	4.4
Managers and administrators	108.5	109.3	112.0	114.0	114.8	115.7	118.0	119.2	121.0	1.5	5.4
Salesworkers	104.5	106.2	105.7	107.1	108.4	111.2	110.2	111.9	110.5	-1.3	1.9
Clerical workers	110.3	111.6	113.4	114.6	116.7	118.3	119.8	120.7	122.0	1.1	4.5
Blue-collar workers	108.5	109.7	110.7	111.9	112.9	113.9	115.1	115.9	116.7	.7	3.4
Craft and kindred workers	109.6	111.2	112.2	113.4	114.3	115.4	116.5	117.3	118.0	.6	3.2
Operatives, except transport	108.3	109.3	110.0	111.1	112.3	113.6	114.9	115.8	116.6	.7	3.8
Transport equipment operatives	106.0	106.9	108.0	110.3	110.7	110.2	111.7	112.7	113.4	.6	2.4
Nonfarm laborers	106.5	107.8	109.0	109.8	110.8	112.1	112.9	114.1	114.7	.5	3.5
Service workers	109.3	111.4	112.9	113.5	113.7	116.5	119.8	119.3	121.2	1.6	6.6
Workers, by industry division											
Manufacturing	108.8	109.8	111.0	112.0	113.3	114.5	115.7	116.8	118.0	1.0	4.1
Durables	109.0	110.3	111.1	111.8	112.9	114.4	115.7	116.6	117.7	.9	4.3
Nondurables	108.5	109.1	110.9	112.3	113.9	114.6	115.8	117.1	118.6	1.3	4.1
Nonmanufacturing	109.1	110.5	112.0	113.4	115.2	116.5	118.0	119.0	119.9	.8	4.1
Construction	109.1	109.7	110.4	112.1	112.2	112.9	113.3	114.0	114.3	.3	1.9
Transportation and public utilities	109.5	111.1	112.9	114.7	115.7	116.8	118.5	119.3	119.9	.5	3.6
Wholesale and retail trade	106.5	107.2	108.5	110.8	111.5	112.3	114.3	116.0	116.5	.4	4.5
Wholesale trade	109.0	109.8	111.8	114.1	115.7	116.5	118.2	120.0	120.7	.6	4.3
Retail trade	105.5	106.1	107.2	109.4	109.9	110.6	112.8	114.4	114.9	.4	4.5
Finance, insurance, and real estate	106.1	109.0	110.6	111.1	113.5	116.9	116.1	116.9	115.3	-1.4	1.6
Services	112.5	114.3	116.0	116.6	120.4	121.9	124.2	124.7	127.1	1.9	5.6
State and local government workers	113.5	114.0	115.1	115.7	119.2	120.0	121.6	122.0	126.1	3.4	5.8
Workers, by occupational group											
White-collar workers	114.2	114.6	115.6	116.1	119.8	120.6	122.2	122.5	127.1	3.8	6.1
Blue-collar workers	111.5	112.0	113.3	114.3	116.4	116.9	119.1	119.6	121.9	1.9	4.7
Workers, by industry division											
Services	114.2	114.6	115.5	115.9	119.8	120.6	122.2	122.5	127.2	3.8	6.2
Schools	114.2	114.5	115.2	115.4	119.9	120.6	122.2	122.3	127.8	4.5	6.6
Elementary and secondary	114.9	115.1	115.6	115.8	121.1	121.7	122.9	123.0	129.3	5.1	6.8
Hospitals and other services ³	114.3	114.9	116.5	117.7	119.7	120.6	121.9	123.1	125.1	1.6	4.5
Public administration ²	111.9	112.6	114.6	115.4	118.2	119.4	120.4	121.3	124.4	2.6	5.2

¹Excludes farm, household, and Federal workers.

²Consists of legislative, judicial, administrative, and regulatory activities.

³Includes, for example, library, social, and health services.

35. Employment Cost Index, private industry workers, by bargaining status, region, and area size

[June 1981 = 100]

Series	1982		1983				1984			Percent change	
	Sept.	Dec.	March	June	Sept.	Dec.	March	June	Sept.	3 months ended	12 months ended
										September 1984	
COMPENSATION											
Workers, by bargaining status ¹											
Union	110.6	112.3	114.5	116.0	117.8	118.8	120.6	121.7	122.6	0.7	4.1
Manufacturing	110.3	111.8	114.0	114.8	116.3	117.2	119.3	120.5	121.6	.9	4.6
Nonmanufacturing	111.0	112.8	114.9	117.1	119.2	120.4	121.9	122.8	123.6	.7	3.7
Nonunion	108.5	109.7	111.5	112.8	114.4	115.9	118.0	119.2	120.3	.9	5.2
Manufacturing	108.4	109.2	111.2	112.3	113.8	114.9	116.6	117.9	119.3	1.2	4.8
Nonmanufacturing	108.6	109.9	111.6	113.0	114.7	116.4	118.6	119.8	120.7	.8	5.2
Workers, by region ¹											
Northeast .....	...	111.7	112.6	114.3	116.0	117.5	118.9	120.7	122.4	1.4	5.5
South .....	...	110.6	112.5	113.5	115.6	117.1	119.7	120.7	120.7	.0	4.4
North Central .....	...	108.6	110.9	112.5	113.9	114.7	117.2	117.9	119.7	1.5	5.1
West .....	...	112.9	115.4	116.6	118.0	120.0	121.0	122.2	122.5	.2	3.8
Workers, by area size ¹											
Metropolitan areas	109.4	110.9	112.9	114.2	116.0	117.4	119.4	120.6	121.5	.7	4.7
Other areas	108.6	109.1	110.8	112.3	113.4	114.5	116.7	117.4	119.0	1.4	4.9
WAGES AND SALARIES											
Workers, by bargaining status ¹											
Union	110.3	111.8	112.9	114.2	116.0	116.9	118.1	119.0	119.8	.7	3.3
Manufacturing	109.5	110.8	111.4	112.3	113.7	114.8	116.1	117.1	118.1	.9	3.9
Nonmanufacturing	111.1	112.7	114.3	116.0	118.3	118.9	120.1	120.7	121.3	.5	2.5
Nonunion	108.3	109.5	110.9	112.2	113.7	115.2	116.7	117.8	118.8	.8	4.5
Manufacturing	108.2	109.1	110.7	111.8	113.0	114.2	115.4	116.5	117.9	1.2	4.3
Nonmanufacturing	108.3	109.6	111.0	112.4	114.0	115.6	117.2	118.3	119.2	.8	4.6
Workers, by region ¹											
Northeast	109.7	111.5	112.0	113.6	115.3	116.6	117.4	118.9	120.5	1.3	4.5
South	108.8	109.8	111.4	112.5	114.3	115.7	117.9	119.0	119.0	.0	4.1
North Central	107.6	108.6	110.1	111.5	112.8	113.6	115.5	116.0	117.8	1.6	4.4
West	110.7	112.0	114.1	114.9	116.5	118.5	118.8	119.6	120.0	.3	3.0
Workers by area size ¹											
Metropolitan areas	109.1	110.5	111.9	113.2	114.9	116.2	117.6	118.6	119.5	.8	4.0
Other areas	108.3	108.8	110.1	111.4	112.3	113.4	115.1	116.0	117.5	1.3	4.6

¹The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see BLS *Handbook of Methods*, Bulletin 1910.

36. Wage and compensation change, major collective bargaining settlements, 1979 to date

[In percent]

Measure	Annual average					Quarterly average									
	1979	1980	1981	1982	1983	1982		1983				1984 ^P			
						III	IV	I	II	III	IV	I	II	III	
Total compensation changes, covering 5,000 workers or more, all industries:															
First year of contract	9.0	10.4	10.2	3.2	3.4	6.2	3.3	-1.6	4.4	5.0	4.9	5.1	3.5	2.9	
Annual rate over life of contract	6.6	7.1	8.3	2.8	3.0	4.7	4.8	1.4	3.6	4.3	3.1	4.7	3.2	3.3	
Wage rate changes covering at least 1,000 workers, all industries:															
First year of contract	7.4	9.5	9.8	3.8	2.6	5.4	3.8	-1.2	2.7	3.7	4.2	2.9	2.6	2.3	
Annual rate over life of contract	6.0	7.1	7.9	3.6	2.8	4.5	4.8	2.2	2.8	3.6	2.8	3.2	2.7	2.7	
Manufacturing:															
First year of contract	6.9	7.4	7.2	2.8	0.4	5.1	4.1	-3.4	1.3	3.4	2.9	2.5	2.2	2.2	
Annual rate over life of contract	5.4	5.4	6.1	2.6	2.1	1.7	3.9	4.5	.9	3.5	3.1	2.5	2.2	2.4	
Nonmanufacturing (excluding construction):															
First year of contract	7.6	9.5	9.8	4.3	5.0	5.5	3.6	3.3	5.9	5.8	4.8	4.4	4.3	2.4	
Annual rate over life of contract	6.2	6.6	7.3	4.1	3.7	4.8	5.2	5.3	5.2	4.3	2.7	4.8	4.2	3.1	
Construction:															
First year of contract	8.8	13.6	13.5	6.5	1.5	6.3	3.4	.7	1.7	1.5	1.1	-3.5	1.0	2.0	
Annual rate over life of contract	8.3	11.5	11.3	6.3	2.4	5.9	2.9	2.4	2.1	2.9	2.6	-2.8	1.4	2.1	

p = preliminary.

37. Effective wage adjustments in collective bargaining units covering 1,000 workers or more, 1979 to date

Measure	Year					Year and quarter									
	1979	1980	1981	1982	1983	1982		1983				1984 ^P			
						III	IV	I	II	III	IV	I	II	III	
Average percent adjustment (including no change):															
All industries	9.1	9.9	9.5	6.8	4.0	2.4	1.3	0.3	1.3	1.2	1.1	0.9	1.0	1.1	
Manufacturing	9.6	10.2	9.4	5.2	2.7	1.7	1.5	-.5	1.1	1.2	.9	1.2	1.0	.9	
Nonmanufacturing	8.8	9.7	9.5	7.9	4.8	2.9	1.2	.9	1.5	1.2	1.2	.7	.9	1.3	
From settlements reached in period	3.0	3.6	2.5	1.7	.8	.5	.6	-.2	.3	.2	.6	.1	.1	.2	
Deferred from settlements reached in earlier period	3.0	3.5	3.8	3.6	2.5	1.3	.4	1.0	.8	.3	.4	.7	.7	.7	
From cost-of-living clauses	3.1	2.8	3.2	1.4	.6	.6	.3	.1	.1	.2	.2	.4	.2	.3	
Total number of workers receiving wage change (in thousands) ¹	—	—	8,648	7,852	6,530	3,760	3,441	2,875	3,061	3,025	2,887	2,855	2,656	2,326	
From settlements reached in period	—	—	2,270	1,907	2,327	620	825	448	561	599	996	293	343	383	
Deferred from settlements reached in earlier period	—	—	6,267	4,846	3,260	2,400	860	812	1,405	1,317	669	990	1,175	1,578	
From cost-of-living clauses	—	—	4,593	3,830	2,327	2,251	1,970	1,938	1,299	1,218	1,290	1,616	1,301	1,172	
Number of workers receiving no adjustments (in thousands)	—	—	145	483	1,187	4,575	4,895	4,842	4,656	4,693	4,830	4,668	4,867	5,198	

¹The total number of workers who received adjustments does not equal the sum of workers that received each type of adjustment, because some workers received more than one type of adjustment during the period.

p = preliminary.

WORK STOPPAGE DATA

WORK STOPPAGES include all known strikes or lockouts involving 1,000 workers or more and lasting a full shift or longer. Data are based largely on newspaper accounts and 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.

Estimates of days idle as a percent of estimated working time measure only the impact of larger strikes (1,000 workers or more). Formerly, these estimates measured the impact of strikes involving 6 workers or more; that is, the impact of virtually *all* strikes. Due to budget stringencies, collection of data on strikes involving fewer than 1,000 workers was discontinued with the December 1981 data.

38. Work stoppages involving 1,000 workers or more, 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 (in thousands)	In effect during month (in thousands)	Number (in thousands)	Percent of estimated working time
1947	270		1,629		25,720	—
1948	245		1,435		26,127	.22
1949	262		2,537		43,420	.38
1950	424		1,698		30,390	.26
1951	415		1,462		15,070	.12
1952	470		2,746		48,820	.38
1953	437		1,623		18,130	.14
1954	265		1,075		16,630	.13
1955	363		2,055		21,180	.16
1956	287		1,370		26,840	.20
1957	279		887		10,340	.07
1958	332		1,587		17,900	.13
1959	245		1,381		60,850	.43
1960	222		896		13,260	.09
1961	195		1,031		10,140	.07
1962	211		793		11,760	.08
1963	181		512		10,020	.07
1964	246		1,183		16,220	.11
1965	268		999		15,140	.10
1966	321		1,300		16,000	.10
1967	381		2,192		31,320	.18
1968	392		1,855		35,567	.20
1969	412		1,576		29,397	.16
1970	381		2,468		52,761	.29
1971	298		2,516		35,538	.19
1972	250		975		16,764	.09
1973	317		1,400		16,260	.08
1974	424		1,796		31,809	.16
1975	235		965		17,563	.09
1976	231		1,519		23,962	.12
1977	298		1,212		21,258	.10
1978	219		1,006		23,774	.11
1979	235		1,021		20,409	.09
1980	187		795		20,844	.09
1981	145		729		16,908	.07
1982	96		656		9,061	.04
1983	81		909		17,461	.08
1983	January	1	1.6	38.0	794.8	.04
	February	5	14.0	50.4	844.4	.05
	March	5	10.5	54.9	1,131.5	.05
	April	2	2.8	52.4	789.5	.04
	May	12	24.9	34.2	488.5	.03
	June	16	63.3	81.2	689.1	.03
	July	10	64.5	99.8	1,270.1	.07
	August	7	615.8	669.7	8,673.2	.41
	September	7	20.8	49.5	567.1	.03
	October	12	68.4	84.7	1,143.3	.06
	November	4	22.8	41.5	605.0	.03
1984 ^P	January	6	28.9	43.0	507.3	.03
	February	2	8.7	37.2	365.5	.02
	March	2	3.0	14.6	284.2	.01
	April	7	28.5	38.1	651.0	.03
	May	5	8.1	39.2	581.2	.03
	June	5	23.7	45.7	754.8	.04
	July	8	68.4	104.1	1,221.7	.06
	August	4	21.5	100.9	1,623.3	.07
	September	9	103.6	117.9	716.4	.04
	October	4	15.8	33.7	498.7	.02
	November	4	12.0	30.7	482.1	.02

p = preliminary.

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